

BIO-DATA

Name: Dr. Mehernosh Rusi Zaveri

Address: Parekh house,
Vakil street,
Shahpore,
Surat. 395003.

Qualifications: MLW, LL.B, Ph.D.

Present Position: Assistant Professor

Experience:

Academic: Having more than fifteen years of experience out of which twelve years of post graduate teaching experience.

Administrative: MHRD and MLW course Coordinator from April 2008 to November 2010.

Course coordinator for PG Diploma in HRM , PG Diploma in CLM
PG Diploma in T&D, PG Diploma in CSR and PG Diploma in CG
since academic year 2013-14 and 2015-16.

Course coordinator for Integrated Programme in MA (HRD) for year
2015-16 and 201-17.

Paper Published:

Urban Co-operative Banking -- More Challenges Ahead. Published in Vishleshan Economics Journal Vol. 30 No. 4. October – December, 2005.

Socio-economic survey of human resources in the construction sector in Surat city. Published in Southern Economist Journal February 15, 2009.

Assessment of the role of Human Resource Management Systems in Urban Co-operative Banks in Surat. Published in Southern Economist Journal April 15, 2010.

Industrial Relations: Emerging Horizons And Future Trends. Published in Review of HRM Vol. 1. No. 3 Jan- March 2012.

Human Resource Development Climate at selected units at Surat. Published in Review of HRM Vol. 2. No. 1 April 2013.

System of Managing Employee Performance – An Emerging Scenario and Future Trends. Published in International Journal of Human Resource & Industrial Research Vol. 1, Issue 7, November 2014.

360 degree Employee Performance Appraisal System – A Step Towards Good Governance Published in Gujarat Model of Governance: Lessons & Future Scope April 2015.

Papers presented:

Assessing the impact of AIDS Awareness programmes of the Surat Municipal Corporation in Surat City. Presented at state level conference on Human Development-2010

Socio – Economical Problems of HIV+ People in Surat Presented at state level conference on Human Development- 2010

Industrial Relations: Emerging Horizons And Future Trends Presented at 2nd National Conference on Human Resource Management held in April 2012.

Human Resource Development Climate at selected units at Surat. Presented at 4th National Conference on Human Resource Management held at New Delhi. April 2013

Emerging trends in Corporate Social Responsibility. Presented at 2nd International conference on Contemporary Issues & Challenges in Indian Economic Environment, held at Centre for Governance system, March 2014.

360 degree Employee Performance Appraisal System – A Step Towards Good Governance. Presented at 3rd International conference on Gujarat Model of Governance: Lessons & Future Scope April 25-26, 2015.

Performance Appraisal System in LocalMunicipal Bodies – A study of Surat Municipal corporation, Surat. Presented at National Level Seminar in Human Resource Management – managing Human Resources at workplace.

Managing HRD Climate – A study of Urban Co-operative Bank in Surat. Presented at National Level Seminar in Human Resource Management – managing Human Resources at workplace.

The role of Work – Life Balance in order to improve Organisational Performance – A Study of Micro Minority School in Surat city. Presented at National Level Seminar in Human Resource Management – managing Human Resources at workplace.

A study on system for Managing Employee Performance – Astudy of a unit in Diamond Industry. Presented at National Level Seminar in Human Resource Management – managing Human Resources at workplace.

Workshops, Seminars and Conferences attended:

Participated in the Training programme in Research Methodology, organised by the Department of Research Methodology and Interdisciplinary Studies in Social Sciences, Veer Narmad South Gujarat University, Surat. December 2006-March 2007.

Attended IV All India Conference of Indian Association For Social Sciences and Health, February 26-28 2007.

Attended UGC sponsored workshop on Training Process, February 3-4, 2008.

Participated in the Faculty Development Programme Organised by ICFAI December, 18 2007.

Attended Workshop on Intellectual Property Rights, sponsored by Ministry of Human Resource Development, Government of India, New Delhi. March 30, 2008.

Attended Workshop on Research Methodology, organised by the Department of Research Methodology and Interdisciplinary Studies in Social Sciences, Veer Narmad South Gujarat University, Surat, September 10, 2008.

Participated and presented papers at state level conference on Human Development January 2010.

Participated in 41st Annual Conference of Gujarat Economic Association held on 29-30 January, 2011 at the Department of Economics Veer Narmad South Gujarat University Surat.

Attended Seminar on “Census Operations 2011” sponsored by Director of Census Operations Gujarat held on 8th February 2011, Organised by Department of Human Resource Development, Veer Narmad South Gujarat University, Surat.

Attended Swarnim Gujarat Seminar on “Gyan Shakti, Yuva shakti and Development” organised by Government of Gujarat. April 21, 2011.

Participated in One Day Training programme on ‘Choice Based Credit System’ jointly organised by Knowledge Consortium of Gujarat Gandhinagar and Veer Narmad South Gujarat University Surat. On 10th July 2011.

Participated in HR – 2020 Understanding Challenges and developing Preparedness A workshop for teachers of HR jointly organised by Department of HRD and National HRD Network on 8th December 2012.

Participated in UGC sponsored National Seminar on Health And Safety Management organised by G. H. Bhakta Management Academy Department of Business And Industrial Management, Veer Narmad South Gujarat University, Surat on 28th January 2012.

