

Detailed CV



Name: Dr. Paul Gerard Aquinas

Educational Qualification:

Sl. No.	University	Degree	Specialisation	Year of Passing
1.	Madras University	M. Com	Costing	1988
2.	Mangalore University	M.S.W	Personnel Management and Industrial Relations	1990
3.	Mangalore University	PhD in Social Work	Thesis on : “Personnel Practices and HRD Systems in Nationalised and Non-nationalised Banks in Mangalore”	1996

Designation : Professor and Chairman

Address for Correspondence:

Residential : “LAUREL”, Ferrer Colony,
Valencia, Mangalore – 575 002.
Telephone: (0824) 3553582

Office : Professor and Chairman
Post-Graduate Department of Studies and Research in Social Work
Mangalore University, Mangalagangothri – 575 199

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Research Areas : Social Work - Human Resource and Management. Personnel Policies, HRD System, Talent Management, Performance Management, Glass Ceiling, Discrimination of Working Women, Transgender studies

Professional Teaching Experience: 25years

Research Guidance (Ph.D.):

Completed students' list:

Name of the Scholar	Title of the Thesis	Completion of PhD
Rekha Hitha Aranha	Glass Ceiling and its Effects on Promotion Prospects and Job Performance of Women Employees in the Service Sector in Bangalore	September 2017
Suraj Francis Noronha	Performance Management and Control: Implementation Strategies in Medium and Large Enterprises in the Coastal Districts of Karnataka	November 2018
Aruna Doreen Manezes	Talent Management as a Strategic Tool in Building Organisational Effectiveness with Special Reference to Nurses in Selected Private Hospitals of Dakshina Kannada and Udupi Districts of Karnataka	November 2019

Ongoing Registered Students' list

Sl. No	Name of Research fellow	Title of the Thesis	Year of registration
1	Harisha K	A Study on Factors Influencing Quality of Life among Single Mothers in Karnataka State.	2016-17
2	Manjunath Sanganna Mokashi	Work Life Balance among Married Women Employees in Public Sector Banks with special reference to Dakshina Kannada and Udupi Districts	2016-17
3	Nismitha	A Study of Performance Management Systems and its Impact on Organisational Effectiveness in selected Large Scale Industries of Dakshina Kannada and Udupi Districts	2016-17
4	Thippeswamy T	Invisible Barriers and Gender Discriminatory Practices in Organisations: A Study on Glass Ceiling Effects in selected Organisations in Dakshina Kannada District	2016-17
5	Maria Shanthi Fernandes	Perceptions of Doctors of End-of-Life Care and Euthanasia with reference to Terminally Ill Cancer Patients	2017-18
6	Sharath Kumar R	Quality of Work Life of Traffic Police in Karnataka State	2017-18

Research Projects (List) (if applicable)

Completed:

Sl. No.	Title of the Project	Organization	Sponsoring Institution	Duration
1.	Man-Power Turnover at TVS Electronics.	TVS Electronics	TVS Electronics Ltd (Independent Research Study)	1990
2.	HR Initiatives in the Third Sector	NGO's in Mangalore and Udupi Districts	Ford Foundation, New Delhi through the Mysore University–Project on Third Sector.	2002
3.	Study of Skill Gap Analysis in Mangalore District	Directorate of Municipal Administration	Government of Karnataka – consultancy Project	2014 –15
4.	A Study to Assess the socio cultural and political dimensions and Underlying Vulnerability, discrimination and Social exclusion of Transgender in Karnataka	ICSSR, New Delhi	ICSSR – Major Research Project (co-investigator)	2016 -18

Research Journal Publications (list)

International Journals:

