

Curriculum Vitae

Dr. Anjana Devi S C
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Name	DR. ANJANA DEVI S.C.	
Designation	Associate Professor	
Qualification	B. Tech; MBA; UGC- NET; Ph.D.	
Experience in Years	20 Years	
Area of Interest	HR,OB & General Management	
Email ID	dranjana@dsatm.edu.in anjanadevisc@gmail.com	

Educational Details

- ✧ **NPTEL Online certification course** on Human Resource Management form NPTEL, Jul-Oct 2019.
- ✧ **NPTEL Online FDP** on Human Resource Management form NPTEL, Jul-Oct 2019.
- ✧ **Ph.D** awarded from University of Mysore for the Thesis: Work Place Values: A Comparative Study of Select Private and Public Sector Banks in India. (May 2018).
- ✧ Qualified **UGC-NET** (June 2012)
- ✧ **MBA** from Pondicherry University with 60.50% (January 2009)
- ✧ **B.TECH** form Bangalore University with 80.20% (August 1996).Batch Topper
- ✧ **12th** from Karnataka Pre-University Education Board with 67.33% (April 1992)
- ✧ **10th** form Karnataka Secondary Education Examination Board with 69.66% (March 1990)

My Vision

To continuously enhance the knowledge with passion & Holistic approach towards teaching, innovation and research with values of professionalism, excellence in teaching and research, engagement, responsiveness for sustainable development of students, Institution and the society.

Contact Details

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Awards & Achievements

100% VTU Results for the academic year 2022

Best Students Feedback Award 2022

100% VTU Results for the academic year 2021

Best Students Feedback Award 2021

Academic Performer Award 2020

Best paper at DSBA 2020 -“Survival and Sustenance of Businesses in Data Driven Digital Era” at DSBA on December 18th 2020

100% VTU Results for the academic year 2020

NPTEL - 12 Weeks course of HRM, Jul-Oct 2019.

NPTEL - 12 Weeks course of HRM FDP, Jul-Oct 2019.

Best Paper at SJBIT 2017 for “ Impact of Demonetization on the Indian Economy”

Personal Details	
Date of Birth	04.12.1974
Permanent Address	#1089, 21 st main Road, "D" Group Employees Layout, Sriganthadakavual, Vishwaneedam post, Nagarbhavi,
Language Known	Kannada, English, Hindi.
Marital Status	Married
Gender	Female
Nationality	Indian
Hobbies	Listening to music, Reading books ,Cooking, Gardening

Professional Experience
<p>Academic Experience :</p> <ul style="list-style-type: none"> • Worked as HOD (i/c) & Associate Professor in DSATM from January 2022 to July 10th 2022 • Working as Associate Professor in Dayananda Sagar Academy of Technology & Management from May 2019 till date. • Worked as HOD (i/c) & Associate Professor in DSATM from July 2020 to November 2020. • Worked as Associate Professor in SJBIT from Oct 2018 to May 2019. • Worked as Assistant Professor in SJBIT from Aug 2012 to Oct 2018. • Worked as Assistant Professor in EWIT from July 2011 to Aug 2012. <p>Industry Experience :</p> <ol style="list-style-type: none"> 1. Designing and Sample Development analyst at Pathi Group, Bangalore from 2003 Jan to 2006 Dec. 2. Production officer (P&D) at Shibani knitting India pvt Ltd (MNC) from 1996 Oct to 2001 June. <p>Research Experience :</p> <ul style="list-style-type: none"> • Recognized Research Supervisor form VTU – Since September 2022

Projects & Internships Guided	
Projects: 101	Internship : 62

Administrative Roles and Coordination

- (i/c) HOD : Jan 1st , 2022 to July 10th 2022
- (i/c) HOD : July 1st , 2020 to November 30th 2020
- Placement Coordination : May, 2019 to July 2020
- NAAC Criteria 1: Since May ,2019 to Jan ,2022
- NAAC Criteria 5 : Since May ,2019
- NAAC Criteria 2 : Since Jan ,2022
- WEC Chief Coordinator : Since 2020 Dec
- CICC Chairman Since 2022
- FIP Coordinator Since 2022
- Antiragging member Since 2022
- AICTE Girls Club Chief Coordinator Since 2022

