

RUPALI BHAGAT - PHRI

Business and HR Lecturer | Corporate Trainer | Academic Researcher / Academic Advisor / HR Consultant/

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PROFILE:

A university lecturer with 10+ years of teaching experience in business and HR courses and 10+ years of industry experience as HR generalist and HR trainer. As an academician, I aim to work for an educational institution and contribute in its growth by my teaching and research. Due to my diversified experience I feel comfortable working in diversified teams to bequeath valuable inputs to academia and industry.

PROFESSIONAL QUALIFICATIONS:

2000 – 03	Bachelors in business administration (BBA) from KU, India
2003 - 05	Masters in economics (MA) from MDU, India
2006- 07	Post Graduate Diploma in Journalism & Mass Communication from IGNOU, Delhi, India
2006 – 08	Post Graduate in Business Administration (MBA / PGDBA - HR) from Symbiosis, Pune, India
June 2021	PHR-i (Earned international certificate after passing the PHRI exams in JUNE 2021)
2023 - 2024	Post Graduate in Artificial Intelligence and Machine Learning from University of Texas, USA (McCombs Business school)

TEACHING CERTIFICATES:

2010	Bachelor of Education (B.Ed.)
2015	Certificate IV in Training & Assessment from TAFE, Tasmania, Australia
2015	LLN (Language Literacy and Numbers) certificate received from TAFE, Tasmania, Australia

COACHING CERTIFICATES

2023	Diploma in yoga Teaching. Certified Yoga Trainer
2015	Certified Life / Business Coach from International Coach Federation (ICF)/ Neuro Leadership Institute (Trained by MCC Coach Lindlay Rose)
2015	Relational Dynamics (UK) training attended on “How to Become a Coach?” (Trained by Deb Bernard).
2014	7 Habits of Highly Effective Managers / Leaders by Franklin Covey (US) organized by Franklin Covey Dubai office, Kuwait

ON-GOING PROJECTS:

- *Research* - On-going research project with CQU (Central Queensland University, Australia) for a research grant approved by Kuwait Fund for Advancement Studies (KFAS) and Australian University (AU), Kuwait. *Topic relates to best practices of Small and Medium-Sized Enterprise's in Australia and Kuwait.*
- *Research*: Research project with HR faculty in Australian University (AU), Kuwait. Grant approved by KFAS and AU, Kuwait. *Topic relates to Innovation in the current scenario of digital deluge.*
- *Research*: Another, freelance research project with engineering faculty from AU, Kuwait for Qatar foundation. *The topic relates to AI being used to support teaching of statistical courses in business collages.*

PROFESSIONAL EXPERIENCE:

