

Core Faculty Profile



Dr Silky Sharma

PhD in AI & Higher Education (Management)
Associate Professor
SCMS-PG DSU

Brief Profile

Dr. Silky Sharma is an accomplished academician and a management faculty at the School of Commerce and Management Studies (SCMS), Dayananda Sagar University, Bengaluru. With over 17 years of professional experience spanning academia and the corporate sector, she has built expertise at the intersection of human resource management, higher education, and emerging technologies. She earned her Ph.D. in Management from Amity University, where her doctoral research explored the adoption of Artificial Intelligence in higher education—a theme that continues to guide her scholarly work. Dr. Sharma is an MBA & UGC-NET qualified professional. She has authored & published a wide range of research papers in peer-reviewed journals of repute, along with securing copyrights and patents for her intellectual contributions. Beyond research, she has played a pivotal role in knowledge-sharing initiatives, organizing & hosting international IEEE-sponsored conferences, delivering Management and Faculty Development Programs, and leading impactful webinars. Her significant areas of contribution are Teaching, Research, Student Experience, Alumni Engagement, SCMS - Newsletter "Young Manager" Editor, Social Media and Official Website Updates, and Accreditations Support.

Her academic excellence has been recognized globally. She was awarded the prestigious Academic Research Fellowship by the Chiba Institute of Technology, Japan, where she engaged in collaborative research, enriching her international academic footprint. A member of several professional networks, Dr. Sharma continues to contribute actively to scholarly & industry dialogues in HR and education. Recently, she was honoured with the Global Women Leaders Excellence Award 2025 at the Global Excellence Awards, acknowledging her outstanding contributions to academia, research, and industry as an HR expert. Driven by a passion for innovation and excellence, Dr. Sharma remains committed to advancing the fields of HRM, education, and emerging technologies through research, teaching, and leadership.

Teaching

- HR Specialization Subjects, Organizational Behavior, Entrepreneurship, Business Research Methods, Business Communication, Strategic Management and other General Management Subjects

Publications

- **Research Papers**

1. Scopus Indexed Research Paper- Sharma, S., & Subbarao, N. Artificial Intelligence in textiles. *Asian Textile Journal*, 2024, 33-34 (12-01) pp. 59-70. <https://www.atjournal.com/images/content-page-for-december-2024-january-2025.pdf>
2. Scopus Indexed Research Paper - Sharma, S., Singh, G. Adoption of artificial intelligence in higher education: an empirical study of the UTAUT model in Indian universities. *Int J Syst Assur Eng Manag* (2024). <https://doi.org/10.1007/s13198-024-02558-7>
3. Scopus Indexed Research Paper - Sharma, S., Singh, G., Sharma, C.S. *et al.* Artificial intelligence in Indian higher education institutions: a quantitative study on adoption and perceptions. *Int J Syst Assur Eng Manag* (2024). <https://doi.org/10.1007/s13198-023-02193-8>
4. Editor of Scopus Indexed Book titled
5. Journal Publication - Sharma, S., Singh, G., & Chawla, M. (2025). Personalized learning: Artificial intelligence promises way for Education 4.0 at global level. *International Journal of Progressive Research in Engineering Management and Science*, 5(8), 748–755. IJPREMS. Available at https://www.researchgate.net/publication/359134274_Personalized_Learning_Artificial_Intelligence_promises_way_for_Education_40_at_Global_Level
6. Journal Publication- Sharma, S. (2022). Comparison of Voice Based Virtual Assistants fostering Indian Higher Education – A Technical Perspective. *Amity Journal of Computational Science*, 6 (1), ISSN: 2456-6616 (Online).