University Assignments

- Ph.D. Review and Open Seminar – Doctoral committee on 19th April 2023
- BoE member for academic year 2022-23
- External Examiner – Internship 2023 – KSSEM – 20th March 2023
- PhD Course Work Question paper setting for the subject OCD, 204BA008,TOS November 2022 Examinations, VTU
- PhD Course Work Question paper setting for the subject IHRM, 203BA008, November 2022 Examinations, VTU
- External Examiner at PES University for final year Projects 11th June 2022
- Question paper setting for the subject RS, 18MBAHR301, June- July 2022 Examinations, VTU
- Question paper setting for the subject MOB, 20MBA21, Dec- Jan 2022 Examinations, VTU
- Question paper setting for the subject OL, 18MBAHR402, , August 2021 Examinations, VTU
- Examinations, VTU Member of BOE at Ambedkar Institute of Technology, MBA Department, Bangalore since 2019.
- Empaneled as an External examiner for VTU Ph.D Doctoral Committee at BIT Research Center, Bangalore since 2018.
- Question paper setting for the subject MOB, 20MBA11, Dec- Jan 2021 Examinations, VTU.
- Question paper setting for the subject MOB, 18MBAHR402, June-July 2020 Examinations, VTU.
- Question paper setting for the subject HRM, 18MBA21, Dec- Jan 2019 Examinations, VTU.
- Question paper setting for the subject RS, 18MBAHR302, Dec- Jan 2019 Examinations, VTU.
- Question paper setting for the subject MOB, 18MBA11, Dec- Jan 2019 Examinations, VTU.

- Question paper setting for the subject OCOD, 16MBAHR404, June-July 2018 Examinations, VTU.
- Deputed as External Deputy Chief Superintendent (DCS) at DBIT from VTU during 26th May to 14th June 2015.
- Question paper setting for MSRIT for the subject training and development, February, 2016.
- Internal examiner for VTU MBA project Work viva voce examination scheduled on 4th to 6th 2014.
- 2012 Syllabus revision at BNMIT for VTU MBA, Bangalore.
- 2012 one day workshop on “Pedagogy for revised first semester MBA subjects at PESIT, Bangalore.13th Oct 2012.
- Question paper setting for the subject PMCM, 10MBAHR343, June-July 2012 Examinations, VTU.
- Question paper setting for the subject LEIL, 10MBAHR342, Dec-Jan 2011,Examinations, VTU
- 14th ISTE Karnataka state faculty convention on 18th & 19th Nov 2011 at PESIT, Bangalore.

Research Articles Published in International Journals

- **Dr. Anjana Devi S C** , Exploratory Analysis on HR Practices and HR Effectiveness in Post Covid: Role of Innovation in Operational Practices , Journal For Basic Sciences , ISSN NO : 1006-8341, Volume 23, Issue 2, 2023 ,Pg- 410 – 420
- **Dr. Anjana Devi S C & Dr Aisha M Sheriff** , Congruent Predictors of Employees’ Workplace Values and Organizational Values in Select Public and Private Sector Banks in India , GIS SCIENCE JOURNAL, **Scopus Indexed & UGC Approved**, ISSN NO : 1869-9391, VOLUME 9, ISSUE 4, 2022,Page No:1116-1133, **DOI:20.18001.GSJ.2022.V9I3.22.3898151**

<https://drive.google.com/file/d/1swAjwmQoPyX8fN-P9rij3tcyNxyWdtiJ/view>
- **Dr. Anjana Devi S C & Dr Aisha M Sheriff** , Model Evaluation on Employees’ Workplace Values and Organizational Values in Private Sector Banks in India. GIS SCIENCE JOURNAL, **Scopus Indexed & UGC Approved**, ISSN NO : 1869-9391, VOLUME 8, ISSUE 10, 2021,Page 178-193, **DOI:20.18001.GSJ.2021.V8I10.21.38071**

<https://drive.google.com/file/d/1vEoJAib5md1lpqMeZwMw8TtRBXOgPTUw/view>
- **Dr. Anjana Devi S C**, Harmonizing Determinants of Organizational Values: A Model Assessment of Employees’ Workplace Values and Organizational Values in Public Sector Banks in India. Journal of Huazhong University of Science and Technology, **Scopus Indexed & UGC Approved**. ISSN-1671-4512, Vol 50 Issue 04, April 2021, Page 1-17. PAPER ID: HST-0421-390.