August 2014 August 2024	Senior Instructor in Australian University (AU), Kuwait https://www.au.edu.kw <ul style="list-style-type: none">• Classroom teaching up-to 18/20 hours per week.• College Advisor• Head of Industrial committee (College of Business - 2021)• In charge for Internships (College of Business, 2020-2024)• Member of newly created HR council (2023)• Active member of various academic and industry committees, including ACBSP, Exam Committee, Event committee, Research Committee and Audit Committee.• Special focus on mentoring students with learning disabilities (2014)
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Mar 2012- Aug 2014	<p>International Program Coordinator & Trainer LOYAC, Kuwait www.loyac.org</p> <ul style="list-style-type: none"> • In-charge for international internships and Global outreach programs. • Responsible for all sort of international communications of LOYAC. • Coordinated international internships with HRW, FAO, Oxfam, British Parliament, IFAD and ADC. Also dealt with local partners like DLA Piper, KILAW and all local universities. • Coordinated global outreach programs including K4K (Kenya), Homes (Jordan and Lebanon) and WYSE (Italy). • Special advisor to chairperson Mrs. Fareah Al saqqaf (for Grants and sponsorships). • Job skill Trainer (specially job skill trainings delivered during LOYAC summer programs at Al-Shaheed Park (2014 -2017).
Sept 2010 – March 2012	<p>High School Teacher in Indian Community School, Kuwait (oldest Indian school chain in Kuwait and also, recommended for embassy staff) https://icsk-kw.com</p> <ul style="list-style-type: none"> • Teaching Economics and Business courses. • Supported all external communication during events like graduation day, annual day, fairs and other cultural events.
April- Dec. 2009 (Worked for short time while waiting for my Kuwaiti immigration)	<p>Business and Corporate counsellor, Mother Pride and Presidium Educational Institute, New Delhi, India https://www.motherspridepreschool.com , https://www.thepresidiumschool.com</p> <ul style="list-style-type: none"> • Organized marketing campaigns for Presidium launched in Gurgaon (India). • Responsible for corporate campaigns and local campaigns for Mothers Pride admissions in Gurgaon and Delhi. Done B2B and B2C sales and marketing.
Oct. 2005- June 2007	<p>Executive - Operations and HR Intern at IBM, India (First Full Time Job)</p> <ul style="list-style-type: none"> • Worked on HR projects including succession planning & employee onboarding • Worked as executive operations for citi' group and citi' mortgage projects.
2002-2009	<p>Volunteer at Indian Handicap Welfare Association (NGO), New Delhi, India Volunteer at Haryana cricket association, Gurgaon, India</p> <ul style="list-style-type: none"> • Travelled in India to organize and volunteer disabled sports events. • Attended trainings
Since 2012 (in Kuwait)	<p>Volunteered at</p> <ul style="list-style-type: none"> • INJAZ, Kuwait (JA Worldwide) - https://injaz-kuwait.org • LOYAC (Kuwait)- https://loyac.org/LandingPage/index.html • KFAS (Kuwait) - https://www.kfas.org

Member of following committees:

2014 – 2024	<p>Industrial Committee</p> <ul style="list-style-type: none"> - Head of this committee. University representative to deal with companies regarding PBL, Internships, research. <p>Department council (HR)</p> <ul style="list-style-type: none"> - Member of HR department (formed in 2023). - The council was headed by HOD and as a member I was responsible for all academic and non-academic issues like exam issues, textbooks, courses development, students' complaint. <p>Audit Committee (college level)</p> <ul style="list-style-type: none"> - As a member, responsible for arranging department and college audit. The audit was done by visiting CQU (Central Queensland University from Queensland, Australia) every year between October to November. <p>ACBSP Committee</p> <ul style="list-style-type: none"> - Founder member of ACBSP team, our team submitted the school of Business application to be a ACBSP member. Attended online ACBSP conferences during Covid-19 (2020). <p>Exam Committee</p> <ul style="list-style-type: none"> - Responsible for scheduling and arranging logistics (dealing with IT, H&S) for Mid-term and final exams. Developed college procedures for smooth running of the exam. Co-member of this team since 2017. <p>Advising Committee</p>
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	<ul style="list-style-type: none"> - Academic issues like GPA, Complaints, career planning. - Academic advisor of the university till 2016 until this position was removed by the PUC (Public University Council). Since 2016, offered advising trainings to new joiners and received certificate from university for best advising practices. <p>Member of validation and Moderation committee</p> <ul style="list-style-type: none"> - As a member of validation committee, responsible to validate and moderate course outlines, assessments and teaching material including slides and power points before <p>Mentor for college business Competition</p> <ul style="list-style-type: none"> - Represented university and Kuwait in local, national and international competition. Appreciation received from <i>CFA Society-Kuwait, Warba Bank- Kuwait, UN, Qatar foundation, JA Worldwide, AIESEC, LOYAC</i> apart from local NGO's and industries. - Mentor for LD students (arranging tutors and career guidance) - Member of Events committee (Arranging speakers for business students and motivating students to attend these free seminars and webinars) - Member of TASTAFE committee (2014)
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PROFESSIONAL TRAININGS DELIVERED:

2021, 2022 and 2023	Conducted CV making workshops, interview preparation workshops.as part of career fair preparations.
2019, 2020, 2021, 2022	Conducted seminars on Job Skills and career counselling.
2019, 2020, 2022. 2023	Delivered series of lectures on SDG's (Sustainable Developmental Goals) as part of INJAZ / JA Company program.
2022, 2022, 2023	Delivered trainings on <i>Choice Theory, SDG's and hosted business incubators.</i>
2014, 2015	Training and workshops conducted for LOYAC interns for summer program (Darb).

