

Dr. S. Pavan Kumar

Associate Professor

School of Management

National Institute of Technology Karnataka (NITK) Surathkal,
Mangalore – 575 025 (KA).

Mobile: +917760020200, +91 7760682277

E-mail: saraf_pavan@rediffmail.com,
sarafpavan@gmail.com, pavankumar@nitk.edu.in



Web address: <http://som.nitk.ac.in/faculty/s-pavan-kumar>

Education

Ph.D. Indian Institute of Technology (IIT) Kharagpur – West Bengal
Specialization: Human Resource Management, During: 2008-2011

M.Tech. Indian Institute of Technology (IIT) Kharagpur – West Bengal
Specialization: Human Resource Development & Management
Division: First, During: 2004-2006

B.E. Amravati University – Maharashtra
Specialization: Computer Science and Engineering
Division: First, During: 1998-2001

PG (Diploma) NIRDPR - Hyderabad
Specialization: Geospatial Technologies in Rural Development
Division: First, During: 2021

Diploma Government Polytechnic for Boys Nizamabad (A.P)
Specialization: Electrical and Electronics Engineering
Division: First Class with Distinction, During: 1989-1993

SSC. Board of Secondary Education, Hyderabad (A.P)
Division: First, During: 1988-1989

Work Experience

1. Working as Associate Professor, School of Management, National Institute of Technology Karnataka (NITK), Surathkal, Joined on 29.11.2012. (Total experience in academics is 25 years, Industry experience is 2 years).
2. Worked as Vice-Principal for Kshatriya College of Engineering (KCEA), Affiliated to JNT University, Hyderabad. Joined on 29.10.2001 as Assistant Professor, worked till 28.11.2012. I was a professor and Vice-principal as on the date of my resignation.

Management Consultancy Experience

1. Implemented a project on '*Human Resource Climate*' at Lokesh Machines Limited, Hyderabad.
2. Executed '*Employee Satisfaction Survey*' at Integrated Clean Room Technologies, Hyderabad.
3. Member of a team to implement '*Communication Exercise on Un-bundling Process of Sate Electricity Board*' at Gujrat State Electricity Board (GSEB), Borada.
4. Member of a team to organize a six-day workshop on '*How to Identify Key Result Area*' for the managerial level employees of Narmada Hydro Electric Power Development Corporation (NHEPDC), Bhopal.
5. Member of a team to conducted one-day workshop on '*Team-Building Exercise*' for Microsoft mobile division employees, Hyderabad.
6. Member of a team to conduct one-day workshop on '*5-S in schools*', organized by Strategic Institute of Japanese Management and Confederation of Indian Industries (CII), Andhra Pradesh Chapter.

Sponsored Projects Executed

1. Executed a Research Project on "Impact of Work Conditions and Personal Attributes on Performance of Coal Mines: an Empirical Investigation". Sponsored by TEQIP –II under Research and Development Fund, National Institute of Technology Karnataka (NITK), Surathkal – 575025. Project Initiated Date: 21.07.2016, Project Submitted Date: 30.3.2017

Awards Received

1. Bronze award to Poonam, Sahoo., Kumar, S. Pavan & Rashmi, Uchil (2021). Planning for the worst-case scenario With Industry4.0 Technologies: A Managerial perspective conducted by Taylor's University and University of Kelaniya, held online on 11th September 2021.
2. Silver award to Poonam, Sahoo., Steevan, Pinto., Kumar, S. Pavan & Rashmi Uchil (2021). Branding the skills to work with Industry 4.0 era: A systematic literature review using prisma protocol conducted by Taylor's University and University of Kelaniya, held online on 11th September 2021.

