



# Dayananda Sagar Academy of Technology & Management

(Autonomous Institute under VTU)

Affiliated to **VTU**  
Approved by **AICTE**  
Accredited by **NAAC** with **A+** Grade  
6 Programs Accredited by **NBA**  
(CSE, ISE, ECE, EEE, MECH, CV)

<b>Faculty Name</b>	Suma	
<b>Academic Designation</b>	Assistant Professor	
<b>Educational Qualification</b>	MBA(Ph.D)	
<b>Experience in Years</b>	13 years	
<b>Area of Interest</b>	HR, OB, CB, E&E, International HRM	
<b>Date of Birth</b>	24/10/1985	
<b>Email ID</b>	Sumaewcm@gmail.com	

Educational Details					
	Examination	Year	Institution	University/Board	Percentage
	Ph.D(Thesis Submitted),	2024		Annamalai University	7.17
	MBA(HR)	2009	Karnataka State open University	Mysore University	57.13
	B.Sc	2006	Govt. Science College	Bangalore University	62
	PUC	2003	Vasavi PU College	Department of Pre-University Education	55.33
Personal Details					
Marital Status: Married Date of Birth:24/10/1985 Address: No. 22, 7 <sup>th</sup> Main, Near SVK Kalyana Mantapa, Opp Bangalore University Qtrs, Janajyothi Nagar, Banglaore- 560056 Hobbies: Badminton, Listening to Melody music Language Known: Kannada, Telugu, Hindi, English					
Professional Experience					
1. Worked as CSE (customer service executive) in Mphasis 2006-2007. 2. Worked as a Full time Lecturer for 1 years, 7 months in Aishwarya Institute of Management Studies and Research located at Bangalore from 2010-2011. 3. Worked as a Guest Lecturer for One and Half year in Aishwarya Institute of Management Studies and Research located at Bangalore.					

4. Worked as a Full Time Lecture for 3 years in Scintilla Academy for Applied Science Education and Research located at Bangalore, affiliated to University of Mysore from 2014- 2016.
5. Worked as a Guest Lecturer for One year and 2 months in Scintilla Academy for Applied Science Education and Research located at Bangalore.
6. Worked as a Full Time Assistant Professor for 5 years in East West College of Management located at Bharath Nagar, affiliated to University of Bangalore from 2019- 2024.

## Publications

Sl. No.	Research Paper/Book - Title	Publication Month & Year	ISSN/ISBN Number	Journal Name	Journal Type
1	Influence of Sustainable Human Resource Practices on ITES Organizational Culture	30, January, 2025 Vol 10(13s) e-ISSN: 2468-4376	ISSN: 2468-4376	Journal of Information Systems Engineering and Management	Scopus
2	Talent Management - A Strategic Tool for Sustainable Human Resource Management with Special Reference to ITES Sector	9, July 2024, vol 12 No. 22s, ISSN:2147-679921	ISSN:2147-6799	International Journal of Intelligent system and application in Engineering	Scopus
3	Sustainability of Human resources – An Empirical study considering demographic factors on employee engagement contributing for sustainability at ITES sector	2023, 12(Special Issue 4), 19363 – 19377	ISSN: 2063-5346	European Chemical Bulletin	Scopus
	An implication of				

4	Employee Engagement for Sustainable growth in an ITES, Bangalore - Journal of Management and Entrepreneurship	Published in Vol. 17, No.2 (I), April -June 2023	2229-5348	Journal of Management and Entrepreneurship	UGC, Group 1 Journal
5	Sustainable Human Resource Management: A Literature-based conceptual study at IT sector” –	04-Jul-22	E-ISSN: 2348- 1269, P-ISSN:2349-5138.	IJRAR - International Journal of Research and Analytical Reviews	International Journal – UGC Approved
6	“The relationship between Knowledge creation and innovation: A literature review and proposed conceptual model”	12 May-June 2022	ISSN – 2347-7075	International Journal of Advance and Applied Research(IJAAR)	Peer Reviewed International Journal
7	The relationship between Talent Management and Employee Performance: A literature review and proposed conceptual model	14 May-June 2022	ISSN – 2347-7075	International Journal of Advance and Applied Research (IJAAR)	Peer Reviewed International Journal
8	Sustainability – future Brand in the Market”	01-Nov-22	iip2022F91CB30797697B1	IIP_V2_2022_BS_03_18 Futuristic Trends in Management	Book Chapter

### Conference Attended

- “International Entrepreneurship” during the national level webinar series “Manthan” held on 3<sup>rd</sup> June 2020.

### **Patent Details:**

- “Integration of Talent Practices for Improvement of Strategies and Performance of Human Resources management” – Application Number 202541036605

### **Academic Activity**

- Academic Coordinator
- MBA Facilitator
- Controller of Examination (Exam Vigilance committee head)
- Mentoring
- Successfully organized workshop for 500 students.
- Faculty coordinator
- Student coordinator & Counsellor
- Identify and organize field trips to enhance curriculum.
- University squad.
- Paper setter for some Autonomous universities and Bangalore University
- Handling UUCMS portal for academic related work
- Student Research conference coordinator

### **Academic Activity at DSATM**

- NAAC Coordinator
- Autonomous Exam Incharge
- Internals Exam Coordinator
- Faculty Immersion Program Coordinator
- MOOC coordinator
- Project Coordinator
- PAC Coordinator
- CoCT Coordinator
- Fest Coordinator
- Conference Coordinator
- Student Development Coordinator
- ISR Club Coordinator
- Wellness Club Coordinator
- HR Club Coordinator

### **Faculty Development Activity/Workshops**

- Webinar conducted on “A Webinar on Career Trends and Opportunities in Pharmaceutical Industry”.
- Session speaker in workshop conducted on Research Methodology – How to write a Summary and conclusion in research paper.
- One Week National Level Faculty Development Programme on Effective & Quality Research Writing organized by the Department of Commerce (Shift II) in association with IQAC, Patrician College of Arts and Science, Chennai from 7th June to 13th June 2020.
- Personal Effectiveness – Need of the hour organized by Sakthi Institute of information and Management studies, Pollachi on 14th May 2020.
- “Harnessing Artificial Intelligence for Enhanced Research Writing” One Day Faculty Development Program held on 14<sup>th</sup>, December 2024 at Dayananda Sagar Academy of Technology and Management.
- One Day National Online Workshop on “Writing Proposal for Funded Project” on 20<sup>th</sup> October 2024 at Global Research & Training Center.
- Five Days Faculty Development Programme on “Adapting Digital Landscape in Higher Education and Research” organized by Global Institute of Management Sciences from 27<sup>th</sup> to 31<sup>st</sup> of August 2024.
- Faculty Development Program on “AI-Driven Innovations in Research Paper Writing and Publishing” on 22<sup>nd</sup> March, 2025 at Surana College – Autonomous Kengeri Satellite Town.

Ms. Suma

Assistant Professor

Department of Management Studies

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