

National Institute of Technology, Tiruchirappalli: Performa for CV of Faculty/ Staff Members

Curriculum Vitae

Brief Profile: 1-2 paragraphs (not exceeding 500 words)



Dr. Shobitha Poulose is an Assistant Professor at the Department of Management Studies, National Institute of Technology Tiruchirappalli (NITT). Before joining NITT, she worked as an Assistant Professor at the Tata Institute of Social Sciences (TISS) in the Centre for Social and Organizational Leadership under the School of Management and Labour Studies. She holds a Ph.D. in Management from the School of Management Studies, National Institute of Technology Calicut. Her Ph.D. focuses on the impact of various antecedents and consequences of work-life balance among Law enforcement officers. Presently, she studies the developmental aspects of work-life balance and individual and organizational interventions.

Prior to pursuing her doctoral studies, she worked as a Teaching and Research Associate in the OB and HRM area at the Indian Institute of Management Kozhikode. She was awarded the Junior Research Fellowship (JRF) in Human Resource Management in the National Eligibility Test (NET) conducted by UGC. She has published papers in leading peer-reviewed journals, including the Journal of Managerial Psychology, the IIMB review, Frontiers in Psychology, and the Journal of Management Development. She has presented papers on various academic platforms in India and abroad.

1. Name : Dr. Shobitha Poulose
2. Designation: Assistant Professor
3. Office Address:

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4. Telephone (Direct) (Optional):

Telephone : Extn (Optional):

Mobile (Optional):

5. Email (Primary): shobitha@nitt.edu

6. Field(s) of Specialization:

Orgaizational Behaviour and Human Resource Management

7. Employment Profile

Job Title	Employer	From	To
Assistant Professor	National Institute of Technology Tiruchirappalli	May 2020	Present
Assistant Professor	School of Management and Labour Studies at Tata Institute of Social Sciences	Nov 2018	Mar 2020
Ad-hoc Faculty	National Institute of Technology Calicut	Dec 2017	May 2018
Teaching and Research Assistant	Indian Institute of Management Kozhikode	Oct 2010	Apr 2012

8. Academic Qualifications (From Highest Degree to High School):

Examination	Board / University	Year	Division/ Grade	Subjects
Doctor of Philosophy	National Institute of Technology Calicut	2018		OB and HRM
Master of Business Administration	Mahatma Gandhi University, Kerala	2008	First	OB and HRM
Bachelor of Science in Microbiology	Calicut University, Kerala	2006	First	Microbiology and Biostatistics

9. Academic/Administrative Responsibilities within the University

Position	Faculty/Department/Centre/Institution	From	To
Guest House Advisory Committee Member	Institution	Nov 221	Present
Anti-ragging Committee Faculty Member	Institution	Feb 2021	Present

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Faculty Associate at CEDI, NIT Trichy	Institution	Oct 2021	Present
Faculty Advisor - Pragyan	Institution	Sept 2021	Present
UG Admission Committee	Institution	Oct 2021	
Department Library – Faculty Coordinator	Department of Management Studies	July 2021	Present
MBA Admission Committee	Department of Management Studies	Jan 2020	July 2022
PhD Admissions Committee	Department of Management Studies	July 2020	July 2022
Faculty Advisor- Department HR Club	Department of Management Studies	June 2020	June 2022
Faculty Advisor Student placement and career counseling	Department of Management Studies	June 2021	June 2022

10. Academic/Administrative Responsibilities outside the University

Position	Institution	From	To

11. Awards, Associateships etc.

Year of Award	Name of the Award	Awarding Organization
2017	International Travel Grant	Indian Council of Social Science Research (ICSSR) New Delhi

12. Fellowships

Year of Award	Name of the Fellowship	Awarding Organization	From (Month/Year)	To (Month/Year)
2014	Senior Research Fellowship	University Grants Commission, New Delhi	July 2014	June 2017
2012	Junior Research Fellowship	University Grants Commission, New Delhi	July 2012	June 2014

13. Details of Academic Work

(i) Curriculum Development

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(ii) Courses taught at Postgraduate and Undergraduate levels

Course	Program
MB 702 Legal Aspects of Business (Core)	MBA (Postgraduate level)
MB 786 Training and Development (Elective)	MBA (Postgraduate level)
MBMI13 Human Resource Management (Minor Elective)	B. Tech (Undergraduate level)
MBMI11 Management Concepts & Practices (Minor Elective)	B. Tech (Undergraduate level)
CA722 _Organizational Behavior (Core)	MCA (Postgraduate level)