3. Best research paper award to Raju, Sarin., T.M, Rofin & Kumar, S. Pavan. (2021, July,27 and 28). Effect of COVID-19 Induced Panic Buying on The Dual-Channel Supply Chain Under Channel Power Structure: A Game-Theoretic Analysis. Global Conference on Innovations in Management and Business (GCIMB) conducted by Chapman University (USA), Howard University (USA) and NIT Warangal
4. Best paper award was conferred in the track “Entrepreneurship and Engineering Innovation” for the research paper “Exploring the Relationship between Students’ Inclination to Sports and Their Entrepreneurial Intentions” in Eighth International Conference on Transformations in Engineering Education (ICTIEE 2021). Organized by IUCEE, held online during 8th – 10th January 2021.
5. Second best paper award was conferred for the research paper “Antecedents of satisfaction with teamwork in higher education: An empirical study” in Eighth International Conference on Transformations in Engineering Education (ICTIEE 2021). Organized by IUCEE, held online during 8th – 10th January 2021.
6. Second best paper award was conferred for the research paper “Impact of Online Learning Readiness on Students Satisfaction in Higher Educational Institutions” in Eighth International Conference on Transformations in Engineering Education (ICTIEE 2021). Organized by IUCEE, held online during 8th – 10th January 2021.
7. "Engineering Education Research Leader" award was conferred by the IUCEE during Seventh International Conference on Transformations in Engineering Education (ICTIEE 2020) for research paper on "Workplace Spirituality as an Antecedent of University Teachers’ Subjective Well-being: Mediating Role of Job Satisfaction and Job Performance", held during 5th-8th January, 2020 at Anurag Group of Institutions, Hyderabad.
8. Best research paper award for the paper on “*An empirical examination of the dimensions, antecedents and consequences of corporate reputation*” presented at 5rd International conference on applied business and economic research. Organized by serial publications Pvt. Ltd, New Delhi, India during 20-21 May 2017.
9. Best research paper award for the paper on “*Antecedents of employee turnover intension in Indian automotive industry*” presented at 3rd International conference on applied business and economic research. Organized by serial publications Pvt. Ltd, New Delhi, India during 30-31 July 2016.
10. Outstanding paper award for the research paper on “*Assessing the relationship between participating in decision making and organizational citizenship behavior: Mediating role of organizational commitment*” presented at HR Summit (High-Tech people, High-Touch HR: Are we missing the human touch?), Organized by Indian Institute of Management Kozhikode (IIMK), February 8-10, 2013.

Papers Presented in International Conferences

1. Kumar, S. P (2022). Influence of University teachers' job satisfaction on subjective well-being and job performance. Ninth International Conference on Transformations in Engineering Education (ICTIEE 2022) organized by IUCEE, held online during 7th – 9th January 2022.
2. Poonam, Sahoo., Kumar, S. Pavan & Rashmi, Uchil (2021). Planning for the worst-case scenario With Industry4.0 Technologies: A Managerial perspective conducted by Taylor's University and University of Kelaniya, held online on 11th September 2021.
3. Poonam, Sahoo., Steevan, Pinto., Kumar, S. Pavan & Rashmi Uchil (2021). Branding the skills to work with Industry 4.0 era: A systematic literature review using prisma protocol conducted by Taylor's University and University of Kelaniya, held online on 11th September 2021.
4. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan. (2021). Influence of COVID-19 Induced Panic Buying and Lock-Down on Dual-Channel Supply Chain Performance: A Game-theoretic study. Conference on Excellence in Research and Education conducted through online by IIM Indore during 18-20th June 2021.
5. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan. (2021). Effect of COVID-19 Induced Panic Buying on The Dual-Channel Supply Chain Under Channel Power Structure: A Game-Theoretic Analysis. Global Conference on Innovations in Management and Business (GCIMB) conducted through online mode by Chapman University (USA), Howard University (USA) and NIT Warangal during 27-28th July 2021.
6. Kumar, S. P (2022). Influence of University teachers' job satisfaction on subjective well-being and job performance. Ninth International Conference on Transformations in Engineering Education (ICTIEE 2022) organized by IUCEE, held online during 7th – 9th January 2022.
7. Poonam, Sahoo., Kumar, S. Pavan & Rashmi, Uchil (2021). Planning for the worst-case scenario With Industry4.0 Technologies: A Managerial perspective conducted by Taylor's University and University of Kelaniya, held online on 11th September 2021.
8. Poonam, Sahoo., Steevan, Pinto., Kumar, S. Pavan & Rashmi Uchil (2021). Branding the skills to work with Industry 4.0 era: A systematic literature review using prisma protocol conducted by Taylor's University and University of Kelaniya, held online on 11th September 2021.
9. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan Kumar. (2021). Influence of COVID-19 Induced Panic Buying and Lock-Down on Dual-Channel Supply Chain Performance: A Game-theoretic study. Conference on Excellence in Research and Education conducted through online by IIM Indore during 18-20th June 2021.

10. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan Kumar. (2021). Effect of COVID-19 Induced Panic Buying on The Dual-Channel Supply Chain Under Channel Power Structure: A Game-Theoretic Analysis. Global Conference on Innovations in Management and Business (GCIMB) conducted through online mode by Chapman University (USA), Howard University (USA) and NIT Warangal during 27-28th July 2021.
11. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan Kumar (20-22 Dec,2021). Game theoretical analysis of the impact of panic buying on the E-tailer leader dual-channel supply chain: A study in the wake of COVID-19.8th ICBAI organised by **IISc, Bangalore**.
12. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan Kumar (17-19 Dec,2021). Pricing decisions in a heterogeneous Dual Channel Supply chain under lead time sensitive customer demand. AORBI 2021 with 54th annual convention of ORSI organised by **ORSI at Govt. Holkar Science College, Indore**.
13. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan Kumar (25-26 Oct,2021). Delivery lead time competition between e-tailers: A game-theoretic study. IEEE Conference on Data analytics for business and industry organised by **University of Bahrain**
14. Raju, Sarin., T.M, Rofin & Kumar, S. Pavan Kumar (25-27 Nov,2021). Crisis cartels between retailers and e-tailers during COVID-19 and its impact on pricing decisions: A game-theoretic study. ICBIT-2021 organised by **MDI Murshidabad**.
15. Kumar, S. P (2021). Subjective well-being as a moderator between job satisfaction and job performance: Necessary Condition Analysis. During the two-day international conference on 'Roadmap for Humanities and Social Sciences in STEM Higher Education' held on 19th-20th March 2021 organized by the Department of Humanities and Social Sciences, Indian Institute of Technology (IIT), Jammu.
16. Kumar, S. P (2021). Exploring the relationship between students' inclination to sports and their entrepreneurial intentions. Eighth International Conference on Transformations in Engineering Education (ICTIEE 2021) organized by IUCEE, held online during 8th – 10th January 2021.
17. Kumar, S. P (2021). Antecedents of satisfaction with teamwork in higher education: An empirical study. Eighth International Conference on Transformations in Engineering Education (ICTIEE 2021) organized by IUCEE, held online during 8th – 10th January 2021.
18. Kumar, S. P (2021). Impact of Online Learning Readiness on Students Satisfaction in Higher Educational Institutions. Eighth International Conference on Transformations in Engineering Education (ICTIEE 2021) organized by IUCEE, held online during 8th – 10th January 2021.
19. K V Ansab & Kumar, S. P (2020). The Factors Influencing Electric Car Adoption among consumers in an Emerging Market Context. In D. E. Harrison (Eds.), *Analysis for a Brave New Marketing World* (pp. 182-187). Society for Marketing Advances.
20. Kumar, S. P (2020). Workplace Spirituality as an Antecedent of University Teachers' Subjective Well-being: Mediating Role of Job Satisfaction and Job Performance. Seventh International Conference on Transformations in Engineering Education (ICTIEE

2020) organized by IUCEE, held during 5th-8th January, 2020 at Anurag Group of Institutions, Hyderabad.

21. Mishra, S. & Kumar, S.P. (2019). Exploring the linkage between internet recruitment dimensions and employer branding. *Proceedings of the 6th Asia Pacific International Conference on Changing Business Practices in Current Environment* (pp. 55). Mumbai: SIMSREE, Govt. of Maharashtra.
22. Ansab K.V & Kumar, S.P. (2019). The Influence of Determinant Factors on the Adoption of Electric Vehicles, organized by DMS, **MNIT Jaipur**, March 08-09, 2019.
23. Mishra, S. & Kumar, S.P. (2019). Inspecting the connection between employer branding, environmental factors and internet recruitment adoption: A conceptual modeling approach, organized by DMS, **MNIT Jaipur**, March 08-09, 2019.
24. Mishra, S. & Kumar, S.P. (2017a). Prospecting the enablers of employer branding: Retention aspect. *Proceedings of the 27th Annual Conference of National Academy of Psychology (NAOP)* (pp. 155). West-Bengal: **Indian Institute of Technology Kharagpur (IITKGP)**.
25. Mishra, S. & Kumar, S.P. (2017b). Prospecting the enablers and outcomes of employer branding. *Proceedings of the 11th Indian Subcontinent Decision Sciences Institute International Conference* (pp. 74). Tamil Nadu: **Indian Institute of Management (IIMT) Tiruchirappali**.
26. Mishra, S., & Kumar, S. P., “Prospecting the Enablers of Employer Branding: Retention Aspect” Presented at 27th Annual Conference of National Academy of Psychology (NAOP). Held at **Indian Institute of Technology Kharagpur (IIT KGP)** during 22nd-24th December 2017.
27. Maurya, U., Kumar, S. P., & Mishra, P. (2017). “*Corporate Reputation Dimensions, Enablers and Outcomes in Service Organizations*”, 5th International conference on Applied Business and Economics Research 20-21 May 2017. Organizing by M/s. Serials Publications, New Delhi, India.
28. Mishra, S., & Kumar, S. P. (2017). “*Establishing a nexus between employee engagement and employer branding to develop employees brand behavior*”, organized by **Institute of Strategic Marketing and Communication (MICA)** Ahmedabad, India, during Jan 9-12, 2017.
29. Mishra, S., & Kumar, S. P. (2016). FORE International OB & HR Conference (FIOHC’16), New Delhi: Strengthening internal employer branding by linking it to employee engagement: Retention aspect, organized by **Fore School of Management (FSM)**, New Delhi, Nov 24-25.
30. Mishra, S., & Kumar, S. P. (2016). Conference on Excellence in Research & Education (CERE), IIM Indore: Impact of Psychological Contract, Work Culture and Workforce Diversity on Turnover Intention in Indian Insurance Industry, organized by **Indian Institute of Management Indore (IIM Indore)**, May 5-8.

