

Harold Andrew Patrick PhD



'Gratia,' No. 25/A, 6th Cross, Yelenahalli
Main Road, AkshayaNagar East,
Bangalore - 560 011, India
+91 99029 54910 (Cell)

harold.patrick@jainuniversity.ac.in

haroldpatrick@hotmail.com

ORCID ID: <https://orcid.org/0000-0003-3295-5816>

SCOPUS ID: 55840336400

<https://scholar.google.com/citations?user=IOZ1KwUAAA&hl=en>

CAREER OBJECTIVE

My ultimate objective is to excel as a leader, enabler, researcher, and trainer in Organizational Behavior and Human Resource Management. I am determined to confront difficult hurdles that stimulate progress and advancement for me, my establishment, and my society.

CAREER SUMMARY

Harold is a distinguished Industrial and Organizational Psychologist with over three decades of experience in postgraduate teaching, corporate training, and research. As a Professor and Dean at CMS Business School, Jain (Deemed-to-be University), Harold has also held senior management positions at Infosys Leadership Institute and Infosys Limited. He was the Professor and Head of the Organizational Behaviour and Human Resource Management area for almost two decades at the Institute of Management, Christ (Deemed-to-be University).

Harold's contributions to academia are impressive, having published over 100 articles in national and international journals and book chapters. He has an h-index of 15 and an i10-index of 21 and has won numerous best paper awards at international conferences. As a member of the Academic Council of three leading business schools in Bangalore, he is well respected in the academic community.

Harold's facilitation process is based on research and uses diagnostic tools, psychometric instruments, videos, case studies, and introspective learning. He is passionate about human behavior and its practical applications in the workplace. His extensive experience training working managers, faculty members, Christian leaders, educational leaders, business graduate students, and working students speaks to his versatility and adaptability.

Lastly, Harold is a proud elected member of the Society for Industrial and Organizational Psychology (SIOP) in the United States.

EDUCATION

Certificate in University Teaching (2017) organized by the Centre for Teaching and Learning, The University of Newcastle, Australia.

Ph.D. (Faculty of Science - Industrial Psychology) Thesis '*Managerial Power Processes, Leadership and its Behavioural Implications on Managers in Information Technology Organizations*', 2009, Bangalore University, Bangalore, India

MPhil - Industrial Psychology, University of Delhi 1991, I Division, Dissertation: '*A Study of Power Perception, Managerial Politics and Needs of Managers in Public and Private Organizations*

MA - Industrial Psychology, Bangalore University 1989, V Rank, I Division, Dissertation: '*A Study of Values and Personality of Students in Secular and Religious institutions*

Post Graduate Diploma in Business Administration (PGDBA), Bangalore University, 1995

Diploma in Journalism and Public Relations, Media Center, Grade - A, 1988

BA - Psychology, Sociology, English Literature, Christ College, Bangalore University 1987, I Division

PUC -Pre - University Course, 1983, I Division

EMPLOYMENT

Professor and Dean, Faculty of Management Studies, CMS Business School, Jain (Deemed-to-be University), Bangalore, since August 2016 to date

- Member of the Academic Council, Jain (Deemed-to-be University)
- Chairperson-Board of Studies, CMS Business School (Deemed-to-be University)
- Chairperson- Department Research Committee, CMS Business School (Deemed-to-be University)
- Ph.D. thesis evaluation and adjudication for many National, State, and Private Universities, including the Indian Institute of Science IISc, Bangalore.

Responsibilities

- Articulating the vision of the University and strategically aligning it with the business school

- Involved in teaching, training, and participating in projects that have received funding.
- Facilitating, Publishing, and supervising Master's and Ph.D. thesis
- Attract, develop, and retain top academics who are well-known in their respective fields
- Expand the research and scholarship resources available to the school
- Increase income through various avenues such as training, projects, consultancy, research, partnerships, international teaching, and professional development
- Overseeing all the accreditations, national and international
- Developing MOUs with national and International organizations
- Creating and delivering exceptional MBA and Ph.D. programs.
- Maintaining a reputation for exceptional teaching, job placement, and offering a diverse range of programs that are appealing and applicable to students
- Liaising with various stakeholders
- Ensuring that every student has a fulfilling and challenging educational experience.
- Provide excellence to all stakeholders and make sure they feel empowered to reach their potential
- Regularly gather feedback and conduct evaluations to ensure that the School is always striving towards enhancing the primary stakeholder's experience
- Creating an inclusive culture that promotes a welcoming environment for faculty, students of all backgrounds, nationalities, and cultures

Senior Manager - Leadership and Organization Development, Infosys Leadership Institute, Infosys Limited, Mysore, October 2015 to August 2016

Responsibilities

- Executing a comprehensive strategy to develop tier 1 & 2 leaders to ensure a robust succession pipeline for enterprise-level critical positions
- Administrating the annual leadership assessment of tier leaders and coaching on the leadership development plan
- Communicating the 360-degree assessment reports and presenting leader development proposals
- Make a detailed presentation to clients about ILI
- Develop, based on research, the science behind leadership and its dimensions. Develop and design content on specific modules, Effective feedback, communication to connect, Conflict resolution, etc.
- Connect and negotiate with world-class consultancies for diagnosing, designing, assessing, and developing company-specific leadership competencies for senior leaders
- Connect and negotiate with world-class business schools to diagnose, develop, deliver, and follow up on specific leadership competencies for senior leaders

Professor - OB and HRM Specialization, June 1999 - April 2015, Institute of Management, Christ University since June 1999, Head OB & HRM area 2009 - 2014.

Responsibilities

- Coordinator MPhil Management Program 2010 - 2014
- Head - OB and HRM specialization 2010 - November 2014
- Teach core and elective courses for MBA, MPhil, and Ph.D. scholars in the area of Organizational Behavior and Human Resource Management
- Develop new innovative courses and validate them in the OB and HRM area
- Mentor junior faculty in research and teaching
- Resource person for seminars, workshops, and conferences, FDP and MDP programs conducted within and outside the University
- Developing and implementing systems and procedures for quality enhancement of the OB and HRM area

Research in areas of interest and published in national and international refereed journals

- Issue editor for the 22, 23, & 27 issues of Ushas Journal of Business Management, Christ University, Bangalore
- Ushas JBMgt., 12, 1 (2013) ISSN 0975-3311/doi:10.12725/ujbm.22.0,
- Ushas JBMgt., 12, 2 (2013) ISSN 0975-3311/doi:10.12725/ujbm.23.1
- Ushas JBMgt., 13, 2 (2014), v-vi, ISSN 0975-3311/doi:10.12725/ujbm.27.0

Member Academic Council of Christ University

Member of the Academic Staff of Christ University till 2014

Member - Board of Studies

Supervisor for MPhil Scholars in OB & HRM Area

Guide for Masters level dissertation in OB & HRM

Ph.D. and MPhil thesis adjudicator

Assistant Professor (HOD - OB and HRM), Institute of Finance and International Management, IFIM Business School, November 1996 - May 1999

Faculty - OB and HRM, Xavier Institute of Management and Entrepreneurship (XIME), May 1995 - October 1996

Lecturer, National First Grade College of Arts, Science and Management, July 1994 - April 1995

Freelancer, Facilitating courses in Psychology, Organizational Behavior, Human Resources Management and training, April 1991- 1994

MAJOR RESEARCH PROJECT

Completed a Major Research Project awarded by Christ University on "Employees Work Environment and Fairness Perceptions' Effect on Work Engagement and Turnover Intentions in Services Sector," 7.9 lakhs

SKILLS TEACHING

- Course responsibilities for I-year MBA, II MBA, HR specialization, MPhil, and Ph.D. scholars
- Mentored post-graduate students with MBA, M.Phil., and Ph.D. dissertation supervision
- Developed, validated, and implemented new courses in OB and HRM area
- Developed and implemented new methods of teaching to reflect changes in teaching-learning, research, and training
- Certified Psychometric Assessor

COMPUTING

Confident user of Microsoft packages

PROJECT AND TIME MANAGEMENT

Completed a significant research project after my PhD

Ability to balance teaching, research, administration duties, and training without affecting the quality of work

ADMINISTRATION

- Built the faculty strength from 6 to 125, including teaching and research associates, in 7 years
- Student strength from 400 to 2000 plus students
- Introduced NEP in the MBA program by offering 15 single specializations and 13 dual specializations and providing entry-exit options
- Revamped the entire Ph.D. process in the selection of the candidate to award the degree in management
- Managed and supervised OB and HRM faculty
- Head OB and HRM
- Evaluated Master theses, MPhil theses, and PhD theses
- Supervised and evaluated Master, MPhil., and Ph.D. theses
- Set end exam papers for other institutions and evaluated them. Supervised marking of Master and MPhil end-term exams and organized three conferences in the OB and HRM area
- Wrote survey reports for organizations
- Organized FDP and MDP
- Recruiting students for various programs and staff for the department

COMMUNICATION

Very Confident in addressing students, working executives, executives, researchers, and all types of audiences

Worked closely with colleagues and research students from other departments

Published articles
Report and survey writing
Experienced in working with diverse students and curriculum
Skilled Interviewer

Professional Membership

Society for Industrial and Organizational Psychology Inc. (SIOP), USA

Personal Details

Date of Birth: 17 March 1966
Marital Status: Married
Ethnicity: Anglo- Indian
Religion: Christianity
Languages Proficient: English, Kannada, Hindi, Tamil
Passport: Possess a valid Indian passport

I certify that all information provided is accurate to my knowledge.

Date: July 2023

Place: Bangalore



Harold Andrew Patrick

Contents

Annexure I: Teaching Philosophy (pp.7-8)
Annexure II: Research Statement (pp. 9-10)
Annexure III: Awards and Achievements (pp.11-15)
Annexure IV: Publication Details (pp.16-23)
Annexure V: Book Chapters/ Projects/newspaper articles (pp. 24-27)
Annexure VI: Resource Person and Training for Faculty, corporate, and NGOs (pp.28-38)
Annexure VII: Research Conferences attended and presented research paper (Since 2009) (pp.39-45)
Annexure VIII: MPhil and Ph.D. Supervision Details (pp.46-50)

Annexure I: Teaching Philosophy

My teaching is based on the premise that people have intrinsic worth and value. I chose to teach because I consider this my vocation. I firmly believe 'I am a guide on the side and not a sage on the stage.' This statement encapsulates my facilitating style in classroom engagement. I emphasize self-discovery and personal movement in behaviors and provide opportunities to generate data in the 'here and now.' I know soliciting feedback has increased my effectiveness as a facilitator, which I strongly propagate to my participants. I mentor participants who experience personal and professional difficulties by humbly asking and telling for increased personal and interpersonal effectiveness. I wrote about this experience in an article titled 'The strategic process of self-disclosure, feedback and perceptiveness in CCIM's effective mentoring program' (Patrick, H.A. (2006). The strategic process of the disclosure, feedback, and perceptiveness in CCIM's effective mentoring program, Ushus Journal of Business Management, Vol. 5, No. 2 & 3, pp. 28-38.). I facilitate courses in organizational behavior and human resource management, and my pedagogy is oriented more toward process instead content. My classes are embedded with learning experiences individually, in dyads, triads, and small groups to provide for the assimilation of one's behavior, its effect on others, and how others' behavior influences one's own.

The courses I facilitate like organizational Behavior, human resource management, training and Development, workforce recruitment and selection, human relation skills, performance management, employee counseling, essentials of leadership, Psychology, business communication, latest trends in organizational behavior, and human resource management and others require participants to understand the complexities of human beings. I adopt the experiential learning approach to increase the engagement of different learners and the rates at which they learn. I wrote a newspaper article titled 'Learning the right way' (Patrick, H.A. (2007, 10 May). Learning the right way, Deccan Herald, DH education, pp. III), highlighting the benefits of experiential learning in

business schools. I firmly believe that classrooms are laboratories and encourage and reinforce participants to experiment, generate data, and process it for growth and development. My inclusive pedagogy includes cases, case lets, videos, psychometric and diagnostic instruments, group and individual exercises, learning diaries, practical records, introspective assignments, and research-based term papers.

The participant is intelligent and mature enough to provide constructive feedback about my effectiveness. Very early in my teaching career, I started asking for and using participant feedback to increase value in the course structure and content, teaching delivery and pedagogy, and skill development. I also wrote about this aspect in an article titled 'Testing teachers' (Patrick, H.A. & Thomas, A.K. (2001, 30 December). Testing teachers, Deccan Herald, DH education, p. 6.). I have a perspective on courses I facilitate and bring a range of skills and talents to teaching, which has increased clarity and higher-order thinking to the course design and structure. I have matured in my ability to cite appropriate evidence to critique and contribute positively to teaching, research, and training. My participants recall experiences of my classes as being encouraging, open, and trusting, engaging in collaborative learning, learning from mistakes by providing feedback, and emphasizing teamwork. This has helped them grow and develop personally and professionally. I aim to improve my teaching, research, and training skills continually. Learn and imbibe new skills, seek feedback and criticism, and keep current in my specialization.