ACADEMIC RESEARCH:

2025:

- Research titled ‘A Review of Sustainable Development Goal (SDG) #3 Good Health and Well Being and its relation with other SDG’s is submitted to ICFBSM 2025, Canada. The paper will be presented on April 15-16, 2025 and then will be published in conference proceeding. Link <https://www.scitechseries.com/business-stockmarket/speakers/2025>
- Research titled ‘Job autonomy in action: elevating communication overload to spark innovation among knowledge workers’ is submitted to <https://mc.manuscriptcentral.com/erej> and is under review. It is expected to be published in early 2025.

2024:

- Research titled Teaching and learning trends: adoption of AI in Higher Education Sector in Dubai presented in conference Navigating Future: Managing Inclusiveness and Diversity using Innovative Technologies on October 5TH 2024. The full paper is under review by UGC care journal and is expected to be published by April 2025.
- Research publication titled ‘A Critical Review of digital transformation and digitalization in the Higher education Sector’ in journal of Global Entrepreneurial Management (Scitech Journals) in July 2024. Kindly click www.scitechjournals.com to view the research work.
- Conference paper: Abidi, O., Bhagat, R., Sarhan, H. & Safi, M. (2024). Another perspective on the relationship between job autonomy and knowledge workers' innovative behavior: The unexpected role of communication overload. The 47th Eurasia Business and Economics Society Conference, April 18-20, 2024. Berlin, Germany. (date of presentation: 19 April 2024).

2023:

- "Learning from the Future of Kuwait: Scenarios as a Learning Tool" Sustainability Journal (MDPI), June 2023. <https://www.mdpi.com/2071-1050/15/9/7054>.(Q1)
- Research titled Learning from the Future of Kuwait: Scenarios as a Learning Tool to Build Consensus for Actions Needed to Realize Vision 2035. Link to research

https://openurl.ebsco.com/EPDB%3Agcd%3A14%3A10499662/detailv2?sid=ebsco%3Aplink%3A scholar&id=ebsco%3Agcd%3A163723432&crl=c&link_origin=www.google.com.

- Link to read article <https://ideas.repec.org/a/gam/jsusta/v15v2023i9p7054-d1130569.html>
- "A Conceptual Relation Between Human Resource Management and Competency Mapping" – TOJDEL Journal, March 2023. <https://tojdel.net/journals/tojdel/volumes/tojdel-volume11-i01-c02.pdf>
- "The use of Cloud Computing in Human Resource Management (HRM) systems in the Digital World" - published in a journal in Turkey called TOJDEL (The online journal of distance education and e-learning ISSN 2147-6454). <https://tojdel.net/journals/tojdel/volumes/tojdel-volume11-i01-c02.pdf>.
- Safi, M., Abidi, O., Sarhan, H. & Bhagat, R. Managing information and communication overload in higher education institutions in Kuwait amid accelerated digital transformation: prospecting key success factors gained from the COVID-19 experience. International Journal of Business Innovation and Research. DOI: 10.1504/IJBIR.2023.10062582
- Abidi, O., Safi, M., Sarhan, H. & Bhagat, R. Creative Self-Efficacy and Innovative Behavior amidst the Digital Deluge: Unravelling their Nexus with Autonomy and Workplace Civility. Creativity and Innovation Management.
- Abidi, O. Bhagat, R., Sarhan, H. & Safi, M. Unlocking innovative work behaviors: The Interplay of job autonomy and communication overload", Employee Responsibilities and Rights Journal. Published a research titled "The association of socio-demographic characteristics of university students and the levels of their digital entrepreneurial competences" in October 2023 with an external team from Serbia. The research was published in QI journal Heliyon www.cell.com/heliyon . Link to read research is: The association of socio-demographic characteristics of university students and the levels of their digital entrepreneurial competences (sciencedirectassets.com).
- Published a research titled "The association of socio-demographic characteristics of university students and the levels of their digital entrepreneurial competences" in October 2023 with an external team from Serbia. The research was published in QI journal Heliyon www.cell.com/heliyon. <https://www.sciencedirect.com/science/article/pii/S2405844023081057>. (Q1).
- Read research on KFAS website at <https://pure.kfas.org/kw/en/publications/the-association-of-socio-demographic-characteristics-of-universit>
- Read research at https://www.researchgate.net/publication/369317240_Rapid_Digitalization_in_Pandemic_Times_Investigation_of_the_Leadership_Role_in_Managing_Information_and_Communication_Overload_in_Higher_Education_institutions_in_Kuwait

