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Qualification:

- Ph. D (Management) from Bharathiar University, Coimbatore in 2014
- M.Phil. (Management) from Alagappa University, Karaikudi in 2007
- M.Com from Bangalore University in 2005
- Two years' Masters' Programme in Business Administration from Mount Carmel Institute of Management, Bangalore in 1994
- Bachelor of Science (Electronics) from Mount Carmel College, Bangalore in 1992

Courses taught:

- Management Process and Organizational Behaviour
- Managerial Economics
- Human Resource management
- Business Research method/Research Methodology & IPR
- Strategic management
- Recruitment and Selection
- International HRM

Guide under VTU, Belagavi:

- Presently guiding 4 Ph.D scholars under VTU, Belagavi
- 2 students have been awarded Ph.D
- Guided more than 200 students for MBA dissertation in the area of Human Resource Management and General management.

Funded Projects/FDP:

- Coordinated a 5-day FDP on "Social entrepreneurship" under the aegis of Global Academic Initiative Network (GIAN)
- Currently working as Co-investigator for a project funded by National Commission for Women, New Delhi

Responsibilities at the Department/Institution level:

- NBA coordinator
- Coordinated for NIRF ranking
- Member of Board of Examinations- Department of MBA-BMSCE
- Member of Internal Academic Audit Committee
- Core committee member for the conduction of Graduation Day

Academic involvement at other Institutes:

- Member of Board of Examination – Department of MBA- SIT, Tumkur
- Member of Board of Examination – Department of MBA – BNMIT, Bangalore
- Doctoral Committee member- MSRIT, Bangalore and BNMIT, Bangalore
- Was a Member of Board of Studies at Dr. Ambedkar Institute of Technology, Bangalore.
- Invited as domain expert for MBA projects and Internship at various VTU and autonomous institutions.
- Paper setting and evaluation

Invited lectures/Training programs conducted:

- Resource person a five-day FDP on “Outcomes based education” at RYMIT, Bellari in 2023
- Have delivered several lectures in the area of “Outcomes based education for management “at Jain University, MBA Department, NMIT, Bangalore and SIT, Tumkur
- Has delivered several lectures on Research methodology for doctoral students and resource person for faculty development programmes.
- Has conducted case study workshops for management faculty
- Conducted training Programme for HR professionals of both IT and Manufacturing organizations organized by Whitefield Area Commerce & Industries Association (WACIA)

MOOC courses attended:

- AICTE approved FDP “Foundation program in ICT for Education” conducted by IIT Bombay
- AICTE approved FDP “Pedagogy for online and Blended Teaching-learning process” conducted by IIT Bombay
- Microsoft Office Specialist
- Excel skills for Business: Essentials by Coursera
- Personality types at work – Coursera
- Speak 2win – Advance communication skills - Udemy

Publications in referred journals (Research papers, Case studies and book chapters):

- Book chapter accepted for Publication – Bentham Science Publishers
- “Strategies for promoting Gender equality in Technology driven Industries” – Book chapter published in 2025 by Emerald Publishers for the book titled Managing Change: Sustainable Practices, Inclusive Leadership, and Gender Equality in the Digital Industrial Revolution
- “Cracking the ceiling: empowering Women in Educational leadership roles published in 2025 in Journal of Informatics Education and Research ISSN 1526-4726, vol 5 issue 2 – Indexed in ABDC
- “From vision to venture: Raksha Shenoy’s entrepreneurial journey with Tapas Foods” published in 2025 - The case journal, Emerald publishers, Scopus indexed
- “Impact of Organizational Shared Values and Value Congruence on Organizational Performance: A Study of IT Companies in Bangalore City”, UGC listed Journal of

- Entrepreneurship and Management, July 2024, Volume 18, issue 3, pp – 26-36
- “Lights turn Green for the Pink Cabs – An inspiring Case study on GoPink”, presented and published (2022) in the AICTE Sponsored International Case Conference
 - A Critical Investigation in understanding The Role of MSME Towards Enhancing Sustainable Development in Rural Areas with Special Reference to Tumkur District, Karnataka”, UGC listed Journal of Entrepreneurship and Management 16 (1), 137-144
 - “Coalesce of artificial intelligence and human resource management: a conceptual study”, BOHR International Journal of Advances in Management Research 2 (1), 72-80.
 - “A Study on Employee Engagement in MSME during COVID-19”, Workforce Management Trends 23, 23-31
 - “Organizational values in Tech Companies: Challenges & Opportunities” – Published in Empirical economics letters – ISSN- 1681-8997, November 2022 – Indexed in ABDC.
 - Manikarnika - Reignite the Plateau”, Case-Reference no. 320-0261-1, Subject category: Strategy and General Management, published in August 2020, Case Centre, Cranfield University, UK
 - “On-ramp Difficulties of Women Employees in Healthcare Sector- A Study in Bangalore City, Karnataka” in peer reviewed journal VTU Journal of Engineering Sciences and Management, January 2020, Volume 1, No.4, pp 37-43, ISSN 2582-4414
 - Paper titled “Development of creative skills through Knowledge management in B-schools” in Vicayana: RVIM Journal of Management Research bearing ISSN 0974-6722 August 2019
 - Paper on “Knowledge management Processes for B-Schools” published in **Scopus indexed journal** -International Journal of Innovative technology and exploring Engineering, ISSN:2278-3075, Volume -8, Issue -9S3, July 2019 with impact factor – 5.54
 - Paper on “Talent acquisition Challenges and Digitization of TA process in the healthcare sector” in UGC listed journal - International journal of Management Technology and Engineering bearing ISSN 2249-7455, Volume IX, Issue V, May 2019
 - Paper on “Study on digitization of HRand its benefit to Human Resource Management”” in UGC referred journal International journal of Management Technology and Engineering bearing ISSN 2249-7455, Volume IX, Issue V, May 2019
 - Paper titled “Innovative methods of factors affecting Talent management for Sustainability” in International Journal of Human Resource Management and Research bearing ISSN 2249-6874, Special Issue, Vol 9, April 2019 with impact factor 7.2092
 - Paper titled “Entrepreneurship Education in B-Schools” in UGC listed journal-International journal of Exclusive Management Research bearing ISSN:2249-8672 Special issue April 2018 with impact factor 5.76
 - Paper on “Need and Benefits of Knowledge Management in B-Schools” in the UGC listed journal- Shnalax Journal of Management bearing ISSN 2321-4643, 2018 with impact factor 3.122
 - Paper on “HR practices in the Education Sector (With special reference to B-schools