Annexure II: Research Statement

Seeds of research interest were sown in 1986 when I worked on my master's thesis, 'A Study of Values and Personality of Students in Secular and Religious Institutions. This experience reinforced me to continue research and pursue my MPhil from The University of Delhi. I got grounded in research and researched the topic 'A Study of Power Perception, Managerial Politics and Needs of Managers in Public and Private Organizations' for my dissertation thesis. Having gained the requisite research orientation, I embarked on full-time teaching at the master's (MBA) level to apply and test the theories I had studied. I was unsure of my contribution by engaging in a full-time program and patiently waited till my theoretical understanding and expertise in the courses and discipline I taught were as well integrated with researching a contemporary problem that would add to the organizational behavior and human resource management literature. I knew that the concept of power and its dynamics played a vital role in employee attitudes and behaviors. I worked on the topic 'Managerial Power Processes, Leadership and its Behavioural Implications on Managers in Information Technology Organizations' and submitted my thesis to Bangalore University in 2009.

My research interests have been diverse since then, and I have written and researched various constructs in the organizational behavior and human resource management area. Power bases, leadership strategies, their impact, job dissatisfaction and satisfaction, organizational citizenship behavior, organizational justice, turnover intentions, glass ceiling, work-life balance, socialization processes, and many more were systematically studied. I narrowed my interests while supervising master's thesis, MPhil, and Ph.D. theses. The experiences and insights gained through this journey strengthened my understanding and disposition towards focused research in the last five years. I have recently been researching arching organizational justice, work environment, turnover intentions, and engagement. After having published 19 articles in international refereed journals and 17 in Indian refereed journals, contributed 13 chapters/articles in edited books and two

newspaper articles, and completed a major research project funded by Christ University, Bangalore, India, on 'Employees Work Environment and Fairness Perceptions' Effect on Work Engagement and Turnover Intentions in Services Sector,' my research skills and orientation is much more evolved and matured. My research is more quantity oriented, trying to measure misbehaviors quantitatively. I developed a scale (Work environment services scale (WESS) based on pan India data and created a manual and norms for the services sector in India.

For me, human behavior is fascinating and exhilarating, especially in researching behaviors at the workplace. Research has enhanced my knowledge and is integral to my academic experience and career goal. It forges connections between disciplines and has transitioned me from perceiving to having a perspective. It has helped in the educational experiences of my participants. I am aware that with their cooperation, research can be enriched. I am willing to collaborate with researchers and professors from unrelated fields who can bring fresh opinions and points of view to the research I am presently involved. I am open to collaborative research that allows me to work with specialists in various fields to find solutions to human behavior in the workplace. I am also willing to experiment with qualitative methodologies to understand, predict and influence employee behavior for a deeper and more meaningful explanation of employee behaviors and attitudes.

Annexure III: Awards and Achievements

- Attended the First Induction Training Programme for Management Faculty, from 11.05.1998 to 30.05.1998, Sponsored by AICTE and organized by the Academic Staff College in Collaboration with the Department of Business Administration, Aligarh Muslim University, Aligarh.
- Recipient of the first CII Fellowship Programme, 2004, with Wipro Limited.
- Awarded the III prize in the AIMS-GHSIMR Doctoral Student paper competition at the 7th AIMS International Conference on Management Organized at IIM Bangalore, December 20-23, 2009
- Won the best paper award for the paper titled '**Exploring the Type of Psychological Contract Held and Employment Relationship in Information Technology Organizations**' in the HR section at the two-day international seminar on Innovations & Strategies organized by Christ University Institute of Management, January 31, & February 1, 2009.
- Won the best paper award for "**Exploring the Phases and Mechanisms of organizational learning**" at the International Conference on Innovative Pedagogy in Business and Management Education, organized by Jain University in association with La Trobe University, Australia, October 10, 2009.
- Awarded the best Ph.D. thesis at the Second International Conference on "Post Recessionary Economy: Movers and Moulders of Changing World" on January 10-12, 2011, at Prestige Institute of Management, Gwalior, Madhya Pradesh, India.
- Won the best faculty research paper jointly written and presented by Kambam Vadantan titled "**Employee Engagement & Organizational Commitment in Mid-Size Entrepreneurial Ventures,**" at the National level seminar PRABANDHAN-2011, "Emerging Trends in Management in Changing Corporate Scenario" organized by Lokmanya Tilak Institute of Management Studies & Research, Nagpur on 3rd Feb 2011.
- Won the II best research paper award for the paper titled "**Leadership Strategies Adopted and its Impact in Information Technology Organizations**" at Anveshana 2011 - Research Paper Contest held by PES Institute of Technology.
- Won the Runner-up best research paper for the paper titled "**Intention to Stay as a Moderator on job satisfaction and OCB**" (Joint paper with Saradha H, Research Assistant, Christ University) at the National Human Resource Conference on Organization Citizenship Behavior -

Driver for Organization performance and effectiveness, held by Christ University Institute of Management on 9 March 2012.

- Won the Runner-up best case study titled **"Managing Aspirations: Challenges and Strategies"** (jointly with Deepak Sharma, Associate Consultant- SAP HCM, Robert Bosch Engineering & Business Solutions) at the National Conference on Case Studies - COGNOSCO, held by Christ University Institute of Management on 27 July 2012.
- Won the consolation prize (jointly with Saradha H) for the paper **"Socialization Tactics and new entrants' Adjustments in relation to the information technology context"** at the Anveshana 2012 - National Research Paper Contest held by PES Institute of Technology.
- Won the outstanding paper (Jointly with Kavitha S B) for the article titled **"Influence of lack work-life balance on employee's wellness in the information technology context"** at the International Conference on Challenges of Sustainability and Growth in Indian Industry, organized by BMS College of Engineering, Department of Management Studies and Research Centre, held on 20 and 21 December 2012.
- Won the best paper award jointly with Deepak D Rangreji for the paper titled **Work-life life balance of information technology employees' and its influence on emotional Intelligence"** at the 13th International Conference on Emerging Trends, Challenges and Opportunities in Global Business, Management, Tourism and Information Technology (IC-GBMTI), Goa, 28-29 September 2013 organized by Research Development Association and research development research foundation, Jaipur.
- Won the outstanding paper award jointly with Asha Sara Mammen for the paper titled **"Work Environment Influence on turnover intentions among business school faculty in Kerala: An Approach to a sustainable workforce"** at the third international conference on 'Sustainable business models in the Emerging global economy Bangalore 13-14 November 2014 organized by BMS college of engineering, department of management studies & research Centre, Bangalore
- Won the best paper award jointly with MS Pallavi for the paper titled **"Influence tactics in relation to faculty commitment in technical higher education"** at the 15th International Conference on Advances & Challenges in Global Business, Management, Tourism and Information Technology, Pondicherry, 21-22 November 2014 organized by Research Development

Association and research development research foundation, Jaipur, in collaboration with Rajasthan Chambers of Commerce & Industry, Jaipur.

- 8 - 10. 02.2017. Won the Amity Award for best research paper in the area of Management Practices for the paper titled "**Diversity Perceptions and workplace diversity challenges influence on social capital in Members of virtual teams**" at the 17th International Business Horizon, INBUSH ERA, World Summit 2017), Organized by Amity University.
- 10 - 11.02.2017. Won the best paper award for the paper titled "**Development and Validation of Work Environment Services Scale (WESS)**", in the track 'Dynamics of Managing HR' at the International Conference on Management Practices for the New Economy (ICMAPRANE), Organized by Jaipuria Institute of Management.
- 10 - 11.02.2017. Won the overall Best Paper award for the paper titled "**Development and Validation of Work Environment Services Scale (WESS)**", at the International Conference on Management Practices for the New Economy (ICMAPRANE), Organized by Jaipuria Institute of Management, Noida.
- September 15 - 16, 2017, Won the Emerald Publishing Best Paper Award for the paper "**Demographics and human capital issues of employees in the information technology**" in the Human Capital Issues and Sustainability track at Convergence - 12th International Conference on Management 2022: Growth and Sustainability challenges, organized by IFIM Business School, Bangalore.
- September 15 - 16, 2017, Won the Emerald Publishing Best Paper Award for the paper "**Influence of Psychological Capital on subjective well-being: A Study on Nurses in Healthcare**" in the Wellness and corporate health track at Convergence - 12th International Conference on Management 2022: Growth and Sustainability challenges, organized by IFIM Business School, Bangalore
- 24-25.11. 2017 won the best paper award for the paper titled "**Personality Traits of Women in the high potential economy: A comparative study of Employees and Entrepreneurs**" at the International Conference on Entrepreneurship - 2017 'Entrepreneurship in high-potential Economies in the digital era, organized by KEMI, Jain Deemed to be University.

- March 2018, Won the Jain University Achiever award for winning six best research paper awards in International conferences from 1 January 2017 - 15 November 2017 at the 4th Awards Ceremony, held on the 12th of March 2018.
- May 17-18, 2019, Won the best paper award in the management track for the paper titled "**Positive Leadership Behavior and Flourishing: The Mediating Role of Psychological Empowerment in Information Technology Organizations**" at the Chitkara University Doctoral Consortium - CUDC 2019, organized by the Chitkara University, Punjab.
- July 2, 2019, Evaluated and conducted the Ph.D. Viva voce on the topic **High-Performance Work System and Job Satisfaction as Determinants of Organization Citizenship Behavior in FMCG Industry**" of the Scholar Jitendra Pratap Singh (CU/Ph.D./16/0000200), of Chitkara University, Punjab.
- August 24, 2019, won the best paper award in the Human Resources track for the paper titled "**Entrepreneurial Intention: The Role of Entrepreneurial Creativity and Education**" at the National Conference on Revisiting Industry-Academia Collaboration: Exploring New Paradigms in Value Creation, organized by CMS Business School, Jain Deemed to be University.
- August 28, 2019, Member of the International School of Business & Research (ISBR) Business School's Academic Council for 2019-21.
- February 29, 2020 Recipient of the - VB Padode Recognition Award for your valuable and Ingenious contributions to IFIM at the 25th Founder's Day Celebration
- August 13-14, 2020, Won the best paper award in the Human Resources track for the paper titled "**Emotional Intelligence about Work-lifework-life** at the Two-Day International Conference on Transformation through Innovation and Sustainable Practices to Build Competitive Advantage, organized by CMS Business School, Jain Deemed to be University.
- August 18th, 2020 Invited to be the Advisory Board Member of the IREU (International Real Estate Universe Group, Bangalore.
- January 30th, 2021 Invited to be a member of the Academic Council of MS Ramaiah Institute of Management, Bangalore
- March 26, 2022, won the best paper award in the Track United Nations SDG 3 (Good Health and Wellbeing) for the paper titled "**Emotional Intelligence Effect on Work-Life Balance among Information Technology Employees**" at the Online International Research Conference (IRC2022),

organized by Lal Bahadur Shastri Institute of Management and University of Dubai "Creating a Better Future: Mindful and Innovative Practices for Sustainability."

- April 27-29, 2022, won the overall best paper award for the paper titled "**Positive Leadership and Trust- Vital to a Flourishing Workplace**" at International Conference on "Fostering Resilient Business Ecosystems and Economic Growth: Towards the Next Normal," organized by Dr. D. Y. Patil B-School, Pune, India in association with Dr. Soetomo University, Indonesia and AIMS, India.
- December 27-29, 2022, won the overall best paper award for the paper titled "**Psychological Capital, Happiness at Work and Creative Performance Behavior: Comparing the Experience of Remote and in-office Employees**" at the 16th ISDSI Global Conference 2022, held at Jagdish Sheth School of Management (JAGSoM), Bengaluru and University at Albany, State University of New York, USA.
- February 16-18, 2023, won the Second best paper award for the paper titled "**Recreational Facilities at the Workplace Affect Employee Well-Being through Nurturing Support and Bonding**" at the 10th International Conference in the series Youth 2025 on Netritva 4.0: Leadership in The Era of Connection and Collaboration organized by Jaipuria Institute of Management, Jaipur.
- February 24-25, 2023 won the best paper award for the paper titled "**Does Organizational Culture Influences the Appropriateness of Socialization Tactics Adopted? A Study in Service Sector**" at the 11th International Conference on Contemporary Issues in Management, organized by International School of Management Excellence, Bangalore.

