



CURRICULUM VITAE

PERSONAL PROFILE

NAME : Dr. A. RAVICHANDRAN DATE OF BIRTH : 20-02-1968

FATHER'S NAME : R. APPAVOO (LATE)

MARITAL STATUS : MARRIED

PRESENT DESIGNATION : PROFESSOR

OFFICIAL ADDRESS : DEPARTMENT OF COMMERCE SATYAWATI COLLEGE

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EDUCATIONAL PROFILE:

S NO	NAME OF THE DEGREE	NAME O F THE UNIVERSITY	YEAR OF PASSING
1	PH.D	FMS, UNIVERSITY OF DELHI, DELHI	2012
2	M.PHIL	BHARATHIAR UNIVERSITY, COIMBATORE (T.N.)	1995
3	PGDCA	BHARATHIAR UNIVERSITY, COIMBATORE(T.N.)	2005
4	M.COM	MADURAI KAMARAJ UNIVERSITY,MADURAI(T.N)	1990
5	B.COM	BHARATHIDASAN UNIVERSITY, TRICHY (T.N.)	1988

Qualifying Test: SLET -1997

PROFESSIONAL PROFILE:

DATE OF JOINING THE PROFESSION : 27-06-1991

DATE OF JOINING THE PRESENT INSTITUTE : 06-03-2003

TOTAL TEACHING EXPERIENCE : 34 Years and 5 months NATURE OF

PRESENT POST : PERMANENT

TYPE OF INSTITUTION : A CONSTITUANT COLLEGE OF DELHI UNIVERSITY AND FULLY
FUNDED BY UGC

Broad Field of Specialization in Research: Human Resource Management- Higher Educational Sector.

Subject Currently teaching: ODD Semester- Financial Accounting for B. Com (H) : Even Semester- Human Resource Management for B. Com (H)

Administrative Assignment: Nodal officer for Government Scholarship Schemes 2017-to till Date.

: Placement Officer (2015-2023)

: Bursar (2020-2022 and 2024-2025)

PUBLICATIONS:

1 Book

Human Resource Management: Issues Confronting Indian Higher Education, and it was published in the year 2015 at Scholar's Press, Germany (**ISBN No 978-3-639-66651-9**).

2 Research Papers

- “Effect of HRD Climate on Organizational Commitment: A Comparative Study of HEIs in a Province of India”. IOSR Journal of Business and Management; P-ISSN-2319-7668: 23(7) – 2021.
- “Relationship between Job Satisfaction and Performance of Academics: An Empirical Analysis of Public Institutions in Tamil Nadu Province (India)”. Primax International Journal of Commerce and Management Research, ISSN No. 2321- 3612: 9(5)- 2021.
- “Job Satisfaction and Intention to Quit Behavior of Academics: A Comparative Analysis in General Higher Education”. International Journal of all Research Education and Scientific Methods, ISSN No: 2455-6211: 9(6)- 2021.
- “HRD Climate and Performance of Academic Employees: A Comparative Analysis of Public and Private Higher Educational Institutions”. International Journal of Management, IT and Engineering: ISSN No. 2249-0558- Vol. 11(8)-2021.
- “Impact of HRD Climate on Job Satisfaction: A Comparative Study of Liberal Arts and Science Colleges in Tamil Nadu (India)”. IOSR Journal of Business and Management: P-ISSN-2319-7668: Vol.23(8)-2021.
- “Influence of Demographic Attributes on the Performance of Academic Staff: A Study of Higher Educational Institutions in a Province of India” International Journal Advanced Research, July 2022 10(7) 592-605.
- “Job Satisfaction and Organizational Commitment: A Study of General Higher Education in Tamil Nadu Province (India)”. Shanlax International Journal of Management, July, 2022 10(1): 25-41.
- “Influence of Demographic Attributes on Job Satisfaction: An Empirical Analysis in Liberal Arts and Science Colleges”. Primax International Journal of Commerce and Management Research, July-September 2022, 10 (2).
- “Effect of Organizational Commitment on Research and Development Performance of Academic Staff: An Empirical Analysis in Higher Educational Institutions”. International Journal of Research in Business Management, September 2022, 10(9): 1-12.
- “HRD Climate and its Outcomes of Academics: A Study of Professional Institutions in India”. Shanlax International Journal of Management, July - October 2022, 10(2): 38-48. ➤ “Banking Awareness of Rural Customers: A Study of Agricultural Schemes in a District of

Tamil Nadu (India)". International Journal of Management, IT and Engineering, Vol. 15 Issue 05, May 2025.

