

FACULTY PROFILE

NAME – Dr SANDHYA R

DESIGNATION – ASST PROFESSOR

DEPARTMENT - POST GRADUATION

QUALIFICATION – M.COM M.PHIL ICWAI (INTER) Ph.D

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Ms Sandhya R, Visiting faculty, Department of Commerce, Manipal University, Manipal and has over 18 years of teaching both at undergraduate and postgraduate levels. She has completed her Masters in Commerce from Bangalore University with specialization in Accounting and Taxation and Intermediate course of Institute of Cost and Works Accountants of India. She also has an M. Phil degree from Sri Venkateshwara University with specialization in Human Resource. She has been awarded for Doctoral research from Tumakuru University in the area of Strategic Human Resource Management. She is a Life member of National Institute of Personnel Management (NIPM). She is currently member of the Executive Committee of NIPM Karnataka Chapter and Chief Editor for NIPM Karnataka Chapter magazine and newsletter issues from 2016-2018. Her area of expertise includes Research in the Social sciences, Accounting for Managerial decisions, Cost & Management Accounting and Strategic Human Resource Management. She has been invited as a Guest Speaker and Resource person at various colleges and institutions. She also conducts Placement training programs and sessions on effective Communication skills for the student community.

She is also interested in publishing research papers in journals and also at various national and international conferences and seminars. She has chaired sessions at various conferences/seminars and has coordinated in organizing various National level seminars and conferences and bringing out publications. She has been a member of IQAC and has assisted in the preparation of Self- Study Report of the colleges for NAAC Accreditation. She has been participating actively in the restructuring of syllabus of B.com and BBM of Bangalore University and also valuation work of Bangalore University Examinations including Assistant Custodian, Paper setter, reviewer and valuer. She has conducted Inter- Collegiate Management fests and Quiz for all commerce and management undergraduates and have also single handedly coordinated interclass management competitions including product launch, crisis management and ad making. She has guided BBA, MBA and M.com students in project preparation and strives to support quality research work among student fraternity

ACADEMIC EXPERIENCE

SUBJECT SPECIALISATION

M.COM - ACCOUNTING AND TAXATION

M.PHIL – HUMAN RESOURCE MANAGEMENT

Ph.D – STRATEGIC HUMAN RESOURCE MANAGEMENT

NO OF YEARS OF TEACHING EXPERIENCE – 18

EXPERTISE – RESEARCH IN SOCIAL SCIENCES

MANAGEMENT ACCOUNTING and FINANCIAL MANAGEMENT

FDP and Workshops attended

SUBJECT RELATED

- New Directions in HRM- Tools and Techniques
- HRM- The Road Ahead
- Goods and Service Tax
- Ethics in teaching
- Business Taxation and IFRS
- Commodity Market and Derivatives Trading
- HR competency framework

TEACHING RELATED

- Ethics in Teaching
- Art of Teaching
- Teaching Evaluation
- Holistic approach to education
- Effective Coaching/Mentoring skills
- Nurturing Life skills
- Stating and Measuring attainment of CO's PO's and PSO's
- POSH –Prevention of Sexual Harassment
- Counselling Skills

Research workshop series and training programs attended

- Research Methodology
- How to Write a Research Paper
- Writing for Publication - IIM Ahmedabad
- Data Analytics for research in social sciences
- Research Design and Analysis using R
- SEM using AMOS, R and SMART –PLS
- Data to Decision Making using R
- Scale Development and Validation using R software
- Case Writing, Teaching & Research
- Crafting and conducting High quality Research- IIM Ahmedabad
- Trends and Challenges in Research
- Research for Paper publication and publication

Conferences/Seminars attended

- DigiHR 2018- Positioning HR in the digital world
- Running your Career Marathon

- Make in India Challenges for Sustainable Industrial relations
- Ethical Practices in Business: An Indian perspective
- Lifestyle Management and Wellness
- Social Entrepreneurship for sustainable development in emerging economies
- Reverse Innovations leading to Rural India Transformations
- Role of NGO's in Women empowerment
- Competency building in Business Education
- New dimensions in Business Education- Need for restructuring
- Infrastructure Development: Issues and Challenges