Annexure IV: Publication Details

International Journals

1. Patrick, H.A. (2010). Personality traits about Job satisfaction of management educators, *Asian Journal of Management Research*, pp. 239- 249, ISSN 2229 - 3795.
2. Patrick, H.A. (2010). Role of HR scorecard in enhancing HR effectiveness in Indian organizations, *Journal of Global Information and Business Strategy*, Gitatattan International Business School, Vol. 2, No. 1, ISSN 0976-4925.
3. Patrick, H.A., & Kumar, A. (2011). Exploring intimacy orientation of urban Indians, *Business and Social Sciences Review (BSSR)*, Vol. 1, No. 3, 19-31. ISSN: 2047-6485.
4. Patrick, H.A. (2011). Knowledge workers' demography and workplace diversity, *Journal of Marketing and Management*, Vol. 2, No. 2, ISSN: 2153-9723 (online), ISSN: 2153-9715 (print).
5. Patrick, H.A., & Saradha, H. (2011). Employee engagement about organizational citizenship behavior in information technology organizations, *Journal of Marketing and Management*, Vol. 2, No. 2, ISSN: 2153-9723 (online), ISSN: 2153-9715 (print).
6. Patrick, H.A., & Kumar, A. (2011). Career management, employee development and performance in Indian information technology organizations, *Management Dynamics*, Vol. 1, Issue 5, ISSN: 2047-7031.
7. Patrick, H.A., & Rajkumar, V. (2012). Managing workplace diversity: Issues and challenges, *Sage Open*, April-June 2012: 1-15, DOI: 10.1177/2158244012444615.
8. Patrick, H.A., & Sebastian, S. (2012). Human resources management practices influence faculty commitment in higher educational institutions, *Asian Journal of Management Research*, Vol. 3, Issue 1, pp. 125 - 138, ISSN 2229-3795.
9. Patrick, H.A. (2012). Influence of power bases on leadership strategies adopted by managers in information technology organizations, *European Journal of Business and Management*, Vol.4, No. 11, 2012, ISSN 2222-1905 (Paper) ISSN 2222-2839 (Online), 94- 100.

10. Patrick, H.A., & Saradha, H. (2012). Intention to moderate employee job satisfaction and organizational citizenship behavior *International Journal of Management Studies, Statistics and Applied Economics (IJMSAE)*, Vol. 2, No. II, pp. 65-74, ISSN 2250- 0367.
11. Patrick, H.A., & Sharma, D. (2012). *Managing aspirations: Challenges and strategies, Case study*, Case Centre, Reference no. 412-059-1.
12. Patrick, H.A., & Sharma, D. (2012). *Managing aspirations: Challenges and strategies, Case study*, Teaching note, Case Centre, Reference no. 412-059-8.
13. Patrick, H.A. (2013). Information technology employee's response to dissatisfaction about power base adopted by managers, *The International Journal of Nepalese Academy of Management*, Vol. 1, Issue 1, pp. 84-108, ISSN 2091-2471 (Print) 2091-248X (Online).
14. Patrick, H.A. (2013). Expression of Dissatisfaction about Managerial Leadership Strategies and its Impact in Information Technology Organizations, *SKYLINE Business Journal*, Skyline University College, University City of Sharjah, Vol. VIII, Issue 1-1012-13, pp. 29-35, ISSN 1998-3425.
15. Patrick, H.A., & Bhat, V.A. (2014). Moderating Influence of Critical Psychological States on Work Engagement and Personal Outcomes in the Telecom Sector, *Sage Open* 2014 4: DOI:10.1177/2158244014538260.
16. Patrick, H. A., & Raghu, B. (2014). Factors Affecting Employee's Willingness to Stay in the information technology industry, *The International Journal of Nepalese Academy of Management*, Vol. 1, No. 1, pp. 30-49, 2014, ISSN -2091-2471(Print), ISSN - 2091-248X (Online).
17. Pahlavi., & Patrick, H.A. (2014). Perception Towards Influence Tactics and Turnover Intentions in Technical Higher Education, *International Research Journal of Business and Management [IRJBM]*, Vol VII, December 2014 (Special Issue), pp. 10-19, ISSN -2322-083X (Online).
18. Rajkumar, V., & Patrick, H.A. (2014). Workplace Diversity: Role of Demographics, *International Research Journal of Business and Management [IRJBM]*, Vol. VII, December 2014 (Special Issue), pp. 20-34, 2014, ISSN -2322-083X (Online).
19. Baruah, R., & Patrick, H.A. (2014). Influence of emotional labor on the al health of cabin crew and airline ground employees, *Journal of Education & Social Policy*, Vol. 1. No.2; December, pp. 40-50, ISSN: 2375-0782 (Print), 2375-0790 (Online).

20. Pallavi., & Patrick, H.A. (2015). Influence tactics that improve work engagement: Faculty experiences in technical educational institutions, *Asian Journal of Management Research*, Vol. 5. No.5; pp. 635-652, ISSN - 2229 - 3795 (Online).
21. Patrick, H. A & Rangreji, D. D. (2018). Demographics and human capital issues of employees in the information technology, *Focus - International Journal of Management*, Vol. 13. No: 1, ISSN: 0973-9165, April-September 2017, pp. 13-21.
22. Kumar, S. R & Patrick, H. A. (2018). Motivating factors that influence women entrepreneurs, *IMPACT: International Journal of Research in Business Management*, Vol. 6, Issue 4, Apr 2018, 65-80, ISSN (P): 2347-4572, E-ISSN: 2321-886X, Impact Factor: 3.2176; ICV Factor: 59.44; NAAS Rating: 3.09; IBI Factor: 2.7;
23. Kumar, S. R & Patrick, H. A. (2018). Transforming Role of HRM: Challenges, Policies, and Practice in the Present Context, *IMPACT: International Journal of Research in Business Management*, ISSN (P): 2347-4572, E-ISSN: 2321-886X, Vol. 6, Issue 7, Jul 2018, 1-10, Impact Factor: 3.2176; ICV Factor: 59.44; NAAS Rating: 3.09; IBI Factor: 2.7;
24. Ugargol, J. D. & Patrick, H. A. (2018). The Relationship of Workplace Flexibility to Employee Engagement among Information Technology Employees in India, *South Asian Journal of Human Resources Management*, Vol 5, Issue 1, pp. 40 - 55,
<https://doi.org/10.1177/2322093718767469>
25. Siddiqua, N. A. & Patrick, H. A. (2018). Role of Perceived Organizational Support and its Influence on Women Employee Motivation in Professional Education, *International Journal of Pure and Applied Mathematics*, Volume 119, No. 15, 1587-1596, ISSN: 1314-3395 (online version) URL: <http://www.acadpubl.eu/hub/> Special Issue
26. Srinivas, S. & Patrick, H. A. (2018). Role of Organizational Cultural Intelligence and its Influence on Employee Job Satisfaction among Process Associates in Financial TNCs in Bangalore, *International Journal of Pure and Applied Mathematics*, Volume 119, No. 15, 1607-1617, ISSN: 1314-3395 (on-line version) URL: <http://www.acadpubl.eu/hub/> Special Issue
27. George, V. & Patrick, H. A. (2018). Role of Personal Effectiveness on the Academic Performance of Undergraduate Students in Bengaluru, *International Journal of Pure and Applied Mathematics*, Volume 119, No. 15, 1629-1637, ISSN: 1314-3395 (online version) URL: <http://www.acadpubl.eu/hub/> Special Issue.

28. Kumar, S. R. & Patrick, H. A. (2018). Driving performance through positive leadership, *Journal of Positive Management*, Vol. 9, No. 3, 2018, pp. 17-33, ISSN 2083-103X (print), ISSN 2392-1412 (online), DOI: <http://dx.doi.org/10.12775/27920>
29. Kumar, S. R. & Patrick, H. A. (2019). Best Practices Towards Developing Entrepreneurship in Business Schools: A Conceptual Study, *International Journal of Research and Analytical Reviews (IJRAR)*, February 2019, Volume 6, Issue 1, pp. 1-10, Impact Factor: 5.75 Google Scholar, UGC approved, ISSN: E-ISSN 2348-1269, P- ISSN 2349-5138
30. Patrick, H. A. & Kumar, S. R. (2019). Does Trust in the Workplace Influence Work Engagement? An Investigation among Information Technology Employees, *International Journal of Advanced and Innovative Research (IJAIR)*, Volume 6, Issue 1 (XXIII): January - March, Part - 1, pp. 126-133, UGC approved, E-ISSN: 2278-7844
31. Patrick, H. A. & Kurian, A. G. (2019). Work Engagement about Emotional Intelligence and Personality, *International Journal of Engineering, Applied and Management Sciences Paradigms (IJEAM)*, Volume 54 Issue 2 May, ISSN 2320-6608
32. Patrick, H. A. & Kumar, S. R. (2019). Information Technology Employees Perception of Psychological Empowerment and its Influence on Work Engagement, *International Journal for Research in Engineering Application & Management (IJREAM)*, pp. 205-212, ISSN: 2454-9150 Special Issue - EGBPC - 2019, DOI: 10.18231/2454-9150.2019.0477, Impact Score of 4.438
33. Ahmed, A. A., Kishan, H., and Patrick, H. A. (2019). Impact of student demographics on student attitude toward classroom learning: An empirical study of relational demography of MBA students in Bangalore city, *Think India journal*, Vol. 22, Issue - 14, December, pp. 12082-12095, ISSN: 0971-1260, UGC CARE
34. Mukherjee, U., and Patrick, H.A. (2019). Entrepreneurial intention: The role of entrepreneurial creativity and education, *Humanities and social science studies*, Vol. 8, No. 2, pp. 68-77, ISSN: 2319-829X. UGC CARE list journal
35. Kareem, J and Patrick, H. A. (2019). Educational Leadership Styles Scale (ELSS): Construction, Validation and Reliability Analysis, *The IUP Journal of Organizational Behavior*, Vol. XVII, No. 4, October, pp. 50-67.

36. Mukherjee, U., and Patrick, H.A. (2019). Entrepreneurial intention: The role of entrepreneurial creativity and education, *Humanities and social science studies*, Vol. 8, No. 2, pp. 68-77, ISSN: 2319-829X. UGC CARE list journal.
37. Kumar, S. R. and Patrick, H. A. (2019). Positive Leadership Behavior and Flourishing: The Mediating Role of Trust in Information Technology Organizations, *South Asian Journal of Human Resources Management* 6(2) 258-277, DOI: 10.1177/2322093719870024, journals.sagepub.com/home/hrm
38. Ahmed, A.A., and Patrick, H. A. (2020). Examining the role of Organizational Justice and Perception of Politics on Work-Engagement of Faculty members in Higher Education, *Journal of Critical Reviews*, ISSN- 2394-5125, Vol 7, Issue 11, pp. 2810-2818, Scopus indexed.
39. Shilpa, R. and Patrick, H. A. (2020). Influence of Perceived Fairness on Motivation of Women Employees in Garment Manufacturing Organizations, *International Journal of Management (IJM)*. Volume:11, Issue:7, Pages: 510-530, ISSN Print: 0976-6502, ISSN Online: 0976-6510. Scopus indexed.
40. Patrick, H. A. and Kareem, J. (2021). Development and Validation of Work Environment Services Scale (WESS), *Central European Management Journal*, Vol. 29, No. 2/2021, p. 89-120, ISSN: 2658-0845, e-ISSN: 2658-2430, DOI: 10.7206/conj.2658-0845.47, WOS and Scopus indexed.
41. Ahmed, A.A., and Patrick, H. A. (2021). Examining the role of Organizational Justice and Perception of Politics on Job Performance of Faculty members in Higher Education, *Journal of Chengdu University of Technology*, Vol. 26, Issue 8, ISSN-NO- 1671-9727, Scopus indexed.
42. Kumar, S. R. and Patrick, H. A. (2021). Psychological Empowerment Experiences of Software Professionals in Post Lockdown Information Technology Organizations, *Transnational Marketing Journal*, Volume: 9, No: 2, pp. 301 - 318 ISSN: 2041-4684 (Print) | ISSN 2041-4692 (Online). Scopus indexed.
43. Kumar, S. R. and Patrick, H. A. Mediating effect of psychological empowerment in the relationship between positive leadership behavior and flourishing. *International Journal in Business and Globalization*, Inderscience Publication (In Press: DOI: 10.1504/IJBG.2020.10033458). ISSN online: 1753-3635