- **Books and Chapters**

1. **Editor of Scopus Indexed Book titled** “HR 4.0 Practices in the Post-Covid-19 Scenario” Singh, G., Sharma, S., Singh Dhanny, H., & Garg, V. (2024). *HR 4.0 Practices Post-Covid-19 Scenario*. Apple Academic Press. Hard ISBN: 9781774914601 E-Book ISBN: 9781003416128 Available at <https://www.appleacademicpress.com/hr-40-practices-in-the-post-covid-19-scenario-/9781774914601>
2. **Editor of Taylor & Francis Book titled** *Financial Intelligence in Human Resources Management: New Directions and Applications for Industry 4.0* Singh, G., Singh Dhanny, H., Garg, V., & Sharma, S. (Eds.). (2021). *Financial Intelligence in Human Resources Management: New Directions and Applications for Industry 4.0* (1st ed.). Apple Academic Press. <https://doi.org/10.1201/9781003083870>
3. **Scopus Indexed-** Book Chapter in *Transforming Healthcare Mode, Technologies and Implementation* pp (204-239) available at doi: [10.1201/9781003634089-11](https://doi.org/10.1201/9781003634089-11) Available at <https://www.taylorfrancis.com/chapters/edit/10.1201/9781003634089-11/revolutionizing-healthcare-silky-sharma-nagaraj-subbarao-shankar-kumar-jha-steve-mckenna>
4. **Scopus Indexed-** Springer Book Chapter published In: Bhushan, B., Sangaiah, A.K., Nguyen, T.N. (eds) *AI Models for Blockchain-Based Intelligent Networks in IoT Systems. Engineering Cyber-Physical Systems and Critical Infrastructures*, vol 6. Publisher Name- Springer, Cham. Published in 09 June 2023. Ref- Bibhu, V., Das, L., Rana, A., Sharma, S., & Salagrama, S. (2023). AI Model for Blockchain Based Industrial Application in Healthcare IoT. In *AI Models for Blockchain-Based Intelligent Networks in IoT Systems: Concepts, Methodologies, Tools, and Applications*, 6 (pp. 163-184). Cham: Springer International Publishing. Print ISBN 978-3-031-31951-8, Online ISBN 978-3-031-31952-5, https://doi.org/10.1007/978-3-031-31952-5_8
5. Book Chapter- M. Chawla, A. Verma, S. Sharma and SK Jha, "Framework for attaining SDG 4- Quality Higher Education Employing Metaverse Technologies", *Digital Transformation in Education: Integrating Technology for Enhanced Learning, 2025*(1st ed.) (pp.40-50), National Press Associates, New Delhi. ISBN: 978-93-48843-50-0. <https://doi.org/10.1201/9781003083870>
6. **Scopus Indexed** Taylor & Francis Book Chapter titled – “Emerging Role of HR 4.0 in Post-Pandemic Scenario: Countering the challenges and utilizing the opportunities” published by Apple Academic Press in 2024. Ref- G. Singh, H. S. Dhanny, V. Garg and S. Sharma, "

Emerging Role of HR 4.0 in Post-Pandemic Scenario: Countering the challenges and utilizing the opportunities ", *HR 4.0 Practices in the Post-Covid-19 Scenario*, 2024, 1st Ed., eBook ISBN9781003416128.

7. Taylor & Francis Book Chapter– G. Singh, H. S. Dhanny, V. Garg and S. Sharma, "HR Acumen in Industry 4.0: Managing Talent and Achieving Balance in Life", *Financial Intelligence in Human Resources Management: New Directions and Applications for Industry 4.0*, 2021, (1st ed.). Apple Academic Press. <https://doi.org/10.1201/9781003083870>
8. UGC Care - Sharma, S., Srivastava, S., Garg, V. & Singh, J. (2018). An empirical study to analyse buying behaviour of Indian online customers. *International Journal of Research in Engineering, IT and Social*, 8, Special Issue Nov 2018, ISSN 2250-0588. <http://www.indusedu.org/pdfs/IJREISS/IJREISS 2475 37451.pdf>
9. Book Chapter - S. Sharma and G. Bhardwaj, "Strategic Role of Integrated Talent Management System for Retention in Indian Organizations", *Reinventing HRM*, January 2019. Akhand Publishing House. ISBN 978-81-939342-3-4

• Copyrights

1. A Concept of Talent: Redefined
2. 6 F Model of Balance in Life
3. 5 MOI Model for Compensation
4. Artificial Intelligence Derived Model of Adoption Behaviour in Higher Education
5. 5C's model of Disruptive Change
6. Decode Power Dress Code for Leadership Style

• Patents

1. UK Design Patent - Smart Vehicle Tracking System
2. India Design Patent - Robotic Trolley for Material Handling
3. AI Adoption in Business and Management: A tertiary study of drivers, barriers, and social considerations
4. Impact on Job Analysis in company/industry
5. Study on Advertisements and sales promotional activities
6. Government Fund Allocation & Tracking System Over Block chain
7. Impact on Human Resource Information Systems on Company/Industry
8. System and Approach based on IoT, ML, and AI to manage healthcare data effectively
9. Impact and Adoption of Social Network for Teamwork in Organization