Sl. No.	Title of paper	Name of the author/s	Name of journal	Year	ISBN/ISSN Number
1.	Attitude of Employees towards Performance Management Indicators for Building Organisational Capabilities	Dr. P.G. Aquinas, P D souza, AD Menezes	NMAMIT Annual Research Journal Volume – 2 Issue 2	2012	2249-0426
2.	Work-Family Challenges of Nurses Working in Selected Hospitals in Mangalore City,	Dr. P.G. Aquinas	International journal Of scientific research- VOL3 Issue 1	Jan - 2014	ISSN No 2277-8179
3.	Career Dynamics: Matching Individual and Organizational Needs – A Conceptual Analysis of Work-Life Balance of (Women) Employees	Dr. P.G. Aquinas	Global Journal for Research Analysis Volume : 3 Issue : 5	May 2014	ISSN No 2277 – 8160
4.	Domestic violence: concept, issues and challenges	Dr. P.G. Aquinas	Zenith International journal of multidisciplinary research	Sept-2014	ONLINE ISSN: 2231-5780
5.	Employability Skills Leading to Empowerment in Beautician Industry – A Research Study of Beauty Parlors in Mangalore City	Dr. P.G. Aquinas, Dr.Yeshaswini B	International Journal of Science Technology and Management Vol.05 Issue 10	Oct-2016	ISSN:(O) 2394-1537 ISSN:(P) 2349-1529
6.	An Analysis on Women’s Empowerment Through Gainful Employment	Dr. P.G. Aquinas, Dr.Yeshaswini B	International Journal of Science Technology and Management Vol.05 Issue 10	Oct-2016	ISSN:(O) 2394-1537 ISSN:(P) 2349-1529
7.	Diversity in the Workplace: Opportunities and Challenges	Dr. P.G. Aquinas, Dr.Yeshaswini B	International Journal of Science Technology & Management Vol.05 Issue 11	Nov-2016	ISSN:(O) 2394-1537 ISSN:(P) 2349-1529
8.	“Working Women and Issues at Workplace”	Dr. P.G. Aquinas , Dr.Yeshaswini B	International Journal of - Science Technology and Management Vol.05 Issue 11	Nov-2016	ISSN:(O) 2394-1537 ISSN:(P) 2349-1529

9.	“Implementing Employee Performance Management System: A Scoping Review”	, Suraj Francis Noronha, ,Aruna Doreen Manezes, Dr. P.G. Aquinas	International Journal of Management and Applied Science Vol-2 Issue-5	May 2016.	ISSN:2394 7926
10.	Glass Ceiling Effect on Women Employees – A Panoramic View	Dr. P.G. Aquinas	Zenith International journal of multidisciplinary research	Feb-2018	ISSN: 2231-5780

National Journals:

1.	Gender Perception on the Job performance of women employees in Bengaluru. Business Review –	Dr. P.G. Aquinas, Rekha Hitha Aranha	A Journal of St. Joseph’s College of Business Administration,	June 2015	ISSN:0973-0076
2.	“Is Job Performance Better Attributable to Performance Management Systems through Work Engagement”	Suraj Francis Noronha, Dr. P.G. Aquinas, Aruna Doreen Manezes	Indian Journal of Commerce and Management Studies Volume IX, Issue 1	Jan-2018	ISSN: 22295674 ISSN: 22490310

Books / Book chapters / Translations published

Sl. No.	Name of Author	Title of Book	Book	ISSN/I SBN	Publisher	Year
1.	P. G Aquinas	Organisation Structure and Design	Book	978-81-7446-682-2	Excel Books New Delhi	2004
2.	G. R. Krishna, P. G Aquinas	Personnel/human resource management.: Principles and practices	Book		Authors Press	2004
3.	P. G Aquinas	Principles of Management		81-261-2521-7	Anmol Publication Pvt Ltd.	2005
4.	P. G Aquinas	Organisation Behaviour: Concepts, Realities, application and Challenges	Book		Excel Books New Delhi	2006
5.	P. G Aquinas	Principles of Management and Organisational	Book		School of Distance Education,	2007