44. Kareem, J., Patrick, H. A., Tantia, V., and Valarmathi, S. (2022). Dataset exploring the organizational culture of K-12 schools. *Data in Brief*, Vol. 42, June 2022, 108179, Elsevier, Available in ScienceDirect, <https://doi.org/10.1016/j.dib.2022.108179>
45. Kumar, S. R., Patrick, H. A., and Sumitha, R. (2022). Positive leadership and trust-vital to a flourishing workplace, In A. Gawande., and A. Kumar (Eds.) *Proceedings of International Conference on Fostering resilient business ecosystems and economic growth: Towards the next normal*, Dr. D. Y. Patil B-School, Tathawade, Mumbai Bangalore Highway, Pune 411033, Maharashtra, India, pp.820-826, ISBN: 978-81-950596-1-4.
46. Kumar, S. R. and Patrick, H. A. (2022). Positive Leadership Drives Engagement: Information Technology Employees Perception, *International Journal in Business and Globalization*, Vol. 32, Nos. 2/3, Inderscience Publication, DOI: 10.1504/IJBG.2021.10033455) ISSN online: 1753-3635.
47. Gamachu, G. A. and Patrick, H. A. (2022). Assessment of Supply Chain Integration in Ethiopian Textile Industries, *Journal of Contemporary Issues in Business and Government* Vol. 28, No. 04, P-ISSN: 2204-1990; E-ISSN: 1323-6903 DOI: 10.47750/cibg.2022.28.04.138 <https://cibgp.com/>
48. Gamachu, G. A. and Patrick, H. A. (2023). Supply Chain Integration Performance Scale in Ethiopian Textile Industries. *Journal of Contemporary Issues in Business and Government*, 29(1), 38-53. doi: 10.47750/cig.2023.29.01.004
49. Ahamed, A. A., Patrick, H. A., Kareem, J., Mukherjee, U., & Napoleon, M. P. (2023). Organizational Justice, job performance and work engagement: The mediating role of perceived supervisory support. *Review of Education*, 11(1). <https://doi.org/10.1002/rev3.3390>
50. Kareem, J., Patrick, H.A., Prabakaran, M. P., Valarmathi, B., Tantia, V., Kumar, P.P., and Mukherjee, U. (2023). Transformational educational leaders inspire school educators' commitment. *Front. Educ.* 8:1171513. doi 10.3389/Leduc.2023.1171513
- Patrick, H. A., Gujjar, P.J., Sharief, M. H., and Mukherjee, U. (2023). Sentiment Analysis Perspective using Supervised Machine Learning Method, Published in: 2023 Fifth International Conference on Electrical, Computer and Communication Technologies (ICECCT), Date of Conference: 22-24 February 2023, Date Added to IEEE Xplore: 21 July 2023

INSPEC Accession Number: 23456610, DOI: [10.1109/ICECCT56650.2023.10179807](https://doi.org/10.1109/ICECCT56650.2023.10179807),
Publisher: IEEE

INDIAN JOURNALS

1. Patrick, H.A. (2006). The strategic process of self-disclosure, feedback, and perceptiveness in CCIM's effective mentoring program, *Ushus Journal of Business Management*, Vol. 5, No. 2 & 3, pp. 28-38.
2. Patrick, H.A. (2007). Glass ceiling and its effect on women's career advancement in multinational corporations: An exploratory study, *Artha Journal of Social Sciences AJSS*, Vol. 6, No. 2, pp. 22-32.
3. Patrick, H.A. (2008). Exploring the 'The psychological contract' and its behavioral implications on human resource professionals in information technology organizations, *Focus: The International Journal of Management Digest*, Vol. 4(2), pp. 6-24.
4. Patrick, H A (2008). Psychological contract and employment relationship, *The ICFAI University Journal of Organizational Behavior (IJOB)*, Vol. VII (4), pp.7-242008, ISSN: 0972687X.
5. Patrick, H.A. (2009). A study of political styles of managers in public and private organizations, *Ushus Journal of Business Management (UJBM)*, Vol. 8, No. 2, pp. 9-23, ISSN 0975-3311.
6. Patrick, H.A. (2010). Organizational culture and its impact on diversity openness in the information technology organizational context, *Dimensions*, Vol. 1, No. 1, ISSN 0976-5654.
7. Patrick, H. A. (2010). Phases and mechanisms of organizational learning in a higher learning institute, *IUP Journal of Organizational Behavior*, Vol. IX, No. 4, ISSN: 0972-687X.
8. Patrick, H.A. (2010). The impact of power bases and leadership strategies managers adopt in information technology employees, *Ushus Journal of Business Management*, Vol. 9, No. 2, ISSN 0975-3311.
9. Patrick, H. A. (2010). Managers' justice perception and its impact on organizational commitment in the information technology sector, *SJCC Management Research Review*, Vol. 1, No. 1, ISSN: 2249-4359.

10. Patrick, H. A., & Vedantan, K. (2011). Employee engagement and organizational commitment in mid-size entrepreneurial ventures, *Journal of Management Shabdasmī - an international journal*, Vol. 1, Issue 1, pp. 1 - 11, ISSN: 2249 - 0051.
11. Patrick, H. A., & Sonia, J. (2012) Job satisfaction and affective commitment, *IUP Journal of Organizational Behavior*, Vol. XI, No 1, pp. 23-36, ISSN: 0972-687X.
12. Patrick, H.A. (2012). Leadership strategies adopted and its impact in information technology organizations, *PES Business Review - A scholarly, peer-reviewed journal of Management*, Vol.7, Issue 1, pp. 37-47, ISSN: 0973 - 919X.
13. Kareem, J., & Patrick, H.A. (2012). Science education: enhancing learning through self-learning materials, *Golden Research Thoughts*, Vol. 1, Issue. VIII, pp. 1-4, ISSN: 2231 - 5063.
14. Patrick, H. A. (2012). Information technology employees' commitment to perceived organizational justice, *IUP Journal of Organizational Behavior*, Vol. XI, No. 3, pp.23-40, ISSN: 0972-687X.
15. Patrick, H.A., & Saradha, H. (2013). Socialization tactics and new entrants' adjustments in the information technology context, *PES Business Review: A Scholarly, Peer-reviewed Journal of Management*, Vol. 8, Issue 1, pp. 19-28, ISSN 0973 - 919X.
16. Rao, T., & Patrick, H.A. (2013). A study on the influence of big five personality traits on success and lack of success factors among women entrepreneurs and employees, *Journal of Management Outlook*, Vol. 3, No. 2, pp. 3-19, ISSN 2231-1769.
17. Patrick, H.A., Mammen, A.S., & Margaret S.D. (2014). Organizational justice in higher educational institutions, *NHRD Network Journal*, Vol. 7, Issue 4, pp. 43-53, ISSN - 0974 - 1739.
18. Mammen, A.S., & Patrick, H.A. (2015). Does Tenure and Age Influence Work Environment Perception of Faculty in Business Schools? *USHUS - Journal of Business Management*, Issue 31, Dec, pp. 67 - 80, ISSN 0975-3311
19. Patrick, H. A & Mukherjee, U. (2018). Work Engagement: A Cross-Sectional Study of Employees in the Healthcare Sector, *The Journal - Contemporary Management Research*, Vol. 12, Iss. 1, pp. 60-79, ISSN 9738266, Bharathidasan Institute of Management (School of Excellence of Bharathidasan University, Tiruchirappalli).

20. Patrick, H. A. (2018). Impact of Leadership Strategies of Managers On Employees in Information Technology Organizations, *The Journal - Contemporary Management Research*, Vol. 12, Iss. 1, pp. 1-13, ISSN 9738266, Bharathidasan Institute of Management (School of Excellence of Bharathidasan University, Tiruchirappalli).
21. Patrick, H.A., and Ravindra, S. I. (2018). Expatriates' Cultural Intelligence and Cross-cultural adjustment, *Adarsh Journal of Management Research*, Vol. 11, Iss. 1, pp. 1-8, ISSN 0974-7028

Annexure V: Book Chapters/ Projects/newspaper articles

1. Patrick, H.A., & Thomas, K.A. (2006). God-sided principles that serve the workplace. In K. Kachappilly (Ed.), *God-talk: Contemporary trends and trails*, (pp. 220-239). Dharmaram Publications, Bangalore. ISBN: 81-86861-88-2.
2. Patrick, H.A. (2007). It enhances enterprise competitiveness by exploring and understanding 'the psychological contract' and its behavioral impact on knowledge workers. In P. Gupta., R.K. Jain., & U. Dhar (Eds.), *Enhancing enterprise competitiveness (Marketing, people, IT & entrepreneurship)*, (pp. 488-500). Allied Publishers Pvt. Ltd, N Delhi. ISBN: 81-8424-157-7.
3. Patrick, H.A. (2007). Competitive advantage through exploring and understanding 'the psychological contract' and its behavioral implications on today's organizations. In K.N.S. Kang (Ed.), *Strategic business management: Creating competitive advantage in the global economy*, (pp. 153-173). Deep & Deep Publications Pvt. Ltd, N Delhi. ISBN: 978-81-8450025-7.
4. Patrick, H.A. (2009). Exploring the phases and mechanisms of organizational learning. In *Innovative Pedagogy in Business and management education international conference*, 10 October 2009 (pp. 124-139). Jain University, Himalaya publishing house Pvt. Ltd, Mumbai.
5. Patrick, H.A., and Kumar, A. (2009). Role of HR scorecard in enhancing HR effectiveness in Indian organizations. In P. Verma., P.B. Bhaskaran., B. Thakar., & P. Saxena (Eds.), *HRM in context of global meltdown some research findings*, (pp. 81-86). IBS Ahmedabad, IBS House, Nr, GNFC Info tower, Bodakdev, S G road, Ahmedabad.

6. Patrick, H.A., and Kumar, A. (2010). Attracting talent in IT organizations through effective recruitment techniques with particular reference to the employee referral program. In K. Rangarajan., H. Kennedy., & M. Murti (Eds.), *Management megatrends: Twenty-first-century perspectives*, (pp. 349-360). Allied Publishers Pvt. Ltd, N Delhi. ISBN: 987-81-8424-594-3.
7. Patrick, H.A. (2011). Employee engagement in relation to organizational commitment. In S. S. Basker., K.K. Pandey., G. Mathur., & A. Chakraborty (Eds.), *Post recessionary economy: Movers and moulders of changing world, Vol. II*. Crescent Publishers, Allahabad. ISBN: 978- 81-910494-0-4.
8. Patrick, H.A., & Swathi. (2011). Is motivation necessary for senior management? In H. Halve., K.R. Jayasimh. & R. Nargundkar (Eds.), *Emerging markets: Case studies collection*, (pp. 286- 289). Excel India Publishers, N. Delhi. ISBN: 978-93-80697-52-9.
9. Patrick, H.A., & Kulkarni, J.S. (2011). *Cyril- A carrot or stick*, In *Emerging markets: Case studies collection*. In H. Halve., K. R. Jayasimh. & R. Nargundkar (Eds.), *Emerging markets: Case studies collection*, (pp. 298-303). Excel India Publishers, N. Delhi. ISBN: 978-93-80697- 52-9, 2011.
10. Patrick, H. A., & Rao, T. (2012). *Personality challenges of women entrepreneurs and employees*. In S. Nagendra., & A.R. Paila (Eds.), *In Challenges of sustainability & growth in Indian industry international conference, 20-21 December 2012* (pp. 459-469). BMS College of Engineering, Department of management studies & Research Centre, Bangalore.
11. Patrick, H.A., & Kavitha, S.B. (2012). Influence of lack of work-life balance on employee's wellness in an information technology context. In S. Nagendra., & A.R. Paila (Eds.), *In Challenges of sustainability & growth in Indian industry international conference, 20-21 December 2012* (pp. 561-569). BMS College of Engineering, Department of management studies & Research Centre, Bangalore.
12. Rao, T., & Patrick, H.A. (2013). Optimism: Similarities and differences between women entrepreneurs and employees. In M.S. Rangaraju., & P.N. Bharadwaj (Eds.), *Global business: Opportunities & challenges*, (pp.79-96). The associated publishers, Ambala City. ISBN: 978-81-8429-106-3.