Participated in Faculty Development Programme on Policy Analysis in Economics organised by The Department of Human Resource Development and Gujarat Economic Association Silver Jubilee Trust on 25-27 February 2012.

Participated in Faculty Development Programme on Micro Economics organised by The Department of Human Resource Development and Gujarat Economic Association Silver Jubilee Trust on 27-29 April, 2013.

Participated in Faculty Development Programme on Macro Economics organised by The Department of Human Resource Development and Gujarat Economic Association Silver Jubilee Trust on 21-23 February, 2014.

Participated in Management Development Programme organised by Ahmedabad Management Association from February 25-27, 2015.

Participated in Faculty Development Programme in Human Resource Development organised by The Department of Human Resource Development in February 2015.

Participated in One Week Faculty Development Programme in Economics organised by The Department of Human Resource Development in March 2016.

Research supervision:

M.Phil.

Completed:

“A study of Performance Management system in diamond polishing units with reference to Ram Krishna Exports Pajwa unit.”

“A study of Employee Performance Appraisal system at The Surat Municipal Corporation Surat.”

“A study of work-life balance of school teachers of Zoroastrian minority schools affiliated to GSEB of in Surat.”

In progress:

“A study of HRD Climate in co-operative Banks with reference to Surat people’s Co-operative Bank Surat.”

“A study of Work-life Balance of females employed in retail sector in Surat.”

Workshops and guest lectures Organised:

Organised “HR Week” 5 days programme from 16 Feb 2010 to 20 Feb 2010. A full day programme wherein people from the HR field were invited from industry and lectures and live interaction with students was made possible.

Organised Personality Development programme for MHRD student. One week programme wherein lectures and management games were organized by calling specialist in the field.

Worked as Convener of Seminar on “Census Operations 2011” sponsored by Director of Census Operations Gujarat held on 8th February 2011, Organised by Department of Human Resource Development, Veer Narmad South Gujarat University, Surat.

Organised Two day workshop on Psychological Aspects Of Employees on 10-11 September 2012 at the Department of Human Resource Development, Veer Narmad South Gujarat University Surat.

Organised Two day workshop on Compliances of Labour and Business Laws on 29-30 September 2013 at the Department of Human Resource Development, Veer Narmad South Gujarat University Surat.

Organised Personality Development Programme for Students of Integrated Programme in MA (HRD) Jan-March 2016.

Worked as Co-Chair, at National Level Seminar in Human Resource Management – managing Human Resources at workplace. Organised by Department of Human Resource Development, Veer Narmad South Gujarat University Surat.

Organised ‘Lets lead’ – a soft skill training programme for 5 years integrated programme in MA(HRD) students from July 2016 to October 2016.

Organizes guest lectures by inviting guest speakers from industries on regular basis for MHRD, MLW and PG Diploma in Human Resource Management students.

Lectures Delivered:

Delivered Lecture on ‘**Employee Thinking**’ on 10th September 2012, at the Two day workshop on Psychological Aspects Of Employees Organised by the Department of Human Resource Development, Veer Narmad South Gujarat University Surat on 10-11 September 2012.

Delivered Lecture on ‘**Employee Perception**’ on 11th September 2012, at the Two day workshop on Psychological Aspects Of Employees Organised by the Department of Human Resource Development, Veer Narmad South Gujarat University Surat on 10-11 September 2012.

Participation in Corporate activities and Academic committees:

Actively participated in designing syllabus for MHRD and MLW semester based programme and MHRD and MLW Choice based credit system and MHRD 3 years Evening programme.

Member of Accommodation Committee at 28th West Zone Inter-University Youth Festival 27-31 December, 2012

Member Advisory committee for Coaching scheme for SC/ST/Minority merged scheme under Remedial Coaching Classes under UGC XII Plan

Member Board of Studies for Master of Labour Welfare Board from 23rd May 2012

Chairman for the syllabus making committee on Post graduate diploma in Human Resource management March 2013.

Chairman for the syllabus making committee on Post graduate diploma in Corporate Governance March 2013.

Member of the syllabus making committee on Post graduate diploma in Training and Development March 2013.

Member of the syllabus making committee on Post graduate diploma in Corporate legal management March 2013.

Convener for joint committee for MHRD and MLW syllabus revising committee April 2013.

Chairman Editorial Board for Explorer Newsletter of the Department of Human Resource Development Veer Narmad South Gujarat University from January 2010 to October 2013.

Member of Placement committee 2008, 2009 and 2010. Coordinate the activities relating to publication of Placement Brochure. Organising interview and rapport building with corporate houses.

Member of admission committee for MLW and MHRD programme.

Member Executive Committee for MHRD and MLW programme for 2008-09 and 2009-10, and Member Executive Committee for P G Diploma courses from 2013-14

Member Department Library committee 2008-09 and 2009-10.

Paper Review Committee member at 3rd International conference on Gujarat Model of Governance: Lessons & Future Scope April 25-26, 2015. Organised by Centre for Governance system, Ahmedabad.

Member for the syllabus making committee on Integrated Programme in MA (HRD) 2014-15.

Chairman of Course structure review committee for Integrated Programme in MA (HRD)
2015-16.

Convener for Corporate Legal Management Cell of the Department of Human Resource
Development Veer Narmad South Gujarat University, from July 2016 onwards.