31. Giri, V. N., Kumar, S. P., & Rajesh, V.K. (2016). “*Antecedents of employee turnover intension in Indian automotive industry*”, 3rd International conference on applied business and economic research. Organized by serial publications Pvt. Ltd, New Delhi, India during July, 30-31.
32. Saha, S. and Kumar, S.P. (2016). “*Empirical Validation of Dimensionality of Quality of Work Life for Indian Public Sector Undertakings.*” Third International Conference on Applied Business and Economic Research, New Delhi, India, July 30-31.
33. Mishra, S., & Kumar, S. P. (2016). “Impact of Psychological Contract, Work Culture and Workforce Diversity on Turnover Intention in Indian Insurance Industry” 7th International Conference on Excellence in Research and Education (May 5-8, 2016), Organizing by **Indian Institute of Management (IIMI) Indore**, India.
34. Kumar, S. P., & Giri, V. N. (2015). “*Impact of Engineering Faculty Participation in Decision Making and Commitment on Organizational Citizenship Behaviour*”, Second International Conference on Transformations in Engineering Education (ICTIEE-Bangalore 2015) to be held during January 5 to 8, 2015.
35. Saha, S. & Kumar, S.P. (2015). “*Assessing the Relationship between Participation in Decision Making, Job Satisfaction and Multiple Commitments.*” International Conference on Contemporary Trends in Managing Modern Workforce, **Symbiosis Centre for Management and Human Resource Development (SCMHRD)**, Pune, India, February 27-28, 2015.
36. Saha, S. & Kumar, S.P. (2015). “*Impact of Organizational Culture on Multiple Commitments: Mediating Role of Organizational Learning.*” Third PAN-IIM World Management Conference, **Indian Institute of Management Indore (IIMI)**, India, December 16-18, 2015.
37. Saha, S., Kumar, S. P. (2014). Impact of Participation in Decision Making on Job Satisfaction, Group Learning and Group Commitment, International Conference on Business Paradigms in Emerging Markets (ICBPPEM, Dec-2014), organizing by **National Institute of Technology Rourkela (NITR)**.
38. Saha, S., Kumar, S. P. (2014). Analyzing the Impact of Participation in Decision Making on Quality of Work Life and Multiple Commitments, IMR Doctoral Conference, December 2014, **Indian Institute of Management Bangalore (IIMB)**.
39. Kumar, S. P., & Giri, V. N., “Analyzing the Effect of Demographic Variables on Organizational Citizenship Behavior” International Conference on Excellence in Research and Education (May 8-11, 2014), Organizing by **Indian Institute of Management Indore (IIMI)**, India.
40. Kumar, S. P., & Giri, V. N., “*Interaction effects of teachers’ job involvement on participation in technical decisions and organizational citizenship behaviour*” International Conference on Business Analytics and Intelligence (BAI,11-13 Dec 2013), Organizing by **Indian Institute of Management Bangalore (IIMB)**, India.

41. Kumar, M. U., Kumar, S. P., & Mishra, P., “*Corporate Reputation Dimensions, Enablers and Outcomes in Service Organizations*” Paper presented at Tenth AIMS International Conference on Management, Organized by **Indian Institute of Management Bangalore (IIMB)**, January 6-9, 2013. (Presented in absentia).
42. Giri, V. N., & Kumar, S. P., “*Assessing the Relationship between Participating in Decision Making and Organizational Citizenship Behavior: Mediating Role of Organizational Commitment*” Paper presented at HR Summit on topic “*High-Tech people, High-Touch HR: Are we missing the human touch?*” Organized by **Indian Institute of Management Kozhikode (IIMK)**, February 8-10, 2013.
43. Kumar, S. P., & Giri, V. N., “*Participation in Decision Making and Commitment Forms in Indian Engineering Institutions*” Paper presented at International Conference on “*Business Growth in Emerging Markets: Global Shifts and Local Effects*” Organized by **Institute of Public Enterprise (IPE)**, Hyderabad & Egade Business School, Mexico City, Mexico, at IPE, Hyderabad, December 15-16, 2011.
44. Kumar, S. P., & Giri, V. N., “*Multiple Commitments as Antecedents of Teachers’ Organizational Citizenship Behaviour*” Paper presented at the 11th Consortium of Students in Management Research (COSMAR) Organized by the Department of Management Studies, **Indian Institute of Science Bangalore (IISc.)**, October 21st, 2011.