		Behaviour			Bharathiar University, Coimbatore	
6.	P. G Aquinas, NSR Murthy	Management Principles, Practices and management	Book		Bharathiar University	2007
7.	P. G Aquinas	Human Resource Management: Principles and Practice	Book	81-259-1809-4	Vikas Publishing House	2009
8.	P. G Aquinas	Essentials of Organisaion Behaviour	Book		Excel Books	2009
9.	P. G Aquinas	Principles and Practice of Management	Book		IIIMS, Lovely Professional University	2011
10.	P. G Aquinas	Organisation Behaviour – concept realities and Challenges	Book	978-93-5062-136-3	Excel Books Naraina Phase I, New Delhi	2013
11.	P. G Aquinas, J.S Chandan, Yerram Raju	Human Resource Development strategies and Systems	Book	978-93-259-6581-2	Vikas Publishing House Noida	2013
12.	P. G Aquinas and K.M Pathi	Human Resource Planning and Development	Book	978-93-259-7490-6	Vikas Publishing House Noida	2013
13.	P. G Aquinas Krishamacharyulu K.M Pathi	Performance Management	Book	978-93-259-7068-7	Vikas Publishing House Noida	2013
14.	P. G Aquinas J.S Chandan	Organisational Behaviour	Book	978-93-259-8481-3	Vikas Publishing House Noida	2014
15.	P. G Aquinas J.S Chandan	Principles of Business Management	Book	978-93-259-8518-6	Vikas Publishing 3House Noida	2014
16.	P. G Aquinas, Jyoti Sharma, Krishnasri	Public Administration and Management	Chapter in Book - Personnel Management	978-93-259-8403-5	Vikas Publishing House Noida – 201 301	2014
17.	P. G Aquinas, S.C Srivastava	Employee Administration, Industrial Relations and Labour Welfare	Book	978-93-259-7908-6	Vikas Publishing House Noida – 201 301	2014
18.	P. G Aquinas	Human Resource Management	Book	978-93-259-7718-1	Vikas Publishing House Noida – 201 301	2014
19.	P. G Aquinas J.S Chandan	Change and Knowledge Management	Book	978-93-259-	Vikas Publishing	2014

	V G Kondalkar			5473-1	House Noida – 201 301	
20.	P. G Aquinas, Arun Kumar et.al	Introduction to Management Functions	Chapter in Book- Selection Appraisal, Training &Infor- mation”	978-93- 259- 8720-3	Vikas Publishing House Noida – 201 301	2014
21.	P. G Aquinas, M.N Mishra K M Pathi	Human Resource Management	Book	978-93- 259- 7656-6	Vikas Publishing House Noida – 201 301	2014
22.	P. G Aquinas, Jaspreet Kaur, K M Pathi	Personnel Cost an Compensation Management	Book	978-93- 259- 8258-1	Vikas Publishing House Noida – 201 301	2014
23.	P. G Aquinas J.S Chandan	Management Concepts and Practice	Book	978-93- 259- 8694-7	Vikas Publishing House Noida – 201 301	2014
24.	P. G Aquinas J.S Chandan	Business Administration (III)	Book	978-93- 259- 8164-5	Vikas Publishing House Noida – 201 301	2014
25.	P. G Aquinas	Human Resource Management	Book	978-93- 259- 9480-5	Vikas Publishing House Noida – 201 301	2015
26.	P. G Aquinas, S.C Srivastava, Shikha Bhardwaj	Industrial Relations	Book	978-93- 259- 8944-3	Vikas Publishing House Noida – 201 301	2015
27.	P. G Aquinas	Human Resource Management	Book	978-93- 525- 9651-5	Vikas Publishing House Noida – 201 301	2016
28.	P. G Aquinas, J.S Chandan	Organisational Behaviour	Book	978-93- 527- 1051-5		
29.	P. G Aquinas J.S Chandan et. Al	Educational Management	Chapter in Book- Human Resource Planning	978-93- 259- 449-8	Vikas Publishing House Noida – 201 301	2016
30.	P. G Aquinas, S.C Srivastava,	Labour Welfare Administration	Book	978-93- 259- 459-7	Vikas Publishing House Noida – 201 301	2016
31.	P. G Aquinas, Pooja Rana, Arun Kumar, N Meenakshi	Advertising and Sales Management	Book	978-93- 525- 9494-8	Vikas Publishing House Noida New Delhi	2016

