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Dr. Kainat Akhtar Usmani is a seasoned professional with extensive expertise in Human Resource Management (HRM) and academic research. With a strong academic foundation, including a **Ph.D. in Human Resource Management** from Integral University and an MBA with specializations in Finance and HR, she has combined her corporate experience with academic rigor to drive impact in both fields.

Dr. Usmani has a robust background in academia, currently serving as an *Assistant Professor at Integral University*, where she has been a part of the faculty since 2019. Her academic journey also includes prior experience as an Assistant Professor at Narvadeshwar Management College and as a Research Scholar under the "Earn while Learn" scheme. This blend of teaching and research roles has allowed her to contribute significantly to the field of HRM, particularly through her research on employee relations, digital transformation, and psychological contracts in the workplace.

In addition to her academic role, Dr. Usmani has extensive corporate experience, having worked at **Mahendra Educational Private Limited in various managerial capacities**, including as Deputy Manager in the Managing Director's Office and as a Branch Manager. These roles helped her develop a nuanced understanding of HRM in the corporate sector, specifically in talent management, employee engagement, and organizational leadership.

Dr. Usmani is also an active researcher with numerous publications in reputed journals, including **SCOPUS and UGC-listed journals**. Her research spans a wide array of topics within *HRM*, such as *Green HRM*, *psychological contracts*, *employee retention*, and *the impact of HR strategies* on organizational efficiency. One of her key areas of focus is exploring the influence of HR practices on employee behavior and job satisfaction, particularly in the context of the IT and service sectors. Her works have been published in journals like the *European Economic Letters* and *Communication and Management Journal*, establishing her as a thought leader in the intersection of HR and digital transformation.

Apart from journal publications, Dr. Usmani has contributed chapters to edited volumes and presented papers at both national and international conferences. She has presented research on topics such as psychological contracts and job satisfaction at esteemed platforms like the *Asia Pacific Conference on Business Sustainability* and the *National Conference on Economic Reforms*. This engagement with the academic and professional community underscores her commitment to advancing HRM scholarship and practices.

Her research initiatives also extend to patents, where she has published innovative solutions related to HR challenges in the digital age. Notably, her patent on "**Human Resource Management challenges and strategies for managing employee relations in the digital age**" reflects her forward-thinking approach to HRM, especially as organizations adapt to technology-driven environments.

In addition to her research, Dr. Usmani has supervised numerous postgraduate dissertations, guiding students in exploring critical topics like e-commerce, performance appraisal, and consumer behavior. Her mentorship has helped shape future HR professionals and researchers.

With a career that bridges both corporate and academic realms, Dr. Kainat Akhtar Usmani is a dynamic professional dedicated to advancing Human Resource Management through innovative research, teaching, and practical application in diverse settings. Her work continues to influence both academic discourse and real-world HR practices, making her a significant contributor to the field.