

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

Curriculum Vitae

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



Dr. Nivethitha S received her Ph.D. (Joint Doctoral Programme) from Indian Institute of Technology Madras and University of Passau, Germany. She is a recipient of DAAD (German Academic Exchange Service) Fellowship for two consecutive years (2013 & 2014). She is associated with NIT Trichy as an Assistant Professor since June 2018 having previously worked as an Assistant Professor at Thiagarajar School of Management and as Employee Insights Analyst at Airloyal. She was a Visiting Professor at the University of Passau, Germany during May 2019, May 2018 and November 2016. She is a certified Myers Briggs Type Indicator (MBTI) trainer.

Her teaching interests are in the domains of Human Resource Management, Organizational Behavior, Performance Management, HR Analytics and International Human Resource Management. Her research interests include Employment Relationship, Psychological Contract, Organizational Identification, Employee Turnover Intention, Gig Workers and HR Practices. Dr. Nivethitha has been a resource person for various faculty development programme and management development programme on the topics of research design, stress management, leadership, talent management and employee motivation.

1. Name: Dr. Nivethitha S
2. Designation: Assistant Professor
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6. Field(s) of Specialization: Human Resource Management and Organizational Behavior

7. Employment Profile

Job Title	Employer	From	To
Assistant Professor	NIT Trichy	June 2018	Till date
Visiting Faculty	University of Passau, Germany	May 2019	May 2019
Visiting Faculty	University of Passau, Germany	May 2018	May 2018
Assistant Professor	TSM Madurai	December 2016	April 2018
Visiting Faculty	University of Passau, Germany	November 2019	November 2019
Employee Insights Analysts	Airloyal	April 2016	July 2016

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

Examination	Board / University	Year	Division/ Grade	Subjects
Ph.D. (Joint Doctoral Degree Programme)	Indian Institute of Technology Madras and University of Passau, Germany	2016		Human Resource Management and Organizational Behavior
MBA	SMVEC, Pondicherry University	2010	First Class	General Management (Human Resource Management and Marketing)
B.Sc	Sri Ramachandra University	2008	First Class with Distinction	Paramedical Sciences
Class XII	State Board	2005	First Class with Distinction	Maths, Biology
Class X	State Board	2003	First Class with Distinction	-

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9. Academic/Administrative Responsibilities within the University

Position	Faculty/Department/Centre/Institution	From	To
Faculty Advisor	Entrepreneurship Cell, NIT Trichy	Aug'18	Till date
Nodal Officer	CII Young Indians, NIT Trichy	Jan'21	Till date
Member, Data Insights Team	NIT Trichy	Mar'20	Nov'21
Member, MBA Admission Committee	Department of Management Studies, NIT Trichy	Jan'21	Till date
Faculty Advisor, NISADYA'19	Department of Management Studies, NIT Trichy	Oct'19	Jan'20

10. Academic/Administrative Responsibilities outside the University

Position	Institution	From	To

11. Awards, Associateships etc.

Year of Award	Name of the Award	Awarding Organization
2018	Best Performer Award (Assistant Professor – Grade II)	NIT Trichy
2014	Best Paper Award	BizStrategy Conference, Singapore
2010	Best Paper Award	International conference on management practices for sustainable growth, India
2010	UCG - NET	University Grants Commission

12. Fellowships

Year of Award	Name of the Fellowship	Awarding Organization	From (Month/Year)	To (Month/Year)
2014	DAAD Exchange	DAAD	Aug'13	Feb'14
2013	DAAD Exchange	DAAD	Aug'14	Feb'15

13. Details of Academic Work

(i) Curriculum Development

(ii) Courses taught at Postgraduate and Undergraduate levels

Postgraduate level:

- a. Organizational Behavior
- b. Human Resource Management
- c. Performance Management and Competency Mapping
- d. International Human Resource Management

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- e. Interpersonal Effectiveness
- f. Simulation Games in Change Management
- g. HR Analytics
- h. Strategic Management
- i. Personal Growth Programme

Undergraduate:

- a. Management Concepts and Practices
- b. Human Resource Management

(iii) Projects guided at Postgraduate level: A total of 18 MBA summer internship projects were guided till date.