13. Mammen, A.S., & Patrick, H.A. (2014). Demographics influence faculty perception of work environment: A study of Kerala business schools. In A. Ramachander., C. Bagrecha., & B.G. Prasanthi (Eds.), *Research in business and information technology innovation practices*, (pp. 234-240). ISBN: 978-1-63452-467-4.
14. Patrick, H.A. and Mukherjee, U. (2020). A Comparative Analysis of Women's Power as Employees and Entrepreneurs in the Circular Economy. In Neeta Baporikar (Namibia University of Science and Technology, Namibia & University of Pune, India) (Ed.), *Handbook of Research on Entrepreneurship Development and Opportunities in Circular Economy*, (pp. 361-378). ISBN13: 9781799851165| ISBN10: 1799851168| EISBN13: 9781799851172| DOI: 10.4018/978-1-7998-5116-5, IGI Global.
15. Patrick, H. A., Ramdas, S. K. , & Kareem, J. (2021). Positive Leadership Experiences of Software Professionals in Information Technology Organizations. In M. Mohiuddin, B. Khalid, M. S. A. Azad, & A. P. S. Ed-Dafali (Eds.), *Leadership in a Changing World [Working Title]*. IntechOpen. <https://doi.org/10.5772/intechopen.100805>
16. Mathai, S. and Patrick, H.A. (2022). Health and Well-being of Nurses in Hospitals in Bangalore: A Cross-Sectional Study. In Romero, A. M (Ed.), *Emerging Trends in Disease and Health Research Vol. 3*, (pp. 137-145), BP International, ISBN 978-93-5547-491-9 (Print), ISBN 978-93-5547-496-4 (eBook), DOI: [10.9734/bpi/ether/v3](https://doi.org/10.9734/bpi/ether/v3), <https://doi.org/10.9734/bpi/etdhr/v3/5334F>
17. Ahmed, A.A., and Patrick, H. A. (2022). Responding to Covid-19 Pandemic: Medtech Innovations at Innacel Technologies. In Kovid, R. K and Kumar, V (Eds.), *Cases on Emerging Market Responses to the COVID-19 Pandemic*, DOI: 10.4018/978-1-6684-3504-5, ISBN13: 9781668435045|ISBN10: 1668435047| EISBN13: 9781668435069| ISBN13 Softcover: 9781668435052, IGI Global, <https://www.igi-global.com/book/cases-emerging-market-responses-covid/284879>
18. Mukherjee, U., Patrick, H. A. and Sharieff, M. H. (2022). Measuring the Service Quality of Higher Education: A Critical Review. Pp. 52-75. In Ordóñez de Pablos, P., Zhang. X., and Almunawar, M. N (Eds.) *Handbook of Research on Education Institutions, Skills, and Jobs in the Digital Era*, Release Date: September 2022, Copyright: © 2023, Pages: 502, DOI:10.4018/978-1-

6684-5914-0, ISBN: 9781668459140, ISBN10:1668459140, EISBN13: 9781668459157,

<https://www.igi-global.com/chapter/measuring-the-service-quality-of-higher-education/314257>

19. Patrick, H. A., Kareem, J., Mukherjee, U., and Prabakaran, N.M. (2022). Leadership strategies and power bases that empower in the phygital context: A quantitative study in the Indian information technology organizations. In Rao, V.R., Ghose, S., Nanda, A.P., and Gupta, P (Eds.) Book of abstracts Building Sustainable Businesses in the Phygital World, 16th annual conference of International Society for Data Science & Innovation (ISDSI), hosted by Jagdish Sheth School of Management (JAGSoM), Copyright © The Editors, 2022, pp. 160, ISBN: 978-93-56402-57-7, BLOOMSBURY INDIA
20. Mukherjee, U. and Patrick, H. A. (2022). Psychological Capital, Happiness at Work and Creative Performance Behavior: Comparing the experience of remote and in-office employees. In Rao, V.R., Ghose, S., Nanda, A.P., and Gupta, P (Eds.) Book of abstracts Building Sustainable Businesses in the Phygital World, 16th annual conference of International Society for Data Science & Innovation (ISDSI), hosted by Jagdish Sheth School of Management (JAGSoM), Copyright © The Editors, 2022, pp. 170, ISBN: 978-93-56402-57-7, BLOOMSBURY INDIA
21. Ahmed, A.A. and Patrick, H. A. (2022). Role of Organization Justice, Perception of Politics, and Supervisory Support on Work Engagement and Job Performance: A study on faculty in higher education. In Rao, V.R., Ghose, S., Nanda, A.P., and Gupta, P (Eds.) Book of abstracts Building Sustainable Businesses in the Phygital World, 16th annual conference of International Society for Data Science & Innovation (ISDSI), hosted by Jagdish Sheth School of Management (JAGSoM), Copyright © The Editors, 2022, pp. 161, ISBN: 978-93-56402-57-7, BLOOMSBURY INDIA
22. Mukherjee, U., Patrick, H. A., Sharieff, M. H., and Salman, M. (2023). Prana Healthcare. In Muralidhara, G. V.(Ed.) Doing Business in South Asia: A Case Study Collection, Copyright © Routledge, 2023, ISBN 9781032198460, <https://www.routledge.com/Doing-Business-in-South-Asia-A-Case-Study-Collection/Muralidhara/p/book/9781032198460#>
23. Patrick, H. A., Mukherjee, U., Kareem, J., and Prabakaran, N.M. (2023). Recreational facilities at the workplace affect employee well-being through nurturing support and bonding. In Pankaj, P., Vijayvargy, I., and Jain, P.(Eds.) Netritva 4.0: Leadership in the era of connection and collaboration, pp. 134-151, ISBN; 978-93-5640-279-9, BLOOMSBURY, India.

Consultancy/ Projects

- Valtech India Systems Pvt. Ltd (2019), Submitted a project report on Positive Leadership.
- Terralogic Software Solutions Pvt. Ltd (2019), Submitted a project report on Positive Leadership.
- Completed a Major Research Project in 2015 awarded by Christ University on "Employees Work Environment and Fairness Perceptions" Effect on Work Engagement and Turnover Intentions in Services Sector," 7.9 lakhs

Newspaper Articles

1. Patrick, H.A. & Thomas, A.K. (2001, 30 December). Testing teachers, Deccan Herald, DH education, p. 6.
2. Patrick, H.A. (2007, 10 May). Learning the right way, Deccan Herald, DH education, p.III.

Annexure VI: Resource Person and Training for Faculty, corporate, and NGOs (Since 2010)

- 'Increasing Relevancy and utility of Academic Research to the end users,' Christ University annual FDP program titled "Excellence through Research" on the 3rd June 2010 conducted by TQMS.
- Conducted a two-day workshop for principals of BVM Global schools, Chennai, on the 27th & 28th of November 2010.
- Conducted a session on Leadership strategies and their impact on employees in IT Organizations for faculty members of the deanery of commerce and management of Christ University on December 3, 2010.
- Conducted three sessions on Micro presentation skills for selected faculty members from Christ University in January 2011.
- "Leadership Strategies and their Impact in the Context of Knowledge Workers" at the Indo- African Conference on Leadership in Higher Education: Management and Technology, October 14, 2011, organized by the Centre for Education beyond Curriculum (CEDBEC), an Initiative of Total Quality Management System (TQMS), Christ University, October 12-14, 2011.
- "Challenges of balancing work life and personal life," refresher course for the faculty of computer science, organized by the Academic staff college, March 30, 2012.
- Facilitated two sessions on the topic of leadership and conflict management at the four-day workshop on Training on emerging trends in the development of social work for CMItes from FBOs (Faith Based Organization) organized by TRC-Wing of CSA- Christ University, 19-22 April 2012
- Facilitated two sessions on the topic Enablers for Personal and Professional Excellence- MBTI Personality Test and Self-Awareness -Exercise Exploring 'Who am I' at the National Workshop on "Staff Excellence, Capability, Growth & Influencing for Effective Customer Relations "Organized by Centre for Education Beyond Curriculum (CEDBEC), Christ University, Bangalore, in association with International Federation of Catholic Universities (IFCU), May 21-24, 2012.

- Facilitated a half-day workshop on "Interpersonal Effectiveness" for leaders of the Assemblies of God, Karnataka, and Goa, at Amblee Resorts on 3 July 2012.
- Facilitated a session on the topic "Learning Styles" at the National Workshop on Effective Teaching Skills and Instructional Strategies for College Teachers Organized by the Centre for Education beyond Curriculum (CEDBEC), Christ University, Bangalore, in association with the International Federation of Catholic Universities (IFCU) 18-21 July 2012
- Facilitated a half a day training on understanding self, managing conflict, and team building skills at the Training on Emerging Trends in Development of Social Work, organized by TRC-Wing of CSA- Christ University, 25th to 27th July 2012
- "Work-life balance in the hospitality sector" for members of SKAL International - the world's oldest and biggest Travel and Hospitality club headquartered in Spain at the regional level on August 25, 2012, at "Sarovar Davanam Portico Suites, Bangalore.
- Facilitated a session on servant leadership for Christian students at the leadership camp on August 31, 2012, at #115, Christ University, Bangalore.
- Facilitated two sessions on Self Awareness -Exercise Exploring 'Who am I' and Enablers for Personal and Professional Excellence- MBTI Personality Test at a Workshop on "Staff Excellence, Capability, Growth & Influencing for Effective Customer Relations" Organized by the Centre for Education Beyond Curriculum (CEDBEC), Christ University, Bangalore, October 23-25, 2012, Auditorium, Block I Floor II, Kengeri Campus, Christ University Mysore Road, Bangalore, for staff of Rajagiri college.
- Spoke on "Organizational Justice" as an invited speaker at Tata Consultancy Services (TCS) at their ITPL auditorium at the internal HR Vitamins - An event for the HR fraternity within TCS on March 6, 2013.
- "Work-Life Balance" to a group of South Korean Students on 22 November 2013, Organized by the Centre for Advanced Research and Training Christ University
- "Work Environment and Fairness Perceptions' Effect on Work Engagement and Turnover Intentions in Service Sector Employees" for faculty of the Department of Tourism Studies, Christ University at the Quality Improvement Programme 2014 organized by the CU- ASC on 18 March 2014.

- "Work Environment: Development of a Scale" for faculty of the Department of Tourism Studies, Christ University at the Quality Improvement Programme 2014 organized by the CU- ASC on 19 March 2014.
- Designed and executed a one-day faculty enrichment training program titled 'Enhancing teacher effectiveness for better engagement' for 175 teachers at BVM Global School, Chennai, on 08th June 2011
- Facilitated three modules for ABB Management Trainee Induction Program conducted by CUIM from 27th June to 9th July 2011.
- Facilitated a session on the topic "Challenges of balancing work life and personal life" at the faculty of commerce and management refresher course, organized by the Academic staff college, October 8, 2011.
- Facilitated a session on the topic "Team Building for Academic Excellence" at the Orientation course for academic and non-academic administrators, organized by the Academic staff college, October 19, 2011.
- Facilitated a session on the topic "Challenges of balancing work life and personal life" at the refresher course for the faculty of computer science, organized by the Academic staff college, March 30, 2012.
- Facilitated two sessions on the topic of leadership and conflict management at the four-day workshop on Training on Emerging trends in the development of social work for CMITes from FBOs (Faith Based Organization) organized by TRC-Wing of CSA- Christ University, 19-22 April 2012
- Facilitated two sessions on the topic Enablers for Personal and Professional Excellence- MBTI Personality Test and Self-Awareness -Exercise Exploring 'Who am I' at the National Workshop on "Staff Excellence, Capability, Growth & Influencing for Effective Customer Relations" Organized by Centre for Education Beyond Curriculum (CEDBEC), Christ University, Bangalore in association with International Federation of Catholic Universities (IFCU), May 21-24, 2012.
- Facilitated a session on 'Effective Micro Presentation' for two groups of faculty of Christ University organized by the Admissions Department, Christ University on 21 January 2013.

- Facilitated two sessions on the topic 'Understanding self' and 'Effective mentoring practices in the academic context' at the one-day faculty development program titled 'Mentoring the mentors' organized by Postgraduate management studies, S.R.N Adarsh College, Bangalore, on 30 January 2013.
- Facilitated a session on the topic "Experiential Learning" at the School of Education, Christ University Refresher Course for its faculty on May 1, 2013, Organized by the Academic Staff College, Christ University.
- Facilitated a session on the topic "Learning Styles Assessment" at a National workshop on learning to teach for new college teachers on 27 August 2013, Organized by the Centre for Education beyond Curriculum (CEDBEC), Christ University, Bangalore
- Facilitated a half a day session on 'Team Building and Conflict Resolution'" for the All India Coordinators at the Access program Coordinators workshop on 3 September 2013, Organized by Centre for Social Action, Christ Education Society, Bangalore, and funded by AMIDEAST, U.S and U.S Embassy, New Delhi
- Facilitated a session on the topic "The HOD's Role in Fostering a Collegial Department" at the National Seminar on Departmental Leadership for Heads of Departments on 26 September 2013 Organized by the Centre for Education beyond Curriculum (CEDBEC), an initiative of Total Quality Management System (TQMS) Christ University.
- Facilitated a session on the top work-life life Balance" at the Orientation Course for Christ University faculty on 23 October 2013, Organized by the Academic Staff College, Christ University.
- Facilitated a one-day Faculty Development workshop on "Mentoring Essentials for Faculty" on Monday, 28th October 2013, for the faculty of M S Ramaiah College of Arts, Science & Commerce and Department of Management, Bangalore
- Facilitated a session on 'Effective Interviewing' for all interviewers of Christ University and outside experts organized by the Admissions Department, Christ University, on 22 January 2013.