Chapters in Books

Sl. No.	Name of Author	Title of Chapter	Book	ISSN/ISBN	Year
1.	Dr. P.G. Aquinas and Preethi K Dsouza	Issues and Challenges of Aging Women Entrepreneurs: A study with special reference to floriculturists of Dakshina Kannada Pages – 3	Feminine Qualities and Leadership Editors: Dr. Anasuya Rai Dr A. Siddiq	978-81-930542-0-8	2014
2.	Dr. P.G. Aquinas, Aruna D Menezes, Suraj F Noronha	Hurdles On The Way To Success – Challenges Encountered By Women in Their Professional Growth	Feminine Qualities and Leadership Editors: Dr. Anasuya Rai Dr A. Siddiq	978-81-930542-0-8	2014
3.	Dr. P.G. Aquinas and Preethi K Dsouza	Building an Effective Performance Management System (PMS) to Enhance Organisational Capabilities	Enhancing Enterprise Competitiveness through Human Capital and Operations Management		
4.	Dr. P.G. Aquinas and Preethi K Dsouza	Glass Ceiling and its Impact on Career Development of Women Employees – A Conceptual Review	Enhancing Enterprise Competitiveness through Human Capital and Operations Management		
5.	Dr. P.G. Aquinas, Dr. Yeshaswini B	An Analysis on Women's Empowerment Through Gainful Employment	“Latest Innovations in Science, Engineering and Management” Editors: Dr. A.K Sharma	978-93-86171-09-2	Oct-2016
6.	Dr. P. G Aquinas, Dr. Yashswini B	Employability Skills Leading to Empowerment in Beautician Industry – A Research Study of Beauty Parlors in Mangalore City	Latest Innovations in Science, Engineering and Management” Editors: Dr. A.K Sharma	978-93-86171-09-2	Oct-2016
7.	Dr. P.G. Aquinas, Dr. Yeshaswini B	Diversity in the Workplace: Opportunities and Challenges	“Recent Innovations in Science, Technology, Management and Environment” Editors: Dr. A.K Sharma	978-93-86171-11-5	Nov-2016
8.	Dr. P.G. Aquinas, Dr. Yeshaswini B	Working Women and Issues at Workplace	“Recent Innovations in Science, Technology, Management and Environment” Editors: Dr. A.K Sharma	978-93-86171-11-5	Nov-2016

9.	Dr. P. G Aquinas, Dr. Yashwini B	Discriminatory Practices Pertaining to Gender in IT Industry of Mangalore	Women and Work” Editors: Dr.Nalini and Dr.Aashita	978-81-8286-036-0	2018
10.	Dr. P. G Aquinas, Dr. Yashwini B	Beautician as a Promising Job for Women: A research Study of Women Beauticians in Mangalore.	Women and Work” Editors: Dr.Nalini and Dr.Aashita	978-81-8286-036-0	2018

Papers/ poster presentations in Conferences / Seminars / Symposia (list)

National:

Sl. No.	Title of the Paper	Name of the Conference	Organizer	Year
1.	Financial inclusion and women’s empowerment through SHG’s- bank linkage– a study of micro-financing	National conference on Social Exclusion and Inclusive Growth: Challenges and Strategies	Department of Social Work, Mangalore University	2014
2.	The Impact of ICYM on Catholic Youth towards community Participation	National Conference on “Youth for Social Transformation – Involvement and Initiatives”	Post Graduate Studies and Research in Social Work, SDM College Ujire.	2014
3.	Work Family Challenges of Professional Women Employees	National Conference on “The Changing Face of Family – Implications and Interventions” 5 th &6 th February 2015	Post Graduate Studies and Research in Social Work, SDM College Ujire – 574 240	Feb-2015
4.	Blending Family and Work	National Conference on “The Changing Face of Family – Implications and Interventions” 5 th &6 th February 2015	Post Graduate Studies and Research in Social Work, SDM College Ujire – 574 240	Feb-2015
5.	Costal Tourism: Potentials of Mangaluru – A study with reference to beach tourism	National Conference on “Advances and Innovations in Tourism and Hospitality Management – 2015”	Mangalore University Department of Business Administration, Mangalagangothri – 574 199	March 2015
6.	Gender Perception on the Job Performance of Women Employee’s in Bengaluru	ICSSR sponsored two day National conference on “Women as Change Makers for a Vibrant	Mangalore University Department of Social Work	April 2015