in Bangalore” in Adarsh Journal of Management Research bearing ISSN 0974-7028, Vol 9 Issue 2, September 2016.

- Paper titled “Impact of HR practices on Job satisfaction and Talent management in the manufacturing sector” in PES Business review, a peer reviewed International Journal of Management bearing ISSN 0973-919X Volume 11, Issue 2, December 2016.
- Paper on “Impact of HR practices on job satisfaction in IT companies” published in aWeshkar, published by Prin. L.N. Welingkar Institute of Management Development & Research, Mumbai, Vol XVI, issue 2, Sept 2013, ISSN – 0974-111.
- Paper on “Talent management for sustainability” published in Adarsh Journal of Research in Business, Vol 1, issue 1, September 2013, ISSN 2348-8778
- Paper on “Analysis of HR practices in the IT sector (With special reference to Bangalore City)” published in Dharana -A Journal Of M P Birla Institute Of Management, Associate Bharatiya Vidya Bhavan, Bangalore Vol:6, 2 (2012) 54-61 ISSN 0974-0082.
- A research paper on “Benchmarking HRM practices” published in the RVIM Journal of Management research, RVIM, Bangalore (Vol 3- Issue 1 Jan 2010 to June 2010).
- Article on “New Dimensions to Branding – Branding the HR way” has been published in the HRM Review April 2009 issue.
- Article on “Time management” published in the National Journal Training & Management –April 2007 issue.
- Article on “Change – A paradigm Shift” published in the National Journal Training & Management – September 2006 issue.

Publications in National/International Conferences:

- “Valuing Employees – implementing Sustainable intervention to improve Employee retention at Tata Croma Infiniti Retail Ltd., Bangalore, International Conference on – “Sustainable Business Models in the emerging Global Economy” at BMSCE, Bangalore, 2012 November, ISBN: 9788188849669
- “Innovative HR Practices for Global Competitiveness” International conference Innovation – The Key to global Competitiveness at BMSCE, Bangalore, October 2013, ISBN:978-9383506019
- “Benchmarking HRM practices for Sustainability - A study between IT organizations and Educational Institutions”, International conference “Challenges of Sustainability and growth in Indian Industry” at BMSCE, Bangalore, December 2012, ISBN:978-8188849 99-5
- “Benchmarking Innovative Practices in Management Education” International Conference on “Challenges and opportunities in Mechanical Engineering, Industrial Engineering and Management Studies” at MSRIT, Bangalore,2011 ISBN: 978-93-82338-05-5
- Paper on “Ensuring Governance through Benchmarking HRM Practices” was presented and published in the National conference on “Corporate Governance” held at Surana PG Centre, Bangalore on 2011.
- Paper on “Awareness of Business ethics among B School students” presented and published in the National conference on “Business ethics and corporate

governance” held at RVIM, Bangalore

Books authored:

Co-authored a book titled “Change and Knowledge Management” in the year 2010 published by Biztantra Publications.

Papers presented at the International/National Conference:

- Paper titled “Digital learning Ecosystem through Pedagogical Principles” presented at **IIM Bangalore** on January 2018, in the **Future of Learning Conference**.
- Paper titled “Benchmarking HRM practices for global competitiveness” was presented at the International conference on “Innovative strategies for Global Competitiveness” at R V Institute of Management, Bangalore held on December 2011.
- Presented a paper on “Need for Benchmarking HR practices” (With special reference to IT sector” at COSMAR, conference organized by Indian Institute of Science, Bangalore on October 2011.
- Presented a paper titled “Integrating KM and TQM practices” at the International conference held in the month of December 2009 at IFIM, Bangalore.
- Presented a paper titled “Benchmarking of HR practices” (With special reference to the education sector at the **International Conference** held in December 2009 at RV Institute of Management.
- Paper on “Talent management - a key to success” presented at the International conference paper held in the month of January 2009 at PESIT, Bangalore
- Paper on “Building global competencies by developing Emotional Intelligence” presented at the **International conference** held in the month of September 2008, at Mohanlal Sukhadia University, Udaipur
- Paper on “Retailing in the rural sector” presented at the **National conference** held in the month of April 2008 at Dhruva Management College, Hyderabad.