- **Dr. Anjana Devi S C & Roopa** , Conceptualizing the Importance of HR Analytics in Attrition Reduction, *International journal on Advanced Science Hub*, ISSN;2582-4376,**Volume 02 Issue 10S October 2020,40-48**
- **Dr. Anjana Devi S C & Dr Aisha M Sheriff**, Exploring the Interaction Effect of Employee’s Demographic Factors and Employee’s Workplace Values: A Special Reference to Public and Private Banks in India.ISSN;0974-6722 ,**Jan-June 2018, Volume 10, Issue 1, Cosmos Impact Factor 5.395**
- **Mrs. Anjana Devi S C & Dr Aisha M Sheriff**, Significance of employees’ workplace values on organizational values – A case study of select banks in India. *Journal of Emerging Technologies and Innovative Research*. ISSN: **2349-5162** , **August 2018, Volume 5, Issue 8, Impact Factor 5.87**
- **Mrs. Anjana Devi S C & Dr Aisha M Sheriff**, Impact of Business Ethics, Operational Efficiency and Customer Orientation on Organisational Values of Banking Industry. *Research journal of social science and management*.ISSN: **2251 1571, Vol:7, No:4** , **August 2017 , Impact Factor 6.86**
- **Mrs. Anjana Devi S C & Dr Aisha M Sheriff** ,Changing Work Place Values amongst Generational Cohorts in Indian Public and Private Banks. *International Journal of Advance Research in computer science and management studies*.ISSN: 2321-7782, Volume 5, Issue 2, February 2017, Impact Factor: 6.047.

International & National Conferences:

- International Conference on “Transforming Business Practices Through Disruptive Technologies” held on 25th & 26th November 2022. “Enhancing Organization Performance Post Covid: Role of Innovation in HR Operational Practices”.
- Online International Conference on “Survival and Sustenance of Businesses in Data Driven Digital Era” at DSBA on December 18th 2020. Second Best Paper Award for An Analytical Evaluation Of Factors Related To Performance And Effectiveness In Remote Working.
- International Conference on Advancement in Management, Engineering and Technology (IC-AMET online), October 2020. Conceptualizing the Importance of HR Analytics in Attrition Reduction.
- National conference at SJBIT “Demonetisation and its impact on various sectors “at SAMVIT 2017. Best Paper Award.
- BIMS, Bangalore, International conference on “Management and technology for sustainable development “on 30th March, 2016.A case study on leadership and employee engagement in the textile and garment industry. ISSN: 2455-4839, Volume 1, Issue 2 July 2016, and BIMS International Journal of Social Science Research.

- National symposium on Innovative management practices, Acharya Institute of Technology, Bangalore, 25th & 26th April 2014. “The importance of leadership in building an engrossed workforce - turning the talent management wheel towards achievement of breakthrough.
- International conference at PES Institutions, Bangalore, 22nd & 23rd November, 2013. ISBN: 978-81-8429-109-4. Employee Engagement: A driving engine towards Talent Management in cutting an competitive edge in IT industry.
- International conference at Dayananda Sagar Institutions, Bangalore, 26th & 27th September, 2013. Entrepreneurship Development A case study on Tata Group of enterprises: A tool for wealth creation and economic development.

FDPs , Workshops , Quiz , Webinars, & Organized /Conducted

Event Conducted / Organized	Date		Participants Faculty / Students
	From	To	
International Women's Day celebration - Srimathi ,Vice President ,Talent Deployment ,Infosys	March 8 th 2023	March 8 th 2023	Staff & Students
Visit to Orphanage, Kolar In association with HOPE	25 th February 2023	25 th February 2023	Staff & Students
Workshop on TQM Mr. Eragamani, MapTech Solutions	11 th February 2023	11 th February 2023	Students
HR session Chair for National Conference - NMMC	21 st January 2023	21 st January 2023	Faculty & Research Scholars
“Implementation of PoSH” - Mrs. K Rajeswari ,Assistant Professor, SJRC Law college	9 th December 2022	9 th December 2022	Female Staff
Inspiring Young Minds For Civil Services – Dr Spoorthi N Sakri, Rank 1 Assistant Commissioner	29 th November 2022	29 th November 2022	UG & PG Students
Prof Alok Chakravarty & Prof Sanjay Krishnamurthy, Head, Centre of Proficiency Enhancement -Business Analytics “ Building Careers In New Age Economy ”	2 nd Nov 2022	3 rd Nov 2022	UG Students
Industry visit to Ashoka Leyland, Hosur Plant	26.08.2022	26.08.2022	Students
REENA WILLIAMS, Head-Director TA ,Lendingkart. : Workshop on Campus to Corporate	9 th July 2022	9 th July 2022	Students
TRIVENI P ,Manager – TA, Orcapod : Workshop on End to End Recruitment	9 th July 2022	9 th July 2022	Students
Mr.N K Sundaram, Additional Director, Rotary Club : Workshop on Introduction to HR Audit	06.07.2022	06.07.2022	Students
National Conference NCCSTM -2022	28.06 2022	28.06 2022	Students
Industry visit to Ashoka Leyland, Hosur Plant	23.06 2022	23.06 2022	Students
Faculty Immersion Programme on Capacity Building	4th April 2022	12th April 2022	Faculty

