

Dr. Rameez Raja

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OBJECTIVES

To secure a challenging and fulfilling academic position that offers substantial autonomy and intellectual freedom, enabling the application and continuous development of my knowledge, skills, and abilities (KSAs) in teaching and research. I aim to contribute meaningfully to academic excellence, curriculum innovation, and impactful scholarly output within a dynamic institutional environment.

EDUCATION

- 2015-2019 Ph.D Organizational Behavior & Human Resource Management**
School of Business Studies, University of Kashmir
Qualified CBSE NET/JRF (2016)
Qualified JK-SLET (2016)
Qualified UGC NET (2012)
- 2011-2013 Masters in Commerce (M. Com)**
Department of Business & Financial Studies,
University of Kashmir Hazratbal Srinagar.
- 2008-2010 Bachelors in Commerce (B. Com)**
Department of Commerce
Islamia College of Science & Commerce Hawal Srinagar.

EXPERIENCE

Nine years of teaching experience at Under-Graduate level in different colleges (AAAMC Bemina Srinagar, GDC Beerwah Budgam, and GCW Anantnag) of Jammu & Kashmir, India.

Two years of research experience as doctoral candidate in the Department of Commerce, University of Kashmir.

Corporate experience of three years in ABB Metro Power Solutions, designated as Business Manager.

PROJECTS

ICSSR sponsored minor research project entitled “Evaluating E-Service Quality on Government e-Marketplace (GeM): A User Perspective”. ICSSR/RPD/MN/2023-24/G/3

PUBLICATIONS

Dr. Rouf Ahmad Mir, Dr. Rameez Raja (2026), *Optimizing E-Service Quality in Public Procurement Platforms: A Comprehensive literature review, Bridging Gaps and Addressing Key Challenges*. SN Business and Economics, Springer (In Press)

Dr. Rouf Ahmad Mir, Dr. Rameez Raja, Dr. Imtiyaz Ahamd Gull (2025), Public Procurement in Digital Age: A Deep Dive into user experience and E-service Excellence on the Government E-Marketplace (GeM). *IOSR Journal of Business and Management (IOSR-JBM)* 27 Issue 8. Ser. 1 (August. 2025 PP 58-69.

Ayoub, S., & Raja, R. (2023). Economic parameter of modified Kuppuswamy socioeconomic status scale for the. *Indian Journal of Forensic and Community Medicine*, 10(2), 99-101.

Bhat, Z. H., Mir, R. A., Rameez, R., & Rainayee, R. A. (2022). The influence of learner characteristics, instructional design and work environment on the transfer of training. *Industrial and Commercial Training*.

Rouf, A. & Rameez, R. & Tahir, N. (February, 2022). Measuring internet banking service quality: Empirical evidence. *Emerald Insights: The TQM Journal* (2022),

Rouf, A. & Rameez, R. (February, 2021). Employee Job Satisfaction and Business Performance: The Mediating Role of Organizational Commitment. *Vision: The Journal of Business Perspectives Vol-25 (2)*, 168-179.

Rameez, R. & Rouf, A. (August, 2018). Mediating Effect of Person-Job Fit on the Relationship between Person-Organization Fit and Employee Job Satisfaction. *Journal of Advanced Research in HR and Organizational Management Vol-5 (4)*, 1-9.

Rameez, R. (2018). What Makes Employees Stay? Role of Employee Empowerment in Formation of Employee Commitment & Behavioral Intentions. *National Conference on Paradigm Shift in Business Education, Organized by P.G. Department of Management Studies ICSC Hawal Srinagar*.

Rameez, R. & Rainayee, R. (December, 2016). Person Organization Congruence: Review of its Conceptualizations. *Journal of Pacific Business Review International Volume 9 Issue (6)* 162-168.

Rameez, R. & Zahid, H. (January, 2016). Exploring a Common Theme of Person Organization (P-O) Fit: A Way to Consensus. *Make in India International Conference, Department of Commerce Aligarh Muslim University, Aligarh UP*.

Rameez, R. & Rainayee, R. (August, 2016). Person Organization Fit: An Integrative Review of its Conceptualizations and Operationalizations. *HRM Review Strategy* 29-44.

Rameez, R. & Zahid, H. (April 2016). Assessing the Impact of Person-Organization Fit on Job Satisfaction: A Banking Perspective. *HRM Review Vol-XII (2)* 17-21.

R, Rameez. (2014). Stock Futures and Spot Market Liquidity-An Empirical Analysis. *The Business Milieu Volume 4*, 42-54.

CONFERENCES

Presented a research paper titled, “*From Fit to Fatigue: How Role Clarity Shapes the Impact of Person-Organization Fit on Burnout*” in **two days international conference on Empowering Indias Growth through STEM, AI and Data Driven Innovation**, organized by Maharaja Agrasen College, University of Delhi in Collaboration with Indian Commerce Association on 6th and 7th April 2026.