- "Strategic Human Resource Challenges in Indian Industries: A Conceptual and Contemporary Analysis". Shanlax International Journal of Management, Volume: 12(4), April 2025.

3 Conference Proceedings

In India

- "HRM Practices, HRD climate perception and its outcomes". International Conference on **Global Information and Corporate Strategies**" at Gitarattan International Business School, Delhi- year-2009.
- "Foreign Universities Bill-2010 and its Impacts". International Conference on "**Global Challenges of Emergent India**" at Vivekanandha Institute of Information and Management Studies, Tiruchengode, Tamil Nadu- year- Feb-2011.
- "HR Issues and Challenges in Higher Education: A Comparative Study". **National Conference on Excellence on Higher Education" Department of Management Studies, IIT, New Delhi, April 2011.**
- "HRD Climate and Job Satisfaction Vs Intention to Quit Behavior". 2nd National conference on "Excellence in Higher Education" IIT New Delhi-June 2012.
- "HRD Climate and Job Satisfaction in Higher Educational Institutions in India". 11th AIMS International Conference on Management, IMT Ghaziabad- December, 2013

Outside India

- "Organizational Structure, HR Practices and its Outcomes: A conceptual model". **International Conference on Technology and Management**" SZABIST, Dubai- March 2011. ➤ "Relationship between HRD Climate, Job Satisfaction and Intention to Quit Behavior of Faculty Members: A Study on Professional Institutions in India". International Conference on Excellence in HRD for Sustainable Growth- **Mauritius-October 2013.**
 - "HR practices and its challenges in Professional Higher Educational Institutions in India". International Conference on Technology and Business Management, AUE, Dubai- March 2014.

CHAIRING IN TECHNICAL SESSION

- 11th AIMS International Conference on Management, IMT Ghaziabad- December 2013. ➤ International Conference on Technology and Business Management, AUE, Dubai – March 2014

HONORS AND AWARDS

Best Paper award (second) HRD Climate and Job Satisfaction in Higher Educational Institutions in India at 11th AIMS International Conference on Management, IMT Ghaziabad-**December-2013**

RESEARCH PROJECT

“A Minor Research Project on “HR Issues and Challenges in Higher Education: A Study on Professional Institutions in India”. It was funded by UGC and completed in 2011.

RESOURCE PERSON

- He has been invited as a keynote speaker for a National Level Conference, “**HR Issues and Challenges in Modern Business World**” at KSR College of Arts and Science for Women, Thiruchengode, Erode, Tamil Nadu.
- He has been invited as a resource person and delivered 6 lectures: 1) “**Impact of Covid-19 in Job Market: Opportunities and Challenges**” to Arignar Anna Government Arts College, Musiri, Trichy; 2) “**Business Trends in India and HR Challenges**” to Haryana Central University, Haryana; 3) “**Impact of Pandemic on Indian Service Sector: An Introspect**” to Holi Cross College for Women, Trichy, Tamil Nadu; and 4) “**Research in HRM: An Empirical Relationship Model**” to St. Joseph College, Trichy, Tamil Nadu; and 5) “**Role of Higher Educational Institutions to Mitigate Talent Shortage in India**” to National College Trichirappalli.
- Resource Person for a Workshop on “Research Methodology” Organized by Vaishnav College, Chennai and delivered a special lecture “**Methodological Strategy for Empirical Studies in Human Resource Management**”. Date: 17th November 2021.
- Invited lecture (Virtual mode) entitled “Planning & Organising” delivered to BHEL Ltd—employees for a “Management Development Program” on Thursday, February 20, 2025.
- Invited lecture (Virtual mode) “*Issues Confronting Human Resource Management in the Modern Business Organisations*” delivered to the Department of Commerce, Sudarshan College of Arts and Science, Pudukottai (Tamil Nadu) on Friday, August 30, 2024.

EXAMINERSHIP

As an Indian examiner, he has adjudicated more than 35 PhD theses from almost all Universities in Tamil Nadu and Pune University. He has also conducted 9 public viva voce examinations for PhD scholars at Bharathiar University, Coimbatore, and 1 at Anna University, Coimbatore.

Prof. (Dr) A. Ravichandran