Papers Presented in National Conferences

1. Menon. N., & Kumar, S. P., “*Can Emotional Intelligence Help a Leader to be Creative?*” Presented at 26th Annual Conference of National Academy of Psychology (NAOP). Held at IIT Madras (IITM) during 29th-31st December 2016. Paper ID: NAOP201600242.
2. Kumar, S. P., & Rao, P. S., “*Teaching and Learning English Language in Technology Driven Environment*” paper presented at National Level Seminar on English for Specific Purposes, Organized by R.B. NarayanRao Borawake College, Sponsored by **University Grants Commission (UGC)**, during 11th and 12th September 2013.
3. Kumar, S. P., & Rao, P. S., “*Application of Web CT 2.0 Technologies in Education*” paper presented at “*Professional Knack – Melting Pot Contest of INSPIRE – The faculty contest series*” Organized by **Infosys Limited**, during 2011-2012.
4. Kumar, S. P. Presented a paper on the occasion of Research scholars day celebrations (February 2, 2011), being organized by Department of Humanities and Social Sciences, **Indian Institute of Technology Kharagpur (IIT KGP)**.
5. Kumar, S. P. Participated in a Poster presentation competition, organized by Department of Humanities and Social Sciences, **Indian Institute of Technology Kharagpur (IIT KGP)** on the occasion of Research scholars’ day celebrations (November 11, 2009).

International Journal Publications

1. Kumar, S. P. (2022). Influence of University teachers' job satisfaction on subjective well-being and job performance. *Journal of Engineering Education Transformations*, 35 (Special Issue 1).
2. Saraf, P. K., Saha, S., & Anand, A. (2022). Supportive culture and job involvement in public sector: the mediating role of participation in decision making and organizational learning. *International Journal of Public Sector Management*.
3. Kumar, S.P., Saha, S. & Anand, A. (2021), "A green human resource management approach of participation in decision-making and behavioral outcomes – a moderated mediated model", *International Journal of Organizational Analysis*, Vol. ahead-of-print No. ahead-of-print. <https://doi.org/10.1108/IJOA-09-2021-2954>
4. Kumar, S. P. (2021). Exploring the relationship between students' inclination to sports and their entrepreneurial intentions. *Journal of Engineering Education Transformations*, 34, 57-63.
5. Kumar, S. P. (2021). Antecedents of satisfaction with teamwork in higher education: An empirical study. *Journal of Engineering Education Transformations*, 34, 579-583.
6. Kumar, S. P. (2021). Impact of Online Learning Readiness on Students Satisfaction in Higher Educational Institutions. *Journal of Engineering Education Transformations*, 34, 64-70.
7. Kumar, S. P. (2020). Workplace Spirituality as an Antecedent of University Teachers' Subjective Well-Being: Mediating Role of Job Satisfaction and Job Performance. *Journal of Engineering Education Transformations*, 33, 137-146.
8. Mishra, S., & Kumar, S. P. (2019). Prospecting the enablers for adoption of e-recruitment practices in organisations: a proposed framework. *International Journal of Environment, Workplace and Employment*, 5(3), 235-246.
9. Mishra, S., & Kumar, S. P. (2019). E-recruitment and Training Comprehensiveness: Untapped Antecedents of Employee Branding, *Industrial and Commercial Training*, 51 (2), 125-136.
10. Saha, S., & Kumar, S. P. (2018). Organization culture as moderator between affective commitment and job satisfaction: an empirical evidence from Indian Public Sector Undertakings, *International Journal of Public Sector Management*, 31(2), 184-206.
11. Kumar, S. P., & Giri, V. N. (2017). Does involving teachers' in decision making enable them to walk an extra mile? An empirical investigation, *International Journal of Applied Business and Economic Research*, 15(22), 423-437.
12. Saha, S., & Kumar, S. P. (2017). Influence of Trust and Participation in Decision Making on Employee Attitudes in Indian Public Sector Undertakings. *SAGE Open*, 7(3), 1-13.