- Facilitated a session on 'Effective Micro Presentation' for two groups of faculty of Christ University organized by the Admissions Department, Christ University on 23 January 2013.
- Facilitated a session on 'Learning and Development for faculty members at three days' workshops on 'Building Learning Organizations through Change Management' under TEQIP on 26th February 2014, organized by the Department of Industrial Engineering & Management - RVCE Bangalore
- Facilitated a session on "Team Building" on May 1, 2014, at a Seminar on Leadership for Congregation of Holy Cross Sisters Organized by the Centre for Education beyond Curriculum (CEDBEC), an initiative of Total Quality Management System (TQMS) Christ University.
- Facilitated a half-day workshop on Mentoring, team building, and motivation at the Faculty Enhancement Program for the teaching staff of St. Francis de Sales College on Wednesday, 21.06.2014, organized by the Quality Cell of the college.
- Facilitated a half-day Personal and interpersonal effectiveness workshop for the Executive MBA participants on July 5th, 2014, organized by the Department of Management Studies at Christ University.
- Coordinated Two Day Workshop on Basic Managerial Skills for Effective Management of Not for Profit Projects on 16-17 September 2014, Organized by the Institute of Management.
- Facilitated "Motivation and Change" sessions leadership training program Office bearers of Coconut Producers' Federation on 4th December 2014 o, organized by the Department of management studies.
- Invited as a panel member to assess the final Ph.D. Synopsis of Molly Mathew, Batch: Jan 2012, register No. /USN: 12PPMN0008 on "Impact of Emotional Intelligence on Transformational Leadership and Empowerment," Management, Jain University.
- 03.11.2016 facilitated a workshop for Karnataka State Accounts Department officers, which comes under the control of the Finance Department in the Government of Karnataka, organized by Fiscal Policy Institute, Bangalore, on Personal effectiveness.

- 10.11.2016 facilitated a workshop for Government of Karnataka officers, organized by Fiscal Policy Institute, Bangalore, on Conflict Management and Change Management.
- 18.10.2016 was a panel member to assess the final Ph.D. synopsis of Mr. Anni Arnav, Batch: August 2012 Register USN: 13PPMG0012 on "Personal effectiveness competency among IT (Information Technology) sector employees," Management, Jain University.
- 10 - 11.02.2017. Chaired a 'Social Sustainability and Management Practices' session at the International Conference on Management Practices for the New Economy (ICMAPRANE), Organized by Jaipuria Institute of Management, Noida.
- 16.03.2017 Conducted a half a day workshop for PG students of Psychology on "Developing Learning Objectives and Conflict Management", at the JC Road campus.
- 23.03.2017 Was invited to be the session chair at the 2nd National HR Conference on 'Changing human resources practices in the times of innovation and Technology organized by the Department of Commerce, Jain University
- 25.03.2017 was invited as a resource person at the FDP on "Changing role of HR - New Perspectives" organized by Acharya Bangalore Business School (ABBS).
- 10.08.2017 spoke on Personal effectiveness at the orientation for students of MBA in Aviation and airport management, Knowledge campus, Jain University
- 02.01.2019 Facilitated half a day FDP on "Getting Started in Teaching" at the three-day FDP titled 'Academic Teaching and Learning" from the 02nd-04th of January 2019, organized by The Department of Hospitality and Event Management, PES University, Bangalore.
- 19.01.2019 Facilitated an FDP on "Innovative Teaching Pedagogy for Millennium Teachers" for faculty members organized by Nagarjuna Degree College, Bangalore
- 31.01.2019 was invited to be an auditor for Academic Audit for UG and PG departments of Commerce, Business Administration, and Travel and Tourism for Indian Academy Degree College (Autonomous), Bangalore.
- 16.05.2019 Facilitated a half-day workshop on "Personal Effectiveness" for MBA students and faculty organized by Adarsh Institute of Management and Information Technology, Bangalore.

- 20.05.2019 Facilitated a session for Commerce Faculty on 'Innovative Pedagogical Practices - Techniques for Effective Engagement' at the Quality Improvement Program, organized by Christ Deemed to be University.
- 03.06.2019 Facilitated half-day session on "Mentoring" for new MBA faculty of CMS Business School, organized by CMS Business School, Jain Deemed to be University.
- 05.09.2019 facilitated a "Managing Conflict" workshop for Government of Karnataka officers, organized by Fiscal Policy Institute, Bangalore.
- 25.10.2019 facilitated a half a day workshop on "Mentoring" for I MBA students of Adarsh Institute of Management and Information Technology, Bangalore.
- October 4-5, 2019, Track Chair for the International Conference on Transformational Strategies for Business Sustainability TSBS 2019, organized by the Institute of Management, Christ Deemed University.
- 27.11.2019 invited to evaluate a Major research project proposal titled "Psychosocial Correlates of Gaming Addiction among Indian Adults" by Dr. Anuradha S, Associate Professor, & Sathiyaseelan B, Associate Professor, organized by Centre for Research-Projects, CHRIST (Deemed to be University), Bangalore
- 27.11.2019 invited to evaluate a minor research project proposal titled "Exploring differences in Bargaining Power and its Influence on Offer Magnitudes: Variations on the Ultimatum Game, by Dr. Madhavi Rangaswamy, Associate Professor, organized by Centre for Research- Projects, CHRIST (Deemed to be University), Bangalore
- 06.12.2019 invited as an esteemed Grand Jury for the "8th NHRD HR Showcase" finale for "Best Research Proposals," which is scheduled on Friday, 6th December 2019, between 10:00 am to 2:30 pm, organized by NHRD Bangalore Chapter
- 13.12.2019 was the moderator and panel member on the topic 'New Work Order: Hopes and Challenges' at the Second Edition of Synthesize; The International Interdisciplinary Conference on Business Studies and Social Sciences, in collaboration with Arnhem Business School, HAN University of Applied Sciences, Netherlands on December 13 and 14, 2019 at CHRIST (Deemed to be University) - Bannerghatta Road Campus, Bangalore.

- 21.12.2019 facilitated a 'Scale Development' session at the Faculty Development Program on 'Publish and Flourish: Moving Ahead in your Academic Career' organized by CMS Business School, Jain (Deemed to be University).
- 27.02. 2020 was invited as a Speaker for the Panel Discussion at the National Conference on Emerging Trends in Business on the topic 'Embracing Change and Innovation' organized by the School of Business and Management, CHRIST (Deemed to be University).
- 28.02. 2020 was invited as a Chairperson for Research paper presentations at the International Conference on "Redefining Human Resource & Marketing Management Perspectives" organized by The Department of Commerce, School of Commerce, JAIN (Deemed-to-be University).
- 29.02. 2020 was invited as the 'Chief Resource Person' and facilitated 'Scale Development' for a national workshop on "Contributions of Research Guides towards Quality Research Outcome organized by the International School of Business and Research (ISBR), Bangalore.
- 26.06.2020 was a panel member on the webinar series speaking on the topic "Learning, E-Learning, and Re-Learning in the Post Covid World" organized by Centre for Research in Social Sciences and Education (CERSSE), Jain (Deemed to be University).
- Centre invited 11.07.2020 for Research in Social Sciences and Education (CERSSE), Jain University, to conduct a workshop on 'Applied Psychological Research' for Ph.D. scholars of Social Sciences and Humanities- All domains, including Languages, Performing Arts, Journalism, Cultural Studies, Psychology
- 12.09.2020 facilitated a half-day FDP on "Bloom's Taxonomy and developing learning objectives" organized by Adarsh Institute of Management and Information Technology, Bangalore.
- 16.09.2020 facilitated a half-day MDP on "Emotional Intelligence (EI) for Effectiveness" for 35 Happiest Minds Ltd women executives.
- 24 - 26 September 2020 facilitated a three-day online FDP on 'Research and Diagnostic Instruments as tools for collaborative reflection among adult learners' for faculty organized by CMS Business School, Jain (Deemed to be University).

- 10.11.2020 facilitated a "Positive leadership" session at the five-day FDP on 'Training on Leadership and Excellence,' organized by the Indian Institute of Plantation Management, Bengaluru.
- 19.12.2020 facilitated a 'Positive Leadership' session at the two-day research retreat organized by the Centre for Research in Social Sciences and Education (CERSSE), Jain (Deemed to be University).
- 30.01.2021 was invited for the - Technical Session IV B (Organizational Management) Session Chair at Alliance Management Studies International Conference (AMSICON), organized by Alliance University, Bengaluru.
- St Vincent Pallotti College invited 25.03.2021, Bangalore, to speak on "Avenues for Research in Organizational Behavior & Human Resource Management" at the Seminar on 'Innovative Research in Commerce & Management,' organized under the UGC PARAMARSH Scheme by St. Vincent Pallotti College, Bengaluru.
- Rama University, Kanpur, invited 09.04.2021 to speak on "The power of Positive Leadership" to faculty and students of commerce and management, Rama University, Kanpur.
- Rama University, Kanpur, invited 29.04.2021 to speak on "Managing Conflicts" to faculty and students of faculty of commerce and management, Rama University, Kanpur.
- 05.06.2021 attended the Annual Academic Council meeting held by ISBR Business School as an academic council member.
- 17.06.2021 attended the Academic Council Meeting of Jain University as a member.
- 26.06.2021 was invited as a resource person at the AICTE Sponsored Two Week Online Faculty Development Programme on Teaching Learning Methods Towards Outcome Based Education and spoke on the topic "Teacher Characteristics 1" organized by the Department of Computer Science and Engineering and Department of Artificial Intelligence and Data Science, Velammal Institute of Technology, Chennai.
- 19.07.2021 was invited as a resource person at the 5-day Faculty Development Program on "Leadership & Excellence" Organized by the Centre for Continuing Technical Education Karnataka & Dept. of Computer Science & Engineering S J Govt. Polytechnic, Bangalore, and spoke on the topic "Introduction to Leadership."

- 20.07.2021 was invited as a resource person at the 5-day Faculty Development Program on "Leadership & Excellence" Organized by the Centre for Continuing Technical Education Karnataka & Dept. of Computer Science & Engineering S J Govt. Polytechnic, Bangalore and spoke on the "Leadership for Managerial Excellence."
- 24.07.2021 was invited as a resource person at the 5-day Faculty Development Program on "Leadership & Excellence" Organized by the Centre for Continuing Technical Education Karnataka & Dept. of Computer Science & Engineering S J Govt. Polytechnic, Bangalore, and spoke on the topic "Effective Leadership Communication Strategies."
- 23.04.2022 spoke on the topic "Introduction to Scale Development" at the one-day orientation for Ph.D. scholars and faculty of Management on the theme "Research methods and Designs in Management" Organized by Faculty of Management, Jain (Deemed-to-be University)
- 27 -29.04.2022 was invited to speak on the topic "Positive Leadership" at International Conference on "Fostering Resilient Business Ecosystems and Economic Growth: Towards the Next Normal," organized by Dr. D. Y. Patil B-School, Pune, India in association with Dr. Soetomo University, Indonesia and AIMS, India.
- 21.09.2022 was invited to speak on the topic "Philosophical underpinnings of Research" at the 5-day Research Workshop on 'Art of Responsible Research and Publishing,' Organized by Jain University, Cochin Campus
- 22.09.2022 was invited to speak on the topic "Scale Development" at the 5-day Research Workshop on 'Art of Responsible Research and Publishing,' Organized by Jain University, Cochin Campus
- 20-21.10.2022 was invited to speak on the topic "Positive Leadership" at International Conference On Managerial Business Practices and Theories Post COVID Organized by the School of Management and Commerce, K R Mangalam University, Sohna Road, Gurugram, Delhi NCR
- 24.11.2022 was invited to speak on the topic "Professional Ethics and Accountability" at the 'Guru Dakshina-Faculty Induction Programme (FIP), organized by Center for Educational Transformation through Technology (CETT), Jain (Deemed-to-be) University

- 31.01.2023 was invited to speak on the topic "Professional Ethics and Accountability" at the 'Guru Dakshina-Faculty Induction Programme (FIP), organized by Center for Educational Transformation through Technology (CETT), Jain (Deemed-to-be) University.
 - 17.05. 23 Facilitated a half-day workshop on "Effective Leadership" for around 20 Econz IT Services Private Limited executives, organized by CMS Business School, Jain (Deemed-to-be) University.
 - 26.05.23 was invited as a panel member to speak on the topic "Innovations in Management" at the National Level Conference on "Innovations in Commerce, Management, Technology & Information Science" organized by Bishop Cotton Academy of Professional Management Yelahanka, Bengaluru.
 - 13.06.23 was invited to facilitate a half a day workshop "using diagnostic tools in facilitating OB and HRM" for faculty of CMS BBA, Jain (Deemed-to-be University, Bengaluru.
 - 22.06. 23 Facilitated a half-day "Positive Leadership" workshop for 20 Econz IT Services Private Limited executives, organized by CMS Business School, Jain (Deemed-to-be) University, Bengaluru.
 - 04.07.23 Facilitated a half-day workshop on 'Application-based academic perspective with employability and skill enhancement' at the faculty development program - Anvaya - 23, organized by Surana College (Autonomous), Bengaluru.
 - 13.07.23 Facilitated a full-day Management Development Program for First-time Managers of Tietoevry India on 'Emotional Equity' and 'Growth Mindset,' Bengaluru.
 - 14.07.23 Facilitated a half-day workshop on 'Managing Conflicts' for all the Non-teaching staff of CMS Business School, Jain (Deemed-to-be University), Bengaluru.
 - 19.07.23 Facilitated a workshop on 'Effective Mentoring' for 110 Faculty members of the CMS Business School as a part of Punashchetana - A Two Weeks Faculty Refresher Program, organized by Jain (Deemed-to-be University), Bengaluru.
- 05.09.23 invited as a Keynote speaker on AI-Based Digital marketing at the five days virtual training program on AI - Based digital marketing, organized by Primax Foundation, Bangalore.
-