2022:

- Published research titled Identification of Opportunities as the Component of Digital Entrepreneurial Competences of University Students: A pilot study in Kuwait and Serbia. Research available at <https://dl.acm.org/doi/abs/10.1145/3537693.3537724>
- Research published in IRIES Repository of Institute of Economic Sciences, Serbia. Research titled Identification of Opportunities as the Component of Digital Entrepreneurial Competences of University Students : A pilot study in Kuwait and Serbia. Link to research <http://ebooks.iem.bg.ac.rs/1781/>
- Link to published research <https://dl.acm.org/doi/abs/10.1145/3537693.3537724>.
- <https://pmc.ncbi.nlm.nih.gov/articles/PMC10589852/>

2021:

- Published paper with IEEE journal, Turkey in June 2021 in **Human Computer Interaction optimization and robotic application**. The paper is titled Opportunities and challenges to educators when transitioning to a TEL environment- Case of Kuwait. LINK: <https://dergipark.org.tr/en/download/article-file/1783492>
- Presented paper titled in conference in June, 2021: Research paper titled: "A Paradigm Shift in Teaching and Learning due to the ongoing COVID-19 Pandemic in the educational sector worldwide: Case of schools and other educational sector" at conference at NCRD Sterling Institute of Management Studies, Mumbai, India conference on June 26th, 2021. The paper was selected for publication and received the BEST PAPER AWARD in management track and will be published late this year.

2016:

- Published paper in international conference organized by National centre for rural development, India. Paper titled 'relation between leadership and cross cultural aspect: Is leadership affected by

cross cultural aspect?'

CONFERENCES:

Conference	Description	
October 2024	Participated in conference 'Navigating Future Managing Inclusiveness and diversity using Innovative techniques' organized by NCRD's, University of Mumbai, India October 5 th 2024.	Presented paper titled 'Teaching and learning trends: A review of artificial intelligence (AI) in higher education sector in state of Dubai'
February, 2021	Participated in Innovation Arabia 14 in virtual conference and exhibition edition organized by HBMS university, Dubai (UAE).	Presented and submitted my paper titled "Change in Behavior Towards Technology during COVID-19" as a primary researcher.
2020	Presented at: International Conference organized by Sterling Institute of Management Studies (Approved by A.I.C.T.E)	Paper Title: Relation Between Leadership and Cross-Cultural Aspect: Is Leadership affected by Cross Cultural Aspect.
March, 2020	Participated in International Conference on "Redesigning Business Strategies for Inclusive Growth" Association with University of Mumbai.	Paper Title: Can "Skill Development" help Bridge the gap of (Future) Jobs? Employment in Future. ISBN: NCRD's Business Review' Volume 5, Issue 1, 2020 (ISSN: 2455-0264)
March, 2018	Participated in International conference on Economic Diversification in GCC's National Developmental Plans. Supported by Arab Open University and KFAS, Kuwait (IED18).	Paper Title: Open Innovation as a Bed Rock for Innovation
March, 2018	International Conference 2018 - Global Transformation Challenges and Opportunities	Globalization and Global Transformation: Relation between culture and global Published in Book: ISBN: 978-93-5291-571-2
January, 2015	Theme: Emergence of India as a Global Economy: Challenges and Opportunities. Presented At: International Conference organized by NCRD's Sterling Institute of Management Studies, Mumbai.	Title of Paper: Interpersonal Relations of People in Cross Cultural Organizations & How it Effects the Productivity