Presented a research paper titled, “*Socialization Tactics and Person-Organization Fit: Does Role Clarity Fortify Employee Engagement*” in **two days international conference on Multidisciplinary Innovative Research & Development 2023**’ organized by Sidvi Foundation in collaboration with Nilkanthrao Shinde Science and Arts College, Maharashtra on 1st and 2nd July 2023.

Presented a paper titled “*What makes employees stay? Role of Employee empowerment in the formation of employee commitment and behavioral intentions*” in **Two-Day National Level Conference on Paradigm Shift in Business Education** organized by P.G. Department of Management Studies, The Islamia College of Science & Commerce, on 27th and 28th March, 2018.

Presented a paper titled, “*Exploring a Common Theme of Person Organization Fit: A Way to Consensus*” in **International Conference on Make In India- Campaign for Inclusive Growth; Initiatives and Challenges** organized by Department of Commerce, Aligarh Muslim University, Aligarh (India), on January 4th and 5th, 2016.

WORKSHOPS & SEMINARS

Attended two-week Multidisciplinary Refresher Course under Malaviya Mission Teacher Training Programme (MM-TTP), Central University of Jammu from 12th April to 26th April, 2025.

Attended two-week Capacity Building Program for Young Faculty Members in Social Sciences organized by Central University of Punjab from 19th to 30th January 2024, sponsored by Indian Council of Social Science Research (ICSSR) Ministry of Education GoI

Attended two days international conference on ‘International Conference on Multidisciplinary Innovative Research & Development 2023’ *organized by Sidvi Foundation in collaboration with Nilkanthrao Shinde Science and Arts College, Maharashtra on 1st and 2nd July 2023.*

Attended two-week Refresher Course in Commerce, Management and Economics organized by UGC-Human Resource Development Centre University of Kashmir Hazratbal Srinagar, from July 20, 2022 to August 02, 2022.

Attended two-week Refresher Course on “Higher Education in the Post Covid -19 Era: Challenges, Strategies and Innovations” Organized by Centre for Hospitality & Tourism, Baba Ghulam Shah Badshah, University Rajouri J&K, from 14th to 27th February, 2022.

Attended one week faculty development program (FDP) on “Mentoring for Institutional Social Responsibility and Facilitation for Community Engagement” organized by Mahatma Gandhi National Council of Rural Education (MGNCRE), Department of Higher Education, Ministry of Education GoI, from 27th to 31st January, 2022.

Attended two-week Refresher Course on “Data Analysis with Statistical Methods” Organized by Teaching Learning Centre Ramanujan College, University of Delhi & Indian Accounting Association NCR Chapter, from 21st December to 3rd January, 2021.

Attend Two days’ Workshop on “Government Electronic Market Place (GeM) Procurement” Organized by Islamia College of Science and Commerce, Hawal Srinagar on 22-23 September, 2020.

Attend Three weeks Faculty Development Program on “Effective use of Online Teaching Platforms, Essentials of MS Office for Class Management, Posters & Brochure Designing” Organized by Government College of Education (IASE) Srinagar in collaboration with Scroll well Edu Tech LLP from 1st to 21st, September, 2020.

Participated in One day Seminar on “Learning Outcomes & Curriculum Framework of Computer Applications” Organized by Department of Computer Application, Govt. Degree College Dooru, Anantnag on February, 25th 2020.

Attend Four Week “80th General Orientation Course” Organized by UGC-Human Resource Development Centre, University of Kashmir, from September 28, to November 01, 2018.

Participated in Seven days National Workshop on “Research Methods in Economics and Allied Subjects” Organized by Department of Economics, University of Kashmir, from 24th to 30th of November, 2017.

Participated in One week workshop on “Research Methodology for Social Sciences, Commerce & Management”, Organized by UGC-Human Resource Development Centre, University of Kashmir, Srinagar from 12th September to 18th of September, 2015.

MEMBERSHIPS & ACHIEVEMENTS

- Chair Technical Session in National Conference on ‘Social Protection for Inclusive Development organized by the Department of Social Work GDC Beerwah in

collaboration with ICSSR North-Western Regional Centre (NWRC)' on 21 and 22 June 2023.

- Best paper presentation award in 'International Conference on Multidisciplinary Innovative Research & Development 2023' organized by Sidvi Foundation in collaboration with Nilkanthrao Shinde Science and Arts College, Maharashtra on 1st and 2nd July 2023.
- Member IQAC committee Government Degree College for Women Anantnag.
- Reviewer Total Quality Management (TQM) Journals, Emerald Insights, (July 2021).
- Member Board of Under-Graduate Studies, Department of Commerce, University of Kashmir, Srinagar.
- Member Department of Planning and Statistical Evaluation, District Development Office Budgam.