**Annexure VII: Research Conferences attended and presented research papers
(Since 2009)**

1. Attended the International Conference on Innovative Pedagogy in Business and Management Education, organized by Jain University in association with La Trobe University, Australia, October 10, 2009
2. Attended the 2nd International Conference on "Doing Business in India" on 17-18 December 2009, held by Centre for Research Pursuit of Excellence, IFIM Business School, Centre for Developmental Education, Bangalore, December 17, 2009.
3. Attended the Seventh Aims International Conference on Management (AIMS-7), held in IIM Bangalore on December 20-23, 2009.
4. Presented a joint case study titled "Cyprix- A carrot or stick" at the International Case Conference 2010, held at Goa international center on 16 Nov.2010 to 18 Nov 2010, organized by IMT Nagpur.
5. Presented a joint case study titled "Is Motivation Necessary for Senior Management?" at the International Case Conference 2010, held at Goa international center on 16 Nov.2010 to 18 Nov 2010, organized by IMT Nagpur.
6. Attended 2nd International conference on "Post Recessionary Economy: Movers and Moulders of Changing World" on January 10-12, 2011, at Prestige Institute of Management, Gwalior, Madhya Pradesh, India.
7. Attended the National level seminar PRABANDHAN-2011, "Emerging Trends in Management in Changing Corporate Scenario," organized by Lokmanya Tilak Institute of Management Studies & Research, Nagpur, on 3rd Feb 2011.
8. Attended the National Level Management Development Program - HR Innovations and Interventions for Resurgent India", Organized by the Department of Management Program, CMR Institute of Management Studies on 25th February 2011.
9. Attended the National Conference on Emerging Trends in Business (NCETB-2011)- organized by the Department of management studies, Christ University, on the 7th and 8th of March 2011.

10. Attended the International Conference on Evolving Frontiers in Business, Society, and Nation Interfaces organized by Indus Business Academy, Bangalore, on March 10-12, 2011.
11. Spoke on "Positive Psychology" for Major Research Project investigators and co-investigators, organized by the Center for Research, Christ University on 18th March 2011.
12. Chaired a Polarity Management and Organizational Effectiveness session on April 8th at the National Conference on Global Competence and Sustainability organized by St. Clare College, Bangalore, on April 7th and April 8th, 2011.
13. Presented a joint paper on "Assessment: Participatory Approach" at the one-day FDP on "Excellence through Assessment Innovations" organized by CEDBEC, Christ University on 3rd June 2011.
14. Attended the International Conference on Innovation in Management: Challenges and Opportunities in the next decade, Organized by The International Society for Competitiveness (ISC), Department of MBA, PES Institute of Technology, Bangalore, India, and Indiana University of Pennsylvania, USA, 10th - 11th August 2011.
15. Invited to be a chairperson for a session at the National Conference on 'Managing Generation - Y Employees: Challenges and Opportunities Department of MBA, PES Institute of Technology, Bangalore, India, September 15, 2011.
16. Panel member at the "Industry-Academia Interface & Panel Discussion on Human Capital Analytics: The Missing Link: Measuring human investment returns" organized by Master of Financial Management, Department of Management Studies, Christ University, Bangalore, September 15, 2011.
17. Attended the Third Annual Global Business, IT and Management r Economic Development Conference (BITMED 2011) at Golden Landmark Hotel, Bangalore, organized by Global Strategic Management Inc., USA, September 22 - 24, 2011.
18. Attended the 2nd Indian Academy of Management (IAM) Conference 2011, in collaboration with Academy of International Business - India Chapter, 'Managing in the

New Economy: Exploring the Indian Context,' 18 - 20 December 2011, IIM Bangalore campus, Bangalore, INDIA.

19. Attended the 4th International HR conference, "Managing people for sustainability," Bangkok, Thailand, January 18th to 20th, 2012, organized by the College of Management, Mahidol University, Bangkok, Thailand.

20. Attended the National Human Resource Conference on Organization Citizenship Behaviour - Driver for Organization Performance and Effectiveness, held by Christ University Institute of Management on 9th March 2012.

21. 21. Attended the 6th International Conference on Global Business: Opportunities and Challenges, Organized by the Department of MBA, PES Institute of Technology, Bangalore, India, and Indiana University of Pennsylvania, USA, 22-23, November 2012.

22. Attended the 12th International Human Resource Management Conference - Dream Discover Innovation in the Global Village, Organized by Management Development Institute (MDI), Gurgaon, 10 - 13 December 2012.

23. Attended the International Conference on Challenges of Sustainability and Growth in Indian Industry, organized by BMS College of Engineering, Department of Management Studies and Research Centre, held on 20 and 21 December 2012.

24. 24. Attended the 2nd International Conference on reshaping organizations to develop responsible global leadership, organized by the Nepalese Academy of Management, held on 10-12 March 2013, Kathmandu, Nepal.

25. Attended 13th International Conference on Emerging Trends, Challenges and Opportunities in Global Business, Management, Tourism and Information Technology (IC-GBMTI), Goa, 28-29 September 2013, organized by Research Development Association and research development research foundation, Jaipur.

26. Technical Chair Person for 'Vanijya Sammelana' One Day International Conference on Recent Trends in Business, Management & Tourism on May 30, 2014, organized by SRN Adarsh College, Bangalore.

27. Attended the two-day Jyoti Summit 2014, UGC Sponsored International Conference on "Futuristic Innovations & Challenges to Diversity Management, Emerging Technologies & Sustainability for Inclusive Industrial Growth," ICFIDM 2014, 30-31, October 2014, Organized by Jyoti Nivas College Autonomous, Post Graduate Centre, Bangalore.
28. Attended the Third international conference on Sustainable Business Models in the Emerging Global Economy, held on November 13 & 14, 2014, organized by BMS College of Engineering, Department of Management Studies & Research Centre, Bangalore
29. Attended RDA's 15th International Conference on Advances & Challenges in Global Business, Management, Economics, Tourism, and Information Technology, held on November 21 & 22, 2014, Pondicherry, organized by Research Development Association and research development research foundation, Jaipur, in collaboration with Rajasthan Chamber of Commerce & Industry, Rajasthan, Jaipur
30. Attended the International Conference on Innovation Practices in Business and Information Technology, held on December 15 -16, 2014, organized by Adarsh Institute of Management and Information Technology, Bangalore and Stevenson University, USA
31. 14.10.2016 Attended a one-day program for 'Empowered Educators - A step towards inspiring leadership' organized by Deloitte Consulting India Pvt. Ltd.
32. 10 - 11.02.2017. Attended an International Conference on Management Practices for the New Economy (ICMAPRANE), Organized by Jaipuria Institute of Management.
33. 10 - 11.02.2017. Presented a paper titled "Development and Validation of Work Environment Services Scale (WESS), at the International Conference on Management Practices for the New Economy (ICMAPRANE), Organized by Jaipuria Institute of Management.
34. 8 - 10. 02.2017. Attended the 17th International Business Horizon, INBUSH ERA, World Summit 2017), Organized by Amity University, Noida.

35. 8 - 10. 02.2017. Presented a paper titled "Diversity Perceptions and workplace diversity challenges influence on social capital in Members of virtual teams" at the 17th International Business Horizon, INBUSH ERA, World Summit 2017), Organized by Amity University.
36. 8 - 10. 02.2017. Presented a paper titled "Work engagement in relation to emotional Intelligence and personality" at the 17th International Business Horizon, INBUSH ERA, World Summit 2017), Organized by Amity University.
37. 8 - 10. 02.2017. Presented a paper titled "Emotional Intelligence in Relation to Work-life Balance" at the 17th International Business Horizon, INBUSH ERA, World Summit 2017), Organized by Amity University.
38. 15 - 16.09.2017 attended Convergence - 12th International conference on Management 2022: Growth and Sustainability challenges, organized by IFIM Business School, Bangalore, on September 15 - 16, 2017
39. Presented two papers, one in the Wellness and corporate health track titled "Influence of Psychological Capital on subjective well-being: A Study on Nurses in Healthcare" and one in the Human Capital issues and Sustainability track titled " Demographics and Human Capital Issues of Employees in the information technology" at Convergence - 12th International conference on Management 2022: Growth and Sustainability challenges, organized by IFIM Business School, Bangalore on September 15 - 16, 2017
40. 24-25.11. 2017 Presented two papers titled "Personality Traits of Women in the high potential economy: A comparative study of Employees and Entrepreneurs" and "Motivating factors that influence women entrepreneurs" at the International Conference on Entrepreneurship - 2017 'Entrepreneurship in high-potential Economies in the Digital era, organized by KEMI, Jain University.
41. 24-25.11. 2017 attended International Conference on Entrepreneurship - 2017 'Entrepreneurship in high-potential economies in the digital era, organized by KEMI, Jain University.
42. 9-10.02.2018 participated and presented a paper titled "Mediating Influence of Organizational Justice on the Relationship between Work Environment and Work

Engagement" in ATHENAEUM 2018, VIII International Conference on Contemporary Management Research Organized by CECMAR of Bharathidasan Institute of Management (BIM) Trichy, Held in IIT - Chennai Campus.

43. 9-10.02.2018 participated and presented a paper titled "Work Engagement: A Cross-Sectional Study of Employees in the Healthcare Sector" in ATHENAEUM 2018, VIII International Conference on Contemporary Management Research Organized by CECMAR of Bharathidasan Institute of Management (BIM) Trichy, Held in IIT - Chennai Campus.

44. 9-10.02.2018 participated and presented a paper titled "Leadership Strategies Adopted by Managers and its Impact on Employees' in IT Organizations" in ATHENAEUM 2018, VIII International Conference on Contemporary Management Research Organized by CECMAR of Bharathidasan Institute of Management (BIM) Trichy, Held in IIT - Chennai Campus.

45. 08.03.2019 Participated and presented a paper titled "Does Trust in the Workplace Influence Work Engagement? An Investigation among Information Technology Employees" at the National Conference on 'Emerging Trends in Business and Finance' Organized by Center for Management Studies, Jain (Deemed-to-be University), Bengaluru.

46. 26.03.2019 Virtually presented a paper titled "Information Technology Employees Perception of Psychological Empowerment and its Influence on Work Engagement" at the 'International Student Conference - EGBPC 2019' organized by the Business and Accounting Department at Muscat College, Oman.

47. May 17-18, 2019 Presented a paper titled "Positive Leadership Behaviour and Flourishing: The Mediating Role of Psychological Empowerment in Information Technology Organizations" at the Chitkara University Doctoral Consortium - CUDC 2019, organized by the Chitkara University, Punjab.

48. May 17-18, 2019 Presented a paper titled "Positive Leadership Drives Engagement: Information Technology Employees Perception" at the Chitkara University Doctoral Consortium - CUDC 2019, organized by the Chitkara University, Punjab.

49. August 24, 2019, attended and presented a paper titled "Entrepreneurial Intention: The Role of Entrepreneurial Creativity and Education" at the National Conference on Revisiting Industry-Academia Collaboration: Exploring New Paradigms in Value Creation, organized by CMS Business School, Jain Deemed to be University.
50. August 24, 2019, attended and presented a paper titled "Role of Flourishing in Effective Academic Engagement" at the National Conference on Revisiting Industry-Academia Collaboration: Exploring New Paradigms in Value Creation, organized by CMS Business School, Jain Deemed to be University.
51. February 18-19, 2020, attended the International Conclave on Learning Ecosystem" organized by IFIM Business School in collaboration with the European Foundation for Management Development (EFMD), Education Promotion Society of India (EPSI), Association of Indian Management Schools (AIMS) and National Digital Library of India (NDLI), at Taj Westend, Bengaluru.
52. August 13-14, 2020, attended and presented a paper titled "Emotional intelligence about Work-life Balance" at the Two-Day International Conference on Transformation through Innovation and Sustainable Practices to Build Competitive Advantage, organized by CMS Business School, Jain Deemed to be University.
53. August 13-14, 2020, attended and presented a paper titled "Explored conceptual model of Leadership Styles, Organization Culture, Personal Commitment, and Learning Organization" at the Two-Day International Conference on Transformation through Innovation and Sustainable Practices to Build Competitive Advantage, organized by CMS Business School, Jain Deemed to be University.
54. November 7, 2020, attended and presented a paper titled "Role of Employees-Psychological Capacities on Thriving at Work in Services Organisation" at the ICBPO 2020 Virtual International Conference On Building Positive Organizations- Challenges and Opportunities for a Sustainable Future, organized by Christ (Deemed to be University), Delhi- NCR India
55. January 21-22, 2021, attended and presented a paper titled "Psychological Empowerment Experiences of Software Professionals Affects Flourishing: Post Lockdown - Covid-19 Study in Information Technology Organisations" at the 2nd International

Conference on Management Skills and Growth Strategies in the "Post-pandemic Period," organized by Welingkar Institute of Management Development and Research, Mumbai.