Paper presentations at Seminars/Conferences

1. Transforming Indian Banking through Consolidation
2. Restless searching for Continuous improvement in Higher Education
3. E- Learning: Paradigm shift in Education in India
4. Role of ISR in enhancing workplace spirituality
5. Challenges of HR professional as a Strategic Partner
6. Integration of HR strategies with Corporate Strategies - An analytical study in select organisations of South India
7. Measuring the social impact of Microfinance
8. A comparative study on the impact of CSR on Revenue and profitability through Green Accounting for Inclusive growth
9. Role of HR manager as a strategic Partner - Challenges and Prospects in the Indian Scenario
10. Knowledge Centre- An innovative initiative in Business education
11. HR manager as a strategic partner- challenges in the 21st century
12. Transforming HR practices into strategies to gain competitive advantage
13. HR Shared services – Case study of Accenture
14. A study on Academic implications of Changing corporate laws and IFRS with reference to teaching faculty of Com & Mgt
15. Women entrepreneurship in SSI in India
16. Transforming HR practices into HR strategies for achieving growth in SME's
17. Women entrepreneurship and education- An Analysis
18. Women empowerment and Education- Case study of Malleshwaram Ladies' Association
19. Reverse Mentoring- An innovation in workforce management
20. HR is Business- The GE way
21. A study on disengaged workers in select companies
22. HR prospects in the digital era
23. A study on Role of HR – Difference in Perception between HR and Line Managers- A theoretical perspective
24. A study on Role of HR – Difference in Perception between HR and Line Managers- An empirical analysis
25. Strategic HR roles and Sustained Competitive Advantage- The mediating role of Organizational Learning Capabilities and Sources of competitive advantage

26. An empirical Analysis of sexual harassment in Garment Sector
 27. A study on Asset Valuation Frauds

BEST PAPER AWARDS

- **A study on asset valuation frauds**
- **HR Shared services – Case study of Accenture**
- **Transforming HR practices into HR strategies for achieving growth in SME's**
- **Women entrepreneurship in SSI in India**

PUBLICATIONS

SL NO	TITLE OF THE PAPER	PUBLICATION
1	Integration of HR strategies with Corporate Strategies- An analytical study in select organisations of South India	ISBN 978-81-920768-2-9
2	HR is Business-The GE Way	ISBN 978163102664
3	Measuring the social impact of Microfinance	ISBN 9789382880226
4	A comparative study on the impact of CSR on Revenue and profitability through Green Accounting for Inclusive growth	ISBN 978-93-83302-03-1
5	Transforming HR practices into strategies to gain competitive advantage	ISBN 978-93-5051-645-4
6	Knowledge Centre- An innovative initiative in Business education	ISBN 978-93-5051-697-3
7	Reverse Mentoring- An innovation in workforce management	ISBN 978-93-5202-254-0
8	Integration of HR strategies with Corporate Strategies to gain sustained competitive advantage	ISBN 9788184247541
9	HR Shared services – Case study of Accenture	ISBN978-81-8281-484-4
10	HR Manager as a Strategic Partner-Challenges and Prospects in the Indian Scenario	IJEMR ONLINE 2249-2585 PRINT- ISSN 2249-8672 VOL 5 Issue 10
11	HR manager as a strategic partner- challenges in the 21 st century	ISBN-978-93-83302-07-9
12	A study on Academic implications of Changing corporate laws and IFRS with reference to teaching faculty of Com & Mgt	ISSN 2454-6593
13	A study on Role of HR – Difference in Perception between HR and Line Managers- A theoretical perspective	ISBN 978-93-83302-19-2

14	A study on Role of HR – Difference in Perception between HR and Line Managers- An empirical analysis	IJEMR ONLINE ISSN 2249-2585 PRINT ISSN 2249-8672
15	Strategic HR roles and Sustained Competitive Advantage- The mediating role of Organizational Learning Capabilities and Sources of competitive advantage	ISBN 978-93-5288-411-7
16	An empirical Analysis of sexual harassment in Garment Sector	IJEMR ISSN 2249-8672
17	A study on Asset Valuation Frauds	ISBN 973-93-5311-250-9

RESOURCE PERSON

- Participated at Chairperson and Rapporteur for restructuring HRM syllabus of Bangalore University in 2016
- Chairperson for paper presentation session at International Conference on Managing Human Resource at Workplace on at SDMIMD, Mysuru in 2015 and 2016
- Member of Round Table Conference held at International Conference on Emerging Trends in Global Accounting and Finance held at Kristu Jayanthi College (Autonomous), Bengaluru in 2016
- Resource person for the topic “Strategic Human Resource Management” for final year B.com and BBA students of Krupanidhi College, Bangalore in 2017
- Chairperson for National Conference on ‘Innovations. Entrepreneurships and start ups- Trends, opportunities and challenges ‘ on 13th April 2018 at Sindhi College, Bangalore
- Panel member for one day Seminar on ‘ Employee Engagement and Beyond’ at R V Institute of Management on 18th March 2018
- Chief Guest for the inauguration of Research Cell of Nagarjuna Degree College, Bangalore in July 2019.
- Resource person for a three day ‘Pre-placement training program’ at Poorna Pragna College, Udipi in October 2019.
- Resource person for a six day National Webinar on ‘Research Methodology in Social sciences’ by Nagarjuna Degree College, Bangalore from 7th to 13th May 2020
- Resource person for a Two-day International Webinar on ‘ New Normal for Gen Z’ by VET College, Bangalore held on 9th & 10th June 2020

- Resource person for a three-day National Webinar on ‘Research Methodology’ for PG students organised by St Claret College, Bangalore from 22-24th June 2016