		Society – Understanding the changing role of women in the social context”	Mangalagangothri – 574 199	
7.	Gainfully employed economic status and women’s empowerment – An Analysis	ICSSR sponsored two day National conference on “Women as Change Makers for a Vibrant Society – Understanding the changing role of women in the social context”	Mangalore University Department of Social Work Mangalagangothri – 574 199	April 2015
8.	Working women and Financial Freedom	ICSSR sponsored two day National conference on “Women as Change Makers for a Vibrant Society – Understanding the changing role of women in the social context”	Mangalore University Department of Social Work Mangalagangothri – 574 199	April 2015
9.	Gerontology Issues of Betel Leaves Sellers	ICSSR sponsored two day National conference on “Women as Change Makers for a Vibrant Society – Understanding the changing role of women in the social context”	Mangalore University Department of Social Work Mangalagangothri – 574 199	April 2015
10.	Challenges faced by professional women employees: An empirical study on balancing employment with domestic duties	XXXIX Indian Social Science Congress Seminar/ Symposium on “Sociology and Social Work	Mangalore University and Indian Academy of social Sciences, Allahabad	Dec-2015
11.	Changing role of professional women employees	National Conference on “Social Innovation and Change Making: A way Forward	Post Graduate Department of Social Work Centre for P.G Studies and Research, St Philomena College, Puttur	Dec-2015
12.	Religious Temple Tourism – A case study of Shri Kshethra Dharmasthala	National Conference on – “Emerging Issues & Tourism”	Department of Business Administration & MBA (Tourism Administration) in association with the ‘Association of British Scholars’, Mangalore Chapter	Jan-2016
13.	Building Sustainable Tourism	National Conference on –	Department of	Jan-

	in Mangaluru – An Empirical Study	“Emerging Issues & Tourism”	Business Administration & MBA (Tourism Administration) in association with the ‘Association of British Scholars’, Mangalore Chapter	2016
14.	Employability Skills required for Women Beauticians: A Case Study of Beauty Parlors in Mangalore City	National Conference on “Business Education and Employability: Challenges and New Directions”	Department of Post Graduate Studies and Research in Commerce Mangalore University In Association with Kanara Chamber of Commerce and Industry, Mangalore (KCCI)	April 2016
15.	A Review of Research Literature on Domestic Violence Among Women	National Conference on “Business Education and Employability: Challenges and New Directions”	Department of Post Graduate Studies and Research in Commerce Mangalore University In Association with Kanara Chamber of Commerce and Industry, Mangalore (KCCI)	April 2016
16.	Business Education and Employment Challenges and New Directions	National Conference on “Business Education and Employability: Challenges and New Directions”	Department of Post Graduate Studies and Research in Commerce Mangalore University In Association with Kanara Chamber of Commerce and Industry, Mangalore (KCCI)	April 2016
17.	Social Work Approach with Rehabilitation of Endosulphan Victims	UGC Sponsored Two day National Seminar on “Analysis and Assessment of the Rehabilitation of Endosulphan Victims in Kerala and Karnataka”	Sukke Shri Subrahmanyeshwar a College, SubrahmanyaSullia TalukDakshinaKnnada – 575 238	Jan-2017
18.	Discriminatory Practices Pertaining to Gender in IT Industries of Mangalore – An Empirical Study	Two day National Conference on “Women and Work”	Centre for Women’s Studies Pondicherry University and Puducherry State	March 2017

			Resource Centre for Women Government of Puducherry	
19.	Beautician as a promising job for women	Two day National Conference on “Women and Work”	Centre for Women’s Studies Pondicherry University and Puducherry State Resource Centre for Women Government of Puducherry	March 2017
20.	Child Marriage in Contemporary Karnataka	Three day National Seminar on “Gender Equity in Contemporary India: Issues and Challenges”	Department of History, School of Distance Education, University of Kerala	Nov-2017
21.	Political Empowerment of Billava Women: A study in Bantwal Taluk, Dakshina Kannada District	Three day National Seminar on “Gender Equity in Contemporary India: Issues and Challenges”	Department of History, School of Distance Education, University of Kerala	Nov-2017
22.	Changing Trends & Issues in Indian Politics	One Day Interdisciplinary National Conference	Department of Political Science	Dec-2017
23.	Work Life Balance of women employees with special reference to Mangalore University Faculties	National conference on “Changing Trends and Challenges to Human Service Profession” ^{9th}	P. G and Research Department of Social Work, SreeNarayana Guru College, K. G Chavadi, Coimbatore	Feb-2018
24.	Social Welfare and Social Work as an institution and Profession	National Seminar on “Social Work Education in India : 2050”	Department of Social Work, Nehru Memorial College, Sullia – Dakshina Kannada District	March 2018
25.	Problems of Single Mothers in India	National conference on “Changing Trends and Challenges to Human Service Profession” ^{9th}	P. G and Research Department of Social Work, SreeNarayana Guru College, K. G Chavadi, Coimbatore	Feb-2018
26.	Opportunities and Challenges of Social Work Education in India	National Seminar on “Social Work Education in India : 2050”	Department of Social Work, Nehru Memorial College, Sullia – Dakshina Kannada District	March 2018
27.	Gender Equity and Social	National Seminar on	Department of	March