56. February 16-17, 2021, attended and presented a paper titled "Examining the Role of Organizational Justice and Perception of Politics on Job Performance of Faculty Members in Higher Education" at the International Conference 'Challenges and Prospects in Management in the VUCA World' organized by Symbiosis Institute of Business Management, Nagpur.

57. February 16-17, 2021, attended and presented a paper titled "Positive Leadership and Trust in Workplace - The acute link to a Workplace with high vigor and Participation" at the International Conference 'Challenges and Prospects in Management in the VUCA World' organized by Symbiosis Institute of Business Management, Nagpur

58. February 16-17, 2021, attended and presented a paper titled "Role of Psychological Capacities on Thriving at Work among Services Employees" at the International Conference 'Challenges and Prospects in Management in the VUCA World' organized by Symbiosis Institute of Business Management, Nagpur

59. March 22-26, 2022 attended and presented a paper titled "Emotional Intelligence Effect on Work-Life Balance among Information Technology Employees" at the Online International Research Conference (IRC2022), organized by Lal Bahadur Shastri Institute of Management and University of Dubai "Creating a Better Future: Mindful and Innovative Practices for Sustainability."

60. March 26, 2022, attended and presented a paper titled "A Study on Diversity Perceptions and the Organizational and Individual Challenges Towards Workplace Diversity" at the Online International Research Conference (IRC2022), organized by Lal Bahadur Shastri Institute of Management and University of Dubai "Creating a Better Future: Mindful and Innovative Practices for Sustainability."

61. October 27 -29, 2022, attended and presented a paper titled "Positive Leadership and Trust - Vital to a Flourishing Workplace" at International Conference on "Fostering Resilient Business Ecosystems and Economic Growth: Towards the Next Normal," organized by Dr. D. Y. Patil B-School, Pune, India in association with Dr. Soetomo University, Indonesia and AIMS, India.

62 November 17-19, 2022, attended and presented a paper titled "Manager's Positive Leadership and its Influence on employee flourishing and Trust" at the 2nd Pritam Singh Memorial (PRIM) Conference, Organized by the Indian Institute of Management, Nagpur

63 November 17-19, 2022, attended and presented a paper titled "Empowerment mediates the relationship between psychological capacities and thriving at work: A study on selected services sector" at the 2nd Pritam Singh Memorial (PRIM) Conference, Organized by the Indian Institute of Management, Nagpur

64 December 10, 2022, presented a paper titled "Business Agility and Sustainability in the Heuristic Environment" at the 5th International Conference on Challenges in Emerging Economies at K J Somaiya Institute of Management, Mumbai, India.

65 December 27-29, 2022, attended and presented a paper titled "Psychological Capital, Happiness at Work and Creative Performance Behaviour: Comparing the Experience of Remote and in-office Employees" at the 16th ISDSI Global Conference 2022, held at Jagdish Sheth School of Management (JAGSoM), Bengaluru and University at Albany, State University of New York, USA.

66 December 27-29, 2022, attended and presented a paper titled "Role of Organization Justice, Perception of Politics, and Supervisory Support on Work Engagement and Job Performance: A Study on Faculty in higher education" at the 16th ISDSI Global Conference 2022, held at Jagdish Sheth School of Management (JAGSoM), Bengaluru and University at Albany, State University of New York, USA.

67 December 27-29, 2022, attended and presented a paper titled "Leadership Strategies and Power Bases that Empower in the Phygital Context: A quantitative study in the Indian Information Technology Organizations" at the 16th ISDSI Global Conference 2022, held at Jagdish Sheth School of Management (JAGSoM), Bengaluru and University at Albany, State University of New York, USA.

68 February 16-18, 2023, for attended and presented a paper titled "Recreational Facilities at the Workplace Affect Employee Well-Being through Nurturing Support and Bonding" at the 10th International Conference in the series Youth 2025 on Netritva 4.0: Leadership in The Era of Connection and Collaboration organized by Jaipuria Institute of Management, Jaipur.

- 69 February 16-18, 2023, for attended and presented a paper titled "Information Search Behaviour on Green Consumption: Indian Consumerism Perspective" at the 10th International Conference in the series Youth 2025 on Netritva 4.0: Leadership in The Era of Connection and Collaboration organized by Jaipuria Institute of Management, Jaipur.
- 70 February 24-25, 2023, for attended and presented a paper titled "Mediation of Personality in the Relationship between Organizational Roles and Motivation: A Study on ASHA Workers" at the 11th International Conference on Contemporary Issues in Management, organized by International School of Management Excellence, Bangalore.
- 71 February 24-25, 2023, attended and presented a paper titled "Effectiveness of Job Crafting Intervention: A validation Study" at the 11th International Conference on Contemporary Issues in Management, organized by the International School of Management Excellence, Bangalore.
- 72 February 24-25, 2023 for attended and presented a paper titled "Does Organizational Culture Influences the Appropriateness of Socialization Tactics Adopted? A Study in Service Sector" at the 11th International Conference on Contemporary Issues in Management, organized by the International School of Management Excellence, Bangalore.
- 73 March 02-03, 2023, for participating in the FIIB Research Grant Competition 2023. The "Validation of a Job Crafting Intervention" research proposal was organized under the aegis of the 8th FIIB Research Conference-FRC 2023, "Humanizing Business for a Better World of Work, Fortune Institute of International Business, New Delhi.
- 74 March 16-17, 2023 presented a paper titled "Remote Employee's Psychological Capacity, Happiness, and Creativity: The Role of Family and Supervisor Support" at the 4th International Conference on 'Innovation, Technology, and Sustainability: Shaping the Future of Business and Society, organized by S P Mandali's Prin—L N Welingkar Institute of Management Development and Research (WeSchool, Bengaluru.
- 75 March 23, 2023, attended a seminar titled "Using Simulation to enhance educational and inclusive practices as part of Abu Dhabi University's Global Brown Bag Seminars Series (GBBSS).

Annexure VIII: M.Phil. and Ph.D. Awarded and Supervision

M.Phil. AWARDED

1. Philcy Philip (2006) A study on the strength of the psychological contract and its impact on employment relationships in Indian organizations, Bharathidasan University
2. Sheela Margaret D (2008) College teacher's perception of organizational justice and its influence on organizational commitment, Christ University
3. Shiju Sebastian (2008) A study of organizational commitment of college teachers about human resources management practices, Christ University
4. Sunil Kumar R (2009) Motivating factors and their influence on entrepreneurship development: A study on beauty parlors in Bangalore city, Madurai Kamaraj University
5. Deepak D R (2009). A study of Emotional Intelligence and Work-Life balance of employees in the Information Technology industry in Bangalore, India, Christ University
6. Vincent Rajkumar M (2009) Exploring the Attitudes of the employees & strategies adopted towards managing diversity in the Information Technology context, Christ University
7. Saradha H (2009) Employee Engagement about organizational citizenship behavior in Information Technology Organizations, Christ University
8. Rajendra Singh (2009) Perceived employee contribution about recreational facilities: An exploratory study, Christ University
9. Bhaskar R. (2010) Factors affecting employment choice & willingness to stay in IT Industry, Christ University
10. Meera Joseph (2010) Motivation about work engagement of sales personnel in Telecom Industry, Christ University
11. J. Mohan John Farrar (2011) The study of the micro-enterprise development program implemented in the Thally block of Krishnagiri district in Tamil Nadu, Madurai Kamaraj University
12. Renu S (2011) Work-life Balance: Issues and Challenges in the Information Technology Sector, Christ University

13. Srividya Vedasnata (2011) Newcomer's satisfaction about organizational culture socialization and self-efficacy of employees in the IT sector, Christ University
14. Anto Juliet Mary M (2012) Quality of Work Life about People Capability Maturity Model in IT and ITES Organizations, Christ University
15. Syeda Naziya (2012) Organizational Justice and its Influence on Work Engagement and Turnover Intentions in IT Companies, Christ University
16. Lovejoy Pinto (2012), (Psychology). Demographic Variables Influence on Work Engagement of Nurses and Doctors in Hospitals, Christ University
17. Melvin Moras (2012), (Psychology). Moderating Influence of Critical Psychological States on Core Job Dimensions and Personal Outcomes of Employees in the Healthcare Sector, Christ University
18. Sibila P (2013) Mediating Effect of perception of politics between distributive justice and turnover intention of employees in Information Technology Organizations, Christ University.
19. Sridevi S (2013). Determinants of Organizational Citizenship Behaviour of Employees in Business Process Outsourcing Sector, Christ University
20. Rithi Baruah (2014), (Psychology). Influence of emotional labor on the Health of cabin crew employees, Christ University
21. Asha Sara Mammen (2014) Work environment influence on turnover intentions: The moderating role of organizational justice among business school faculty in Kerala, Christ University
22. Alex Smitha Christy (2015), (Psychology). Emotional Intelligence and its influence on employee satisfaction in Indian IT/ITES Organizations, Christ University
23. Srinivas S (2018) Role of Organizational Cultural Intelligence and its Influence on Employee Work Adjustment: A study on Process Associates in Financial TNCs in Bangalore, February 2018, Jain University.
24. Nuzhatul Abrar Siddiqua (2018) Role of Organizational and Supervisor Support and its Influence on Women Employee Motivation in Professional Education, February 2018, Jain University.

25. Vineeth George (2018) Role of Personal Effectiveness on the Academic Performance of Undergraduate Students in Bengaluru, February 2018, Jain University.

26. Shilpa R (2019) Influence of Perceived Fairness on Motivation of Women Employees in Garment Manufacturing Organizations, December 2019, Jain University.

PH.D. AWARDED

1. Pallavi "Academic leader behavior, influence tactics in relation to organizational commitment and work engagement of faculty members in technical educational institutions," Ph.D. in Management, Christ University, 2016.

2. Nathan Nhira "A Catechism of Pentecostal Schisms and the Efficacy of Management in the Stabilization of the Church in Zimbabwe," Ph.D. in Management, Christ University, 2016.

3. M. Vincent Raj Kumar "Managing individual & organizational challenges with respect to diversity perceptions and social capital among members of virtual teams." Ph.D. in Management, Christ University, 2017.

4. Sunitha Mathai "Influence of Positive Psychological Capacities on Emotional Intelligence and Subjective Well-being of Nurses in Healthcare Sector." Ph.D. in Psychology, Christ University, 2018.

5. Washington Mahiya "Leadership Management Strategies and Organizational Practices with Respect to the Hotel Sector of Rainbow Tourism Group Limited." Ph.D. in Management, Christ University, 2018.

6. Sunil Kumar R, Positive Leadership's Influence on Flourishing and Work Engagement among Employees in the Information Technology Sector, Ph.D. in Management, Jain University, 2021

7. Ameer Asra Ahmed, Role of Organizational Justice, perception of Politics, & Supervisory Support on Work Engagement and Job Performance: A study on Faculty in Higher Education Sector, Ph.D. in Management, Jain University, 2022.

8. Debarati Nag, Psychological capacities' influence on Work Engagement and Thriving at Work: A study on Employees in select services organizations, Ph.D. in Management, Jain University, 2023.

9. Girma Abdissa Gamachu, *Supply Chain Integration Performance of Ethiopian Large and Medium Sized Textile Industries*, Ph.D. in Management, Jain University, 2023.
10. Pawan Kumar Sharma, *Types of Organizational Culture and Socialization Tactics Influence on Behavioral Outcomes of New Entrants in Selected Services Sector*, Ph.D. in Management, Jain University, Submitted 2023

Ph.D. Supervising

- Shilpa R, **Influence of Socio-Psychological factors on Motivation Level of ASHA Workers**, Ph.D. in Management, Jain University.
- Anub Kurian, **Effect of Job Crafting on Employee Flourishing in the Information Technology Sector**, Ph.D. in Management, Jain University.
- Nasira Banu, **Personal Cognitive Factors Influencing Career Advancement of Professional Women in Information Technology Sector: Mediating role of Career Management Behaviour**, Ph.D. in Management, Jain University.
- Baisakhi Debnath, **Examining the Role of Positive Psychological Behaviors in Women's Entrepreneurial Success**, Ph.D. in Management, Jain University.