OTHER MEDIA PUBLICATIONS:

- Articles published in popular youth magazines City Pages, Kuwait.
<https://issuu.com/skilleddesigner/docs/march-2010--volume-3>
- Article published in US website e-zine on HR topics like Emotional Intelligence.
- Published articles on LINKEDIN on management topics like Leadership etc.
- Published articles in popular Kuwait's website on topics relating to Youth guidance and Empowerment.
<https://www.indiansinkuwait.com/rDayarticle/68498/68498-Education-as-a-Economic-Growth-Tool/>

ACHIEVEMENTS:

- Award received from INJAZ AL ARAB for mentoring and supporting company program in MENA region (2023, 2024, 2020).
- Teaching Excellence Award (Best Teacher) – Australian College of Kuwait, 2019 by president professor Isam Zabalawi.
- Certificate received from CFA Research Challenge, Kuwait in 2020,2023 and 2024 for mentoring CFA Research Challenge.
- Mentor for Australian University team which got selected for #MEWIN (Middle East Women Inventors & innovators Network).
- United Nations Special Grant Prize** from UNIDO Bahrain in 2019. Received certificate from United Nation for being the best Start-up from Kuwait. Kuwait received special grant from UNIDO (United Nation) for startup under SDG 3.
- Mentor for ACK team which participated in INJAZ Company Program – 2019. The team won

represented Kuwait in Oman. Conducted various business incubators for college students to prepare them for these events. Represented State of Kuwait in Oman.

- Received appreciation certificate from College Dean and College president for the services given as college advisor (2018).
- Received Letter of Appreciation from LOYAC, Kuwait for volunteering in summer internship program.
- Received Letter of Appreciation from ICSK, Kuwait for supporting school activities. (2011).
- Received certificates from IBM for being the Best Performing Employee for three consecutive months (2005 & 2006)
- Received Certificates for organizing and managing disabled sports tournaments by National (Disabled) Sports Committee., Government of India. Worked voluntary for Cricket Association for Disable (state wise) and Blind Association (2002, 2003, 2004).
- Received certificates of appreciation of work from Mother Pride Chain of Schools, New Delhi, India

RECENT SEMINARS & WORKSHOPS ATTENDED RECENTLY:

- 2024: SPHRi training at AU, Kuwait.
- 2023: INJAZ/JA Worldwide training programs including Head-start, steer your career and google startup. Organized these programs in Australian University for graduating students of business and engineering preparing for graduation project.
- 2022/24: Research trainings with College of Business at AU and KFAS in Kuwait.
- June–Sept. 2020: Completed certified Harvard Mentor Program {including 4 modules Time management, Leadership and Quality, Entrepreneurship and Innovation, and Strategy) from Kuwait Foundation for Advancement and sciences (KFAS), Kuwait}.
- August 2020 – January 2021: Completed raining of PHRi from AU Corporate training, Kuwait.
- 2019: Workshop on Chain management from Zain, Kuwait.
- 2019: Workshop on Kuwait FDI's from KAMCO (Investment Company in Kuwait).
- 2019: Training from INVESTCOORP (Business value creation), BOEING (Stem Challenge), MBC Hope (Power of Pitching Business Ideas), Master Card (Excellency in Technology), FedEx (Access Award) in Oman
- 2015:/16 Leadership training by Prof. Jonathon Passmore and Andrew Scott (UK).

REFERENCES (from last job):

- Dr. Farid Abdullah,
Dean-College of business, Australian University, Kuwait (f.abdallah@au.edu.kw, 1828225-4231)
- Prof. Alper Etrunk,
HOD- Department of Management, College of Business, Australian University, Kuwait. (a.erturk@au.edu.kw)

Rupali

I hereby declare that all the information furnished is best of my knowledge and belief.

December 2024