13. Kumar, S. P. (2017). Subjective well-being as a moderator between job satisfaction and job performance: A conceptual framework. *International Journal of Economic Research*, 14(17). 2017, Vol.14, 17, 429-435
14. Saha, S., & Kumar, S. P. (2017). Influence of Participation in Decision Making in Decision Making on Job Satisfaction, Group Learning, and Group Commitment: Empirical Study of Public Sector Undertakings in India. *Asian Academy of Management Journal*, 22(1), 79-101.
15. Mishra, S., & Kumar, S. P. (2017). Exploring the Nexus between Psychological Contract and Turnover Intention: Conceptual Framework. *Romanian Economic and Business Review*, 12(1), 68-81.
16. U Maurya., Kumar, S. P., & P Mishra. (2017). "An empirical examination of the dimensions, antecedents and consequences of corporate reputation", *International Journal of Applied Business and Economic Research*, 15(6), 99-155.
17. Giri, V N., Kumar, S. P. & V Rajesh. (2017). "Does Job Satisfaction Helps in Understanding Automotive Employees' Turnover Intention?" *Prabandhan: Indian Journal of Management*, 10(5), 7-23.
18. Saha, S. & Kumar, S.P. (2016). "Impact of Demographics on Multiple Commitments: Empirical Evidence from Indian Public Sector Undertakings." *Prabandhan: Indian Journal of Management*, 9(11), 7-19.
19. Saha, S. & Kumar, S.P. (2016). "Empirical Validation of Dimensionality of Quality of Work Life for Indian Public Sector Undertakings." *International Journal of Applied Business and Economic Research*, 14(6), 4253-4266.
20. Giri, V. N., Kumar, S. P., & Rajesh, V.K. (2016). "Antecedents of employee turnover intension in Indian automotive industry", *International Journal of Economic Research*, 2016.
21. Saha, S. & Kumar, S.P. (2016). "Impact of Organizational Culture on Multiple Commitments: Mediating Role of Organizational Learning." *Indore Management Journal*, 8(2), 1-14.
22. Saha, S. & Kumar, S.P. (2015). "Assessing the Relationship between Participation in Decision Making, Job Satisfaction and Multiple Commitments." *Organization People and Us. HR Journal*, 6(1), 18-37.
23. Kumar, S. P., & Giri, V. N. (2015). "Impact of Engineering Faculty Participation in Decision Making and Commitment on Organizational Citizenship behavior." *Journal of Engineering Education Transformations*, 28(4), 56-66.
24. Kumar, S. P., & Rao, P. S. (2013). Teaching and Learning English Language in Technology Driven Environment. *An inter-disciplinary international referred research journal*, 6, 43-49.

25. Kumar, S. P., & Giri, V. N. (2013). Impact of Teachers' Participation in Decision Making on Commitment forms in Indian Engineering Institutions. *Pacific Business Review International*, 5, 49-58.
26. Kumar, S. P., & Giri, V. N. (2012). Impact of Teachers' Commitment Forms on Organizational Citizenship Behaviour in Indian Engineering Institutions. *Journal of IMS Group*, 9, 1-8.
27. Kumar, S. P., & Giri, V. N. (2012). Dimensionality of Organizational Citizenship Behaviour in Indian Engineering Institutions. *International Journal of Education and Management Studies*, 2, 286-290.

National Journal Publications

28. Kumar, S. P., & Giri, V. N. (2012). Teachers' Multiple Commitment in Higher Learning Institutions. *International Journal of Physical and Social Sciences*, 8, 156-165.
29. Kumar, S. P. (2012). 2020 Growth Story through Entrepreneurship, *Business Vision*, Oct-Dec 2012, 16-20.
30. Kumar, S. P., & Rao, P. S. (2012). Accelerating Rural Development through Youth Empowerment. *Business Vision*, April – June 2012, 94-98.
31. Kumar, S. P., & Giri, V. N. (2011). Commitment and Organizational Citizenship Behaviour in Indian Engineering Institutions. *The FedUni Journal of Higher Education*, 6, 31-41.
32. Kumar, S. P., & Goswami, k. (2006). Accelerating Human Resource Performance in Competitive Industrial Environment. *Business Vision*, 2, 21-29.

Papers Published in Edited Book

1. Mishra, S., & Kumar, S. P. (2017). Strengthening Internal Employer Branding by linking it to Employee Engagement: Retention Aspect, Riding the New Tides Navigating the Future through Effective People Management, *Emerald Publishing*, 178-185.
2. Kumar S. P. (2015). "Role of Gamification in Education", First International conference on Emerging Management Practices (ICEMP-2015) held on 21st Feb 2015. Organizing by Department of Management Studies, G. Pullaiah College of Engineering & Technology, Kurnool, Andhara Pradesh.
3. Kumar, S. P., & Giri, V. N., (2014). Analysing the Effect of Demographic Variables on Organisational Citizenship Behaviour, International Conference on Excellence in Research and Education (May 8-11, 2014), Organized by Indian Institute of Management Indore (IIMI), India.
4. Giri, V. N. & Kumar, S. P. & (2013). Assessing the relationship between participation in decision making and organizational citizenship behaviour: The mediating role of

organizational commitment. In D. Chatterjee, M. Dhal, & S. P. Pati (Eds.), *High-tech people, high tech HR: Are we missing the humane touch?* (pp. 41-56). London: Bloomsbury.