• Conference Paper Presentations

1. "Adoption of AI in Higher Education – An empirical study of UTAUT Model in Indian Universities" in International Conference on Contemporary Engineering, Technology and Business Management (ICCETBM 2023) on 23rd – 24th November 2023 held at Monash University, Australia.
2. "Artificial Intelligence in Indian Higher Education Institutions: A Quantitative Study on Adoption and Perceptions" in 4th International Conference on Intelligent Engineering and Management (ICIEM 2024) on 9th – 11th May 2023 held at Amity University, London.
3. S. Sharma, S. Srivastav, A. Gupta and A. Manglick, "Application of Technology and Innovation in Fintech and its adaptability in India," *2022 2nd International Conference on Innovative Practices in Technology and Management (ICIPTM)*, Gautam Buddha Nagar, India, 2022, pp. 305-311, doi: 10.1109/ICIPTM54933.2022.9753933.
4. IEEE Scopus Indexed conference International Conference on Technological Advancements and Innovations (ICTAI-2021) held from 10th -12th November 2021 at Tashkent
<https://ieeexplore.ieee.org/document/967330710.1109/ICTAI53825.2021.9673307>.

5. S. Sharma and G. Singh, "Comparison of Voice Based Virtual Assistants fostering Indian Higher Education – A Technical Perspective," *2021 International Conference on Technological Advancements and Innovations (ICTAI)*, Tashkent, Uzbekistan, 2021, pp. 162-167, doi: 10.1109/ICTAI53825.2021.9673307.
6. "Navigating the intersection of Sustainable Development Goals, Quality Education, and Artificial Intelligence in the Era of Industry 5.0: An Analytical Scrutiny" at the VIII International Applied Social Sciences Congress (C-IASOS 2024) held between 02nd -05th October 2024 in Kosovo.
7. "The Metaverse as a Catalyst for Quality Education – Implications and Assessment" at C-IASOS 2024) in October 2024.
8. "Green Marketing" in 2nd National Conference on Future Landscape of Sustainable Business Practices in AI World (NCSBP' 24 ISBN No. 978-81-972363-5-8) held on 25th – 26th April 2024 by Department of Management Studies at Rajalakshmi Engineering College, Chennai.
9. "An Analysis of Gender Empowerment in Gig Economy" in National Conference with theme "Gig Economy and India: Prospects, Challenges, and Way Forward Strategies" organised by Research & Consultancy Cell, Surana Educational Institutions held on 9th May 2024 at Ramanashree Richmond Hotel, Bangalore.
10. "A contingent action plan to optimize Customer Service Operations in a consumer durable organization during COVID- 19" accepted for publication in peer-reviewed journal Vimarshodgam Journal of Interdisciplinary Studies (VIMJINS), ISSN: 2583-228X .
11. "Teaching Students with Mixed Ability: A Perspective and Teaching Procedures through Artificial Intelligence Applications" in a national conference on Resilience, Reinvention & Rebuilding Towards the New Normal (R3TN2-2022) held on 14 May 2022.
12. "Personalized Learning: Artificial Intelligence promises way for Education 4.0 at Global level" in a conference "International Business Horizon INBUSH ERA WORLD SUMMIT 2022" held from 22-25 February 2022.
13. "Artificial Intelligence Applications in higher education 4.0" in 3-day 27th International Conference of IAPS on Recent Advances in Mathematics & Computational Optimizations (RAMCO) held from October 26-28, 2021 jointly organized by School of Computational and Integrative Sciences Jawaharlal Nehru University, New Delhi, India & International Academy of Physical Sciences (IAPS).
14. "HR Analytics: An indispensable tool for the achievement of superior organizational performance" in November 2018 at conference IEIMEBM (Indian Ethos and Indian Models of Economy, Business and Management) Conference.

• Awards & Achievements

1. Global Women Leaders Excellence Award - 2025 as a part of The Global Excellence Awards - Edition 09 powered by HR SUCCESS TALK (13 September 2025)
2. Featured in "The Explore" (World's first classic Premium Luxury Journal) special edition of LeadHERship to celebrate women - the unstoppable forces of change, grace, grit and boundless ambitions in April 2025.
3. Research Excellence Award- 2023 for outstanding contribution in the field of Management by Advanced Optimization Techniques and Applications (AOTA)
4. Recipient of Academic Exchange Research Fellowship by CIT, Japan from Jan-Feb 2020 (residential program)

Contact Details

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