	work	“Social Work Education in India : 2050”	Social Work, Nehru Memorial College, Sullia – Dakshina Kannada District	2018
28.	A Study on Emerging Issues and Challenges of Quality of work life of Police Constables	ICSSR Sponsored Two day National level Conference on Corporate Social Responsibility (CSR): Challenges and New Initiatives	Department of Post Graduate Studies and Research in Commerce, Mangalore University Mangalagangothri.	Sept-2018

International

Sl. No.	Title of the Paper	Name of the Conference	Organisor	Year
1.	Implementing Employee Performance Management System: A Scoping Review”	International Conference on Electrical, Electronics, Computer Science, Mathematics, Physical Education and Management (ICEECMPE)	Industrial Electronics and Electrical Engineers Forum	March 2016
2.	Hidden Discriminatory Practices and Gender Issues in Medium and Small Scale Industries in Mangalore – An Empirical Study	International Symposium on Sustainable Development and Management	UTM International Business School (UTM IBS), Universiti Teknologi Malaysia 54100 Kuala Lumpur	Oct-2016
3.	Performance Management as an Antecedent to Employee Engagement	International Symposium on Sustainable Development and Management	UTM International Business School (UTM IBS), Universiti Teknologi Malaysia 54100 Kuala Lumpur	Oct-2016
4.	Talent Management matters in hospitals: A scoping Review	International Symposium on Sustainable Development and Management	UTM International Business School (UTM IBS), Universiti Teknologi Malaysia 54100 Kuala Lumpur	Oct-2016

5.	An Analysis on Women's Empowerment Through Gainful Employment	2 nd International Conference on "Latest Innovations in Science, Engineering and Management"	The International Centre Goa, Panjim, Goa	Oct-2016
6.	Employability Skills Leading to Empowerment in Beautician Industry – A Research Study of Beauty Parlors in Mangalore City	2 nd International Conference on "Latest Innovations in Science, Engineering and Management"	The International Centre Goa, Panjim, Goa	Oct-2016
7.	Diversity in the Workplace: Opportunities and Challenges	2 nd International Conference on "Recent Innovations in Science, Technology, Management and Environment"	Indian Federation of United Nations Associations (IFUNA) New Delhi	Nov-2016
8.	Working Women and Issues at Workplace	2 nd International Conference on "Recent Innovations in Science, Technology, Management and Environment"	Indian Federation of United Nations Associations (IFUNA) New Delhi	Nov-2016

Invited / plenary talks delivered (list) (if applicable)

Sl. No.	Title of the Lecture/ Academic session	Title of the Conference/ Seminar etc	Organizer	International/ National/
1.	Employers expectations form the employables	Relationship management between employer and employee and its legal Implications	Fr. Muller's Medical College, Mangalore	National
2.	Transformational Leadership	Transformational leadership –value based management in Indian business organization	Kamala Nehru Memorial national college for women Shimoga	National
3.	Global Financial Crises and its impact on HR strategies and practices	Lecture	Mangalore University	Regional
4.	Strategic Human Resource Management	Strategic Human Resource Management Seminar	SDM College, Ujire	Regional
5.	Leadership in Management	Seminar on Transformational Leadership	National Education Society Shimoga	Regional
6.	The priceless art in	Mentoring	Fr. Muller's College of	Regional