Guest Lectures Delivered

1. Delivered 5 hours of lecture on “HR Analytics for Business Managers” for Srinivasa University, AICTE sponsored short term course (Online) on 06th May 2021.
2. Delivered lecture series on “Business Analytics” to the Students of SR University during Oct 2020 – Jan 2021.
3. Delivered 3 hours of lecture on “Role of HR Manager in the Data Driven Business Environment” for Pondicherry University refresher course (Online) on 27th November 2020 from 2 PM to 5 PM.
4. Delivered 24 hours of lecture on “Structural Equation Modeling” in a three-day workshop organized during 10-12 May 2017 at Rajagiri College of Social Sciences (Autonomous) – “College with potential for Excellence”, Kalamassery, Kerala.
5. Delivered 12 hours of lecture on “Structural Equation Modeling” in a two-day workshop organized during 27-28 January 2017 at Kongu Engineering College (NAAC “A” grade accredited autonomous college), Erode, Chennai.
6. Delivered 6 hours of lectures on “Data Analysis through SPSS & AMOS” in a two-day workshop organized during 19-20 November 2014 at Indian Institute of Technology Kharagpur (IIT KGP) Extension Centre, Kolkata.
7. Delivered two (2) hours of lecture on “Structural Equation Modeling” in a one-day workshop on “Research Methodology and Structural Equation Modeling” organized on 16 November, 2014 at National Institute of Technology Karnataka (NITK), Surathkal.
8. Delivered two (2) hours lecture on “Social Media and the Role of Human Resource Management” during two-day workshop on “Management of Human Resources in a Technology driven Economy” on 8-9 march 2013 at National Institute of Technology Karnataka (NITK), Surathkal.
9. Delivered Six (6) hours lecture during One day workshop on “Data Analysis through SPSS & AMOS” to the Industry Personnel and Research Scholars on 22.01.2012 at Indian Institute of Technology Kharagpur (IIT KGP) Extension Centre, Kolkata.
10. Delivered two (2) hours of lecture on “Youth Empowerment” at Telangana University, Nizamabad (A.P) on 2.12.2011.

Workshops Organized

1. Six-day workshop was organized on the topic “Cybersecurity for Business Managers and Leaders” during 15th March, 2021 to 20th March, 2021. The workshop was sponsored by TEQIP III, NITK Surathkal, Karnataka.

2. Six-day workshop was organized on the topic “*Spreadsheet Modeling for Human Resource Managers*” during the month of September and November, 2019 at NITK Surathkal.
3. Organized one day workshop on “*Research Methodology and Structural Equation Modeling*” organized on 16 November, 2014 at National Institute of Technology Karnataka (NITK), Surathkal.
4. Coordinator for a two day’s workshop on “*Management of Human Resources in a Technology Driven Economy*” on 8-9 March 2013 at National Institute of Technology Karnataka (NITK), Surathkal.
5. Organized one day workshop on “*Palisade Analytical Tools*” for MBA Students on 14.2.2013 at National Institute of Technology Karnataka (NITK), Surathkal.

Professional Training Attended and Received

1. Participated six-day online faculty development programme on “How to Teach Online” Organized by Indian Institute of Management Indore, held during 6th July 2020 to 11th July 2020.
2. Participated in a one-day workshop on “Structural Equation Modeling using Mplus software. Organized by fourth PAN-IIM world management conference, **Indian Institute of Management Ahmedabad (IIMA)**, India, during December 13-15, 2016.
3. Attended short term faculty development training program (FDP) on Scale Development, Organized by Department of Management Studies, **Indian Institute of Technology Madras (IITM)** during September 7-12, 2016 (6 Days).
4. Participated in a Three-day workshop on ‘Quantitative research, Techniques and Analysis using “R” Methods’. Organized by Christ University, Bengaluru, India, during February 26-28, 2016.
5. Participated in a one-day workshop on “Services Marketing and Persuasive Communication to B2B Customers” Organized by School of Management, **National Institute of Technology Karnataka (NITK)** Surathkal, India on 21st December 2015.
6. Participated in one day workshop on “Integrated Innovative Entrepreneurship with Engineering Education”, Organized jointly by Indo-US collaboration for Engineering Education (IUCEE) and BMS college of Engineering (BMSCE) Bangalore on 6th January 2015.
7. Participated in a Two-day workshop on “Research Methods using Structural Equation Modeling” Organized by Dept. of Management Studies, **National Institute of Technology Calicut (NITC)**, during April 25-26, 2014.
8. Participated in a Three-day short-term training program on “Big Data and Machine Learning” Organized by Dept. of Computer Science & Engineering, **National Institute of Technology Karnataka (NITK)**, Surathkal Sponsored by Technical Education Quality Improvement Program (TEQIP-II) of the Government of India, during February 21-23, 2014.