(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
Shravini G	Examining the impact of organizational practices on Gig Workers	Supervisor	-	Ongoing
Agnesia Yolina Nainggolan	Measuring the outcomes of well-being	Supervisor	-	Ongoing
Thiagarajan M	Impact of HR practices on corporate entrepreneurship	Supervisor	-	Ongoing
Ramkumar	Exploring the effects of organizational ambidexterity	Supervisor	-	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
18 Mar'22	Vasudhaiva Kutumbakam:	National Seminar	Speaker	IFET College	IFET College

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	Family System and Role of Indian Parents				
20 Dec'20	14th ISDSI international conference, IIM Raipur, India	International Conference	Paper presenter	IIM Raipur	Online
20 & 21 Dec'19	29th Annual Convention of National Academy of Psychology (NAOP), International Conference on Making Psychology Deliverable to the Society.	National Conference	Paper presenter	National Academy of Psychology (NAOP)	Pondicherry University
24/12/16 to 28/12/17	Executive Management Development Programme	National Conference	Participant	IIM Rohtak	Online
27-30 Dec'17	11th ISDSI international conference	International Conference	Paper presenter	IIM Trichy	IIM Trichy
07-09 Nov'17	AHRD conference	International Conference	Paper presenter	IIM Ahmedabad	IIM Ahmedabad
14-15 May'15	2nd Global Conference on International Human Resource Management	International Conference	Paper presenter	Pennsylvania State University	State College, USA
5-8 Nov'14	Second Pan-IIM World Management Conference	International Conference	Paper presenter	IIM Kozhikode	IIM Kozhikode
21 & 22 Jul'14	4th Annual International Conference on Business Strategy and Organizational Behaviour	International Conference	Paper presenter	GSTF	Singapore

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6-9 Jan' 13	Tenth AIMS International Conference on Management	International Conference	Paper presenter	IIM Bangalore	IIM Bangalore
10-12 Dec'12	XXII Annual convention of NAOP	International Conference	Paper presenter	Christ University	Christ University
23-24 Mar' 12	UGC – SAP National Seminar on Managing Tourism Business for Sustainable Competitive Advantage	National	Paper presenter	Pondicherry University	Pondicherry University
28-30 Jul' 10	International conference on management practices for sustainable	International Conference	Paper presenter	Annamalai University, Chidambaram	Annamalai University, Chidambaram

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
Second National Conference on Business Management and Analytics	National	30 Apr'21	Organizing Secretary	National Institute of Technology, Tiruchirappalli [Online]
National Conference on Business Management and Analytics	National	29 & 30 Jan'22	Organizing Secretary	National Institute of Technology, Tiruchirappalli [Online]
AICTE Margadharshan Sponsored FDP on Embracing Online Teaching and Learning	National	3-7 May 21	Co-Ordinator	National Institute of Technology, Tiruchirappalli [Online]
Workshop on Intellectual Property Rights, Technology Development & Startup IPRTDS-2019	National	9-13 Dec'19	Co-Ordinator	National Institute of Technology, Tiruchirappalli

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Workshop on Business Analytics and its Applications using R	National	28 Sep – 02 Oct'19	Co-Ordinator	National Institute of Technology, Tiruchirappalli
Workshop on Data Analysis using PLS & SEM	National	7-11 Sep'19	Co-Ordinator	National Institute of Technology, Tiruchirappalli
HR Conclave - Arete'18	National	06/01/18	Co-Ordinator	Thiagarajar School of Management, Madurai

18. Invited Talks delivered

Topic	Date	Inviting Organization
Role of Indian Mother in handling Emotional and Behavioral Competence in the Society	18 Mar'22	IFET College
Survey Research Design	5 & 6 Aug'20	University of Hyderabad
Measuring Reliability and Validity	21 Apr'21	NKT college of education for women, Chennai
Confirmatory Factor Analysis	17 Mar'21	NIT Calicut
Innovative Avenues in Human Resource Management	20 Mar'17	Ayya Nadar Janaki Ammal College, Sivakasi
Talent Acquisition	21 Mar'18	Confederation of Indian Industry, Madurai

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
Germany	14 months	DAAD exchange
Germany	6 weeks (Nov'16; May'18; May19)	Visiting Faculty at University of Passau
United States of America	15 days (May 2015)	Conference paper presentation
Singapore	2 days (Jul'14)	Conference paper presentation

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21. Publications

(A) Refereed Research Journals:

Author(s)	Title of Paper	Journal	Volume (No.)	Page numbers	Year	Impact Factor of the Journal (Optional)
Kumar, V., Verma, L., Nivethitha, S and Grover, A.	Turnover Intention among Indian police: Do Organizational and Community Stressors Matter?	Journal of Criminal Justice	-	Accepted for Publication	2022	
Sekar, S and Nivethitha, S	Effect of COVID-19: Understanding Customer's Evaluation on Hotel and Airline Sector—A Text Mining Approach	Global Business Review	-	Accepted for Publication	2022	
Lambert, E.G., Qureshi, H., Frank, J., Kumar, V., Nivethitha, S and Grover, A.	Testing the Job Demands–Job Resources Model for Police Officer Job Burnout in a Sample of Indian Police Officers	International Criminology	-	In Print [Available Online]	2022	
Neha, B., Santhanam, N., and Murugan, P	Goal clarity, trust in management and intention to stay: The mediating role of work engagement	South Asian Journal of Human Resource Management	8(1)	9-28	2021	
Nivethitha S,	Employee	International	24(1)	57-75	2021	

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Rameshkumar J, Kumar V and Saha R	Turnover Intention in the Milieu of Human Resource Management Practices: Moderating role of work-life balance.	Journal of Business Innovation and Research				
Prabha M, Punniyamoorthy M and Nivethitha S	A Study on the Impact of Psychological Empowerment on Motivation and Satisfaction among the Faculty Working in the Technical Educational Institutions in India through based on Age and Work Experience difference	International Journal of Enterprise Network Management	12(1)	70-84	2021	
Prabha M, Punniyamoorthy M and Nivethitha S	Examining the bi-directional relationship between Motivation and Satisfaction: Based on the Impact of Psychological Empowerment	International Journal of Process Management and Benchmarking	11(3)	431-453	2021	
Nivethitha S and Srinivas S	Modeling the Impact of Employee Engagement and Happiness on Burnout and Turnover Intention Among Blue-Collar Workers in	Benchmarking: An International Journal	27 (2)	499-516	2019	

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	Manufacturing Sector.					
Nivethitha S, T J Kamalanabhan, L Dyaram and H Ziegler	Impact of Human Resource Management practices on Employee Turnover Intention: Moderating Role of Psychological Contract Breach	Journal of Indian Business Research	9(3)	212-228	2017	

(B) Conferences/Workshops/Symposia Proceedings

Author(s)	Title of Abstract/ Paper	Title of the Proceedings	Page numbers	Conference Theme	Venue	Year
Nivethitha S, Mutharasi P and Saraswathy R	Turnover Intention among Textile Workers: Effects of Engagement and Job Satisfaction	11th ISDSI international conference proceedings	166	-	IIM Trichy	2017
Saraswathy R, Mutharasi P and Nivethitha S	The Axiom: Talent retention. Does person-organization fit and employee engagement contribute to talent retention	11th ISDSI international conference proceedings	165	-	IIM Trichy	2017
Nivethitha S	Impact of Human Resource Development Practices on Employee Turnover	Academy of Human Resource Development Conference Proceedings	66	Sustainable Development of Human Capital: Exploring Perspectives from	IIM Ahmedabad	2017

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	Intention in Hospitality Industry			Grassroots to Global Research and Practice		
Nivethitha S, T J Kamalanabhan, L Dyaram and H Ziegler	The impact of psychological contract and human resource management practices on frontline employees' turnover intentions in hospitality industry	2nd Global Conference on International Human Resource Management Proceedings	-	International Human Resource Management	State College, USA	2015
Nivethitha S, T J Kamalanabhan and L Dyaram	Impact of human resource practices on employee turnover intentions in hospitality sector: mediating role of psychological contract breach	Second Pan-IIM World Management Conference Proceedings	118	Globalizing Indian Thought	IIM Kozhikode	2014
Nivethitha S, T J Kamalanabhan, L Dyaram	Examining the moderating effects of organizational identification between human resource practices and employee turnover intention in Indian hospitality industry	4th Annual International Conference on Business Strategy and Organizational Behaviour	16	Business Strategy and Organizational Behavior	GSTF	2014
Nivethitha S, T J	Antecedents and effects of	Tenth AIMS International	53	Managing Services in	IIM Bangalore	2013

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Kamalanabhan	employee turnover intention in hospitality sector	Conference on Management Proceedings		Competitive Environment		
Nivethitha S and T J Kamalanabhan	Mediating role of psychological contract between human resource practices and employee turnover intention in hospitality sector: a conceptual model	XXII Annual convention of NAOP Proceedings	102	Psychology in India	Christ University	2012

(C) Books & Monographs

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