International Women's Day Celebration Ayurveda For Women's Health	8 th March 2022	8 th March 2022	Faculty
Guest Lecture on Orientation to Supply Chain - CII	8 th March 2022	8 th March 2022	Students
MBA Project Work Orientation	25.02.22	25.02.22	Students
Online Guest lecture on " Fundamentals of Supply Chain Management " – Dr Anita Kumar , Director ,CII School of Logistics, Noida Campus.	24 th February 2022	24 th February 2022	Students
Seminar on Indian Budget 2021-22	18 th February 2022	18 th February 2022	Students
Prof. Pradeep Kumar on Recent trends in the Banking industry.	18 th February 2022	18 th February 2022	Students
Strategic plan of the MBA department for 2022-2024	15 th February 2022.	15 th February 2022.	Principal & Faculty of MBA
Cyber Bulling and Harassment for Students-WEC	28 th Dec 2021	28 th Dec 2021	Students
NEP 2020- BE Orientation	23 rd Dec 2021	23 rd Dec 2021	Students
Nuances of Writing Research Proposals & Funding Opportunities	30 th October 2021	30 th October 2021	Faculty
Creating a Thriving Classroom -WEC	30 th October 2021	30 th October 2021	Faculty
Seminar on Elective Counselling	9/10/2021	9/10/2021	Students
Mental Wellness & Emotional Empowerment For Faculty- WEC	30 th July 2021	30 th July 2021	Faculty
International Women's Day-WEC	8 th March 2021	8 th March 2021	Faculty
CISCO Webinar-WEC	18 th Feb 2021	18 th Feb 2021	Students
Self Defense program for Students & Faculty -WEC	14 th Nov 2020	14 th Nov 2020	Faculty & Students
HR Event Abhighananm 2021	3 rd July 2021	3 rd July 2020	Students
Investor Awareness Program	19 th Nov 2020	19 th Nov 2020	Students
Academic Excellence Award Ceremony	10 th Sep 2020	10 th Sep 2020	Students

Business Quiz	12 th Oct 2020	12 th Oct 2020	Students
1 week webinar on Digital Marketing	12 th Oct,2020	17 th Oct,2020	Students
7 Days online FDP - Impact of Covid – 19 Pandemic on Indian Business Landscape – An Optimistic Perspective	25th July 2020	1st Aug, 2020	Faculty
Soft skills training program students	6th July 2020	8th July 2020	Students
5 Days FDP on R Analytics-2019	28 th June 2019	3 rd July 2019	Faculty
Corporate Communication Skills	Dec 28 th 2018	Dec 28 th 2018	Students
Event Management	5/9/2018	5/9/2018	Students
Setting long term goals	21/08/2018	21/08/2018	Students
Leadership skills	7/9/2018	7/9/2018	Students

FDPs ,Webinars & Workshops attended

1. FDP on “Multi – Variate Data Analysis for Social Science Research “ Kongu Engineering College on 17th December 2022.
2. FDP on Tableau & Power BI for Effective Data Management, BUSINESS TOYS PVT. LTD. Bangalore in association with BNM Institute of Technology 10th–14th Nov 2022
3. 1 week FDP on “Discovering Statistics for effective Research” form 18th July to 22nd July 2022.
4. FDP Nuances of Writing Research Proposal & Funding Opportunities 2021, 15th and 20th November, 2021 at DSATM.
5. AICTE sponsored online STTP Short Term Training Program on Industry 4.0 between 14.09.2020 to 19.09.2020.
6. 5 Days online FDP on The Art of Research Writing at Christ University 8th to 13th January 2021.
7. 1week FDP on “Research Proposal Writing and Opportunities in the field of Science ,Engineering and Management.at BIT form 6th July 2020 to 11th July 2020.
8. 1week FDP on “NAAC Accreditation “.at Dnyansagar Institute of Management & Research 21st July 2020 to 27th July 2020.
9. 1week FDP on “Impatc of COVID-19 Pandemic on Indian Business Landscape- An Optimistic Perspective”.at DSATM form 25th July 2020 to 1st August 2020.
10. Distinguished Speaker Series on “Inspiring Sustained Desired Change” at Dayananda Sagar University on May 24th 2020.
11. Track Invest Singapore “Is it the right time to invest” May, 2nd, 2020.
12. Five days FDP on Innovative Andragogy and Heutagogical Tools for Millennial Engagement at DSATM, Bangalore. 28th January to 1st Feb 2020.
13. FDP of 1.5 week during July – Oct 2019 on Human Resource Management by NPTEL – AICTE. Funded by Ministry of HRD, Govt. of India.
14. Cyber Security Workshop December 2nd to 6th 2019, sponsored by AICTE ATAL ACADEMY.
15. Participated in Five day workshop on “Analytics using R studio” June 28th to 3rd July 2019. At DSATM, Bangalore
16. Participated in One day workshop on “Industry 4.0” on Dec 22nd, 2018 at RVIM, Bangalore.