9. Participated in an Eleven-day Faculty development program on “Entrepreneurship Development” Organized by **National Institute of Technology Karnataka (NITK) - STEP**, Surathkal in association with EDII, Ahmedabad Sponsored by Department of Science & Technology, Govt. of India, and New Delhi during 16 Dec. – 26 Dec, 2013.
10. Participated in a one-day workshop on “Workplace Sensitisation”, organized by Department of Humanities, Social Sciences and Management, **National Institute of Technology Karnataka (NITK)**, Surathkal on 22 November, 2013.
11. Participated in a four-day workshop on “Induction Training Programme for Newly Recruited Faculty” Organized by **National Institute of Technology Karnataka (NITK)**, Surathkal Sponsored by Technical Education Quality Improvement Program (TEQIP-II) of the Government of India, during 1-4 July, 2013.
12. Participated in a two-day workshop on “Soft Computing Techniques & Data Engineering”, organized by **GITAM University**, Hyderabad on 30-31 March, 2012.
13. Participated in a one-day workshop on “Entrepreneurship & Business Plan”, organized by Nurture Talent, **Indian Institute of Technology New Delhi (IIT Delhi)** - New Delhi, and Kshatriya College of Engineering on 15.02.2012.
14. Participated in eleven-day workshop on “Statistical Modelling for Data Analysis” Organized by Vinod Gupta School of Management, **Indian Institute of Technology Kharagpur (IIT KGP)**. Sponsored by MHRD/AICTE, during 30th Nov-11th Dec, 2009.
15. Participated in a fourteen-day workshop on “Social Research Methodology and Data Analysis” Organized by Department of Humanities and Social Sciences, **Indian Institute of Technology Kharagpur (IIT KGP)**. Sponsored by MHRD/AICTE, during 21st Sep-4th Oct, 2009.
16. Participated in a seven-day workshop on “Educational Leadership” Organized by Centre for Educational Technology, **Indian Institute of Technology Kharagpur (IIT KGP)**. Sponsored by MHRD/AICTE, during 14th – 20th Sep, 2009.
17. Participated in a fourteen-day workshop on “Statistical Modelling for Data Analysis” Organized by Vinod Gupta School of Management, **Indian Institute of Technology Kharagpur (IIT KGP)**. Sponsored by MHRD/AICTE, during 30th June-13th July, 2008.
18. Participated in a three-day workshop on “Statistical Package for Social Sciences” Organized by Jawaharlal Nehru Technological University (JNTU) Kukatpally, Hyderabad. Sponsored by SPSS South Asia, during 11-13 Feb, 2008.
19. Participated in a four-day workshop on “Theory of Computation” Organized by Sreenidhi Institute of Science and Technology, Hyderabad. Sponsored by International Organization for Developing Universities, during 9-13 June, 2003.

Ph.D. guidance

As on 15th September 2022 I have completed three Ph.D. guidance. Currently I am guiding 6 Ph.D. students. So far, I have guided more than 25 UG and PG project works.

1. First research scholar Ms. Shilpi Saha (135008HM13F02) has successfully defended her thesis with title “Impact of organizational Culture, trust and Participation in decision Making on multiple Commitments” in June 2017.
2. Second research scholar Mr Sovanjeet Mishra (Reg.no.155144HM15F06) has successfully defended his thesis with title “An empirical investigation of drivers and outcome of employer branding” on 31st August 2020.
3. Third research scholar Mr Ansab (Reg.no.177049SM001) has successfully defended his thesis with title “Impact of behavioural and social factors on the intention to adopt electric vehicles: An empirical investigation” on 26th August 2022.

Subjects taught

1. Management Information System
2. Organizational Development and Management of Change
3. Business Analytics
4. Management Theory and Practice
5. Principles of Management
6. Spreadsheet Modeling
7. Industrial Relations
8. Performance Management
9. Human Resource Management
10. HR Analytics

Areas of Research Interest

1. Contemporary issues in Human Resource Management & Organizational Behavior
2. Business application of Information Systems
3. HR and Business Analytics
4. Industrial Relations
5. Issues in Research Methodology

Industrial Training

1. Technical Apprentice trainee under Director of Training, Government of India during the period 05.08.1994 – 04.08.1995

Administrative positions held/holding

1. Head, School of Management from 01.09.2018 to 01.09.2021
2. Warden for Karavali boys' hostel from 2018 to 2021
3. Faculty adviser to students "180 DC" club from August 2021
4. Faculty In charge for NITK students' "Photography" and "Multimedia" club from 2014 to 2019
5. Member of Institution level committees such as NITK extension Centre, Health care center, NSS etc.
6. Secretary NITK English medium school, NITK Campus Surathkal from June 2019
7. Chairman DRPC, DPGC, DUGC, and DAAB from 2018 to 2021.
8. Member Board of studies for a few Institutions/Universities.

Extra-Curricular Activities

1. Faculty member of NSS organizing unit for NITK Surathkal.
2. Worked as care taker *NCC Officer* (ANO) for engineering students of Kshatriya College of Engineering during the year 2002-2004.
3. Cleared National Cadet Corp (NCC) A, B, C Certificate examinations
4. Inter-district football champion for two consecutive years (1988 & 1989)
5. Member on the advisory board for a few start-up companies.

Reviewer of Journals

Regular reviewer to a few international Scopus indexed journals.

Date: 15.09.2022

Place: NITK Surathkal