	Education, Research and Administration		Nursing, Mangalore	
7.	Interpersonal Development	Lecture	NSAM college, Nitte	Regional
8.	Winning the War of Talent and Transforming Organization	Conference on Talent Management	School of Social Work Mangalore	National
9.	The Role of Management in Restructuring Institutions in the present global scenario	Hubs of 21 st century life	Besent College, Mangalore	National
10.	Chaired a session on Corporate Finance	Nirma International Conference on Management	Nirma University	International
11.	Chaired a session on Industry best practices	National conference on Talent Management	AIMIT Mangalore	National
12.	Chaired a session on Economics and Environment	National conference on Economic revival Business Perspectives and Opportunities	SJEC Mangalore	National
13.	Delivered an Invited talk	National conference on Reform in higher education	Government College, Yellapur	National
14.	Chaired a session	National conference on recession recovery resurgence: responses in the Indian economy	JKSHIM Nitte	National
15.	Inaugurated and delivered a key note address on “THE PERSONALITY MAKEOVER – The Need for inner drive”	Inauguration of M.Com degree 2013-15 batch and key note address	PG Department of Commerce, St Aloysius College, Mangalore.	Regional
16.	Work shop on Research methodology in BMS College of Engineering, Bangalore	Workshop on “Review of literature” for PhD scholars	Department of Management Studies, BMS College of Engineering, Bangalore	Regional
17.	Paper Presentation of research papers of PG Students – MBA, M.com, MSW, MA-(Economics)	Key Note Address: Rendition 15	Department of Management Studies and Research in Business Administration, St Joseph’s Engineering College Mangalore	State Level
18.	MURSA – association of Research Scholars Mangalore University	Work shop on “Ethics in Research for PhD Scholars	Mangalore University	University Level
19.	Department of Post Graduate Studies and Research in Economics St. Aloysius College (Autonomous) Mangalore Date: 22-09-2016	Guest Lecture on: Conflict Management”	St. Aloysius College (Autonomous) Mangalore	College Level


20.	Sri Dharmasthala Manjunatheshwara College (Autonomous) Ujiri – 574 240 Date: 16 th November 2016	Work shop on: “Professional Etiquette for The Social Work Fraternity”	Sri Dharmasthala Manjunatheshwara College (Autonomous) Ujiri – 574 240	College Level
21.	School of Management, Manipal University, Manipal Date: 31 st October 2016	Guest Lecture on: “ Team Performance Management”	School of Management, Manipal University, Manipal	University Level
22.	The Canara Organisation For Development and Peace (CODP) Date: 13 th November 2016	Training Programme on: “Enhancing Employability”	Institute Auditorium CODP Nantoor Kadri Hills Mangalore	District Level
23.	School of Management, Manipal University, Manipal Date: 8 th December 2016	Guest Lecture on: “ Power and Politics”	School of Management, Manipal University, Manipal	University Level
24.	Central Institute of Indian Languages (CIIL)- Mysore And Vidya Vikas First Grade College (VVFGC).	Resource Person for: Review of Literature 12 th July 2018	Central Institute of Indian Languages (CIIL)- Mysore And Vidya Vikas First Grade College (VVFGC).	State Level Workshop for Research Scholars
25.	Central Institute of Indian Languages (CIIL)- Mysore And Vidya Vikas First Grade College (VVFGC). Mysore 12 th to 14 th July 2018	Resource Person for: - Tools of Data Collection - Preparing Questionnaire - Validity and Reliability of Measuring Instrument 13 th July 2018	Central Institute of Indian Languages (CIIL)- Mysore And Vidya Vikas First Grade College (VVFGC). Mysore	State Level Workshop for Research Scholars
26.	Laxmi Memorial College of Nursing, Mangalore 20 th and 21 st February 2019	Chief Guest for inaugural Program and Resource Person for: Overview of Research	Laxmi Memorial College of Nursing, AJ Towers Balmatta Mangalore	National Level Workshop for PhD Scholars
27.	Department of Social Work Mangalore University 28 th and 29 th March 2019	Chaired a session : Swacch Bharath Understanding community Health	Department of Post Graduate Studies and Research in Social Work Mangalore University, Mangalagangothri	ICSSR Sponsored National Level Conference on “Swacch Bharath: Understanding community health from social work