17. Participated in One day workshop on SPSS Software on Sep 20 th 2017.
18. Participated in One day workshop on “Introduction to Structural Equation Modeling (SEM) with R programme on July 1st, 2017. at RVIM , Bangalore.
19. Participated in FDP on “Data Analysis through SPSS” at BIMS, Bangalore on 8th December, 2016.
20. Participated in Digital Professional Development program on iMac and iPad conducted by Creative InfoTech, Bangalore at SJB Institute of Technology form 14th June to 16th July 2016.
21. Participated in Faculty development program on research process “A focused view on literature review” at EWIT, Bangalore on 25th February, 2016.
22. Participated in 2 day’s workshop on “Intellectual property rights” at VTU regional office, Bangalore, 10th & 11th July, 2015.
23. Participated in Workshop on “roadmap for writing research papers” at R V institute of Management on 11th April 2015.
24. Participated in FDP on SPSS at Sambrama Institute of technology, Bangalore, on 7th March 2014.
25. Participated in FDP on research for aspirants at PESIT, Bangalore.23rd - 25th June 2012.
26. Participated in FDP on research for aspirants at PESIT, Bangalore.12th - 14th June 2012.
27. Participated in FDP on “Research paper writing for referred journals” at EWIT on 17th May 2012.

Webinars attended

- Creating a Thriving Staffroom on 30th October 2021 jointly organized by DSATM & skillingindia
- Mental Wellness and Emotional & Emotional Empowerment on 30th July 2021 jointly organized by DSATM & skillingindia
- Online panel discussion on Innovation, Research & Entrepreneurship School at GIBS Business School on 5th Feb, 2021.
- Online Webinar on Multivariate Analysis Using SPSS from CMR Institute of Technology on 24th September 2021.
- The Art of Research Writing
- 3 Days FDP on Business Analytics at Acharya Institute of Technology & Management between 29th July 2021 to 31st July 2021
- The Art of Structuring Paper for Publishing in Quality Journals, IC-AMET online on 11.10.2020.
- Drafting the research Manuscript, IC-AMET online on 10.10.2020.
- Peer Review Research process, IC-AMET online on 11.10.2020.
- Opportunities and Challenges in Sales And Marketing in FMGC Industry-Post Covid , Dr. Ambedkar Institute of Technology, Bangalore online on 09-09-2020.
- Academic Integrity In Research, Dr. Ambedkar University, Delhi online on 16.10.2020.
- Artificial Intelligence In Recruitment BMSCE, Bangalore Online on 17.10.2020.
- Effects of Covid -19 Monetary Policy on Bank Credit, Ramaiah Institute of Management Online on 04.06.2020
- Information Systems at Different Levels of Management, Ramaiah Institute of Management Online on 05.06.2020.
- Artificial Intelligence in HRM, Ramaiah Institute of Management Online on 11.06.2020.
- Leadership in time of Crisis, Ramaiah Institute of Management Online on 22.12.2020.
- Predictive Analytics, Ramaiah Institute of Management Online on 04.06.2020.
- Tackling end-to-end supply chain challenges in face of current environmental discontinuities - Lessons from the past, Ramaiah Institute of Management Online on 08.06.2020.

- Impact of COVID-19 Pandemic on Women, Online Dr. Ambedkar Institute of Technology, Bangalore Online on 14.08.2020.
- Surviving in the VUCA world, Online CIMS B- School, Bangalore, Online 12.11.2020.
- Unleashing The Cognitive Will To Unlock The Pandemic Barriers, Online - SVR NSS COLLEGE TP PURAM POVAZHOOOR, 15.09.2020.
- Inspiring Sustained Desirable Change – How to really help others learn & Change. Online - Dayananda Sagar University ,Bangalore Online, 24.05.2020.
- Consumer Training Regarding Financial Awareness. PBMMEC, Mysore, Online on 08.11.2020.
- Financial Wellness for Younger Generation , VVCE, Mysore, Online on 11.07.2020
- How to Write and Publish a Book, CIMS B- School, Bangalore, Online on 07.08.2020.
- NAAC 2020: Revised Accreditation Framework for Autonomous Colleges. , SBRR, Mysore, Online on 14.08.2020.
- Investor Protection and Capital Market Regulations in India. Online - ST. Thomas Arts & Science College, Puthencruz , 15.09.2020.