(iii) Projects guided at Postgraduate level

S. No	Student Roll Number	Project Title	Program	Institute
1	215120066	Marketing Scope of International Markets Cosmetic Products	MBA	NITT
2	215120067	Fintech landscape in India	MBA	NITT
3	215120068	Developing New Business Opportunities for Digital Healthcare Services of Spritle	MBA	NITT
4	215120069	The Effect of Lack of Communication and Proper recruitment structure on the Organization	MBA	NITT
5	215120070	Business Development of Recruitment Agencies	MBA	NITT
6	215120071	Efficiency of Recruitment	MBA	NITT
7	215119083	A Study on Digital Marketing Strategies at Techmasters	MBA	NITT
8	215119081	Feasibility of using Quora as a Social Media Marketing Platform	MBA	NITT
9	215119089	A Study on Digital Marketing Strategies at Techmasters	MBA	NITT
10	H2018OD003	Perceived Organization Family Support: A Study on Nurses of a Private Hospital	MA ODCL	TISS
11	H2018OD011	Understanding Work Related Stress and Psychological Health of Hyderabad Police Personnel	MA ODCL	TISS
12	H2018OD015	Perceived Fairness in Performance Appraisal System and Counter Productive Work Behavior in Bank – A Quantitative Study	MA ODCL	TISS
13	H2018OD014	The Impact of Demographic Factors of Employees in Employee Engagement	MA ODCL	TISS

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(iv) Other contribution(s)

14. Details of Major R&D Projects

Title of Project	Funding Agency	Duration		Status
		From	To	Ongoing/ Completed

15. Number of PhDs guided/ongoing

Name of the PhD Scholar	Title of PhD Thesis	Role (Supervisor/ Co-Supervisor)	Year of Award	Awarded/ ongoing

16. Participation in Workshops/ Symposia/ Conferences/ Colloquia /Seminars/ Schools etc. (mentioning the role)

Date (s)	Title of Activity	Level of Event (International/ National/ Local)	Role (Participant/ Speaker/ Chairperson, Paper presenter, Any other)	Event Organized by	Venue
June 7 – 10, 2017	The influential role of work life balance on work overload and career commitment: An Indian experience	International	Paper Presenter	American Psychological Association (APA), National Institute of Occupational Health Psychology (NIOSH)	Hilton Minneapolis, United States of America
December 29 – 31, 2016	Measuring the impact of work life balance dimensions among law enforcement officers.	National	Paper Presenter	National Academy of Psychology (NAOP)	Department of Management Studies (DoMS), IIT Madras.

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17. Workshops/ Symposia/ Conferences/ Colloquia/Seminars Organized (as Chairman/ Organizing Secretary/ Convenor / Co-Convenor)

Title of Activity	Level of Event (International/ National/ Local)	Date (s)	Role	Venue

18. Invited Talks delivered

Topic	Date	Inviting Organization

19. Membership of Learned Societies

Type of Membership (Ordinary Member/ Honorary Member / Life Member)	Organization	Membership No. with date

20. Academic Foreign Visits

Country	Duration of Visit	Programme

21. Publications

(A) Refereed Research Journals:

Author(s)	Title of Paper	Journal	Volume (No.)	Page numbers	Year	Impact Factor of the Journal (Optional)
Garg, N., Mahipalan, M., Poulose, S. , & Burgess, J	Does Gratitude Ensure Workplace Happiness Among University Teachers? Examining the Role of Social and Psychological	<i>Frontiers in Psychology</i>	13	1-14	2022	

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	Capital and Spiritual Climate.					
Poulose, S., & Dhal M	Role of perceived work life balance between work overload and career commitment	<i>Journal of Managerial Psychology</i>	39(3)	169-183	2020	
Poulose, S., & Sudarsan, N.	Assessing the influence of work life balance dimensions among nurses in the healthcare sector.	<i>Journal of Management Development</i>	36(3)	427-437	2017	
Krishnan, T. N. & Poulose S.,	Response rate in industrial surveys conducted in India: Trends and implications.	<i>IIMB Management Review</i>	28(2)	88-97	2016	

(B) Conferences/Workshops/Symposia Proceedings

Author(s)	Title of Abstract/ Paper	Title of the Proceedings	Page numbers	Conference Theme	Venue	Year

(C) Books & Monographs

Author(s)	Title of Book/Monograph	Name of Publishers	Year of Publication	ISSN/ISBN Number