				perspective”
28.	Department of Commerce Mangalore University 8 th April 2019 to 18 th April 2019	Resource Person for: 1. Sampling 2. Sample Size Calculation 3.Data Analysis	Dept. of Post Graduate Studies & Research in Commerce Mangalore University, Mangalagangothri	National Level 10 day Workshop for PhD Scholars Sponsored by ICSSR New Delhi
29.	Department of Social Work Mangalore University 28 th September 2019	Resource Person for: Technical Session “Revitalizing Social Work Education in Retrospective and Prospects”	Department of Post Graduate Studies and Research in Social Work Mangalore University, Mangalagangothri	1 day Workshop on “Recaptivating Requisites for Professional Social Work”
30.	Department of Social Work Mangalore University 28 th September 2019	Resource Person for: Panel Discussion “Social Work Education in the cross roads”	Department of Post Graduate Studies and Research in Social Work Mangalore University, Mangalagangothri	1 day Workshop on “Recaptivating Requisites for Professional Social Work”
31.	University of Mysore – UGC – Human Resource Development Centre 15 th Refersher Course in Human Rights 28 th October 2020 to 10 th November 2020	Resource Person: Business and Corruption 2PM to 3.15PM (29 th October 2020)	University of Mysore – UGC – Human Resource Development Centre Manasagangothri Mysore	Refresher Course for University and College teachers
32.	University of Mysore – UGC – Human Resource Development Centre 15 th Refersher Course in Human Rights 28 th October 2020 to 10 th November 2020	Resource Person: Human Rights and Climate Change 3.45 PM to 5.00 PM (29 th October 2020)	University of Mysore – UGC – Human Resource Development Centre Manasagangothri Mysore	Refresher Course for University and College teachers

Impact of publications in terms of (Non-science faculty can leave out this item, if unable to fill up).

- h-index - 06
- i10 index - 04
- Citation index – 164

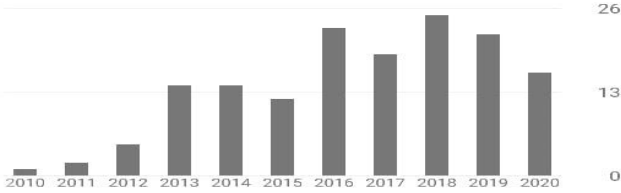
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Essentials of Organisation Behaviour PG Aquinas Excel Books, 2009	1
Management principles, practice and organisational behaviour. PG Aquinas, NSR Murthy Bharathiar University, 2007	1

Conferences / Seminars / Workshops / Symposia organized (if applicable)

- Organizing Secretary of ICSSR Sponsored 2 days National Conference on “Women as Change Makers for a Vibrant Society”[28th to 29th April 2015]
- Organizing Secretary of ICSSR Sponsored 10 days “Research Methodology Workshop in Social Sciences for PhD Scholars” [11th to 20th January 2016]
- Chairman of National Level Workshop on “Re-captivating Social Work Education in India” Organised by Department of Social Work, Mangalore University on 20th March 2018.

Awards /Fellowship / Recognition (Specify) (if applicable)

- Outstanding Dist. Chairperson (Dist. Chairperson Education & Career Guidance, Lions Club, Mangalore) from Lions Club International. Dist. 317D

Membership of Professional Bodies: AIMS International, Professional Social Work.

Any other Information:

Academic Positions Held:

- Member Board of Studies and Member Board of Examiners in the Faculty of Engineering – Humanities, Mangalore University (1999).
- Syllabus Revision Committee - (MBA) VTU Belgaum (2000).
- External Examiner for MBA Degree course of Manipal University, Manipal.
- Doctoral Committee – Subject Expert for Business Administration – (HRD- Specialisation) Manipal University, Manipal.
- Doctoral Referee for PhD in Social work for Bharathidasan University Thereupallie Tamilnadu
- Doctoral Referee for PhD Christ University Bangaluru
- External Examiner for MSW Degree course of Manipal University, Manipal.
- Member Academic Commission Almaya University Ethiopia (2002-2004).
- Chairman, Board of Studies in Business Administration, St. Aloysius College (Autonomous), Mangalore.
- Recognised Research Guide of Mangalore University for PhD programme in Social Work.
- Chairman Syllabus Revision Committee in Social Work – UG and PG in 2016, 2018 and 2020.
- Chairman in BOS, BOE Doctoral Committee in Social Work, of Mangalore University Mangalagangothri from 2016 till date.