

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

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## Curriculum Vitae



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 has joined NIT Trichy in 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, 2018 & November 2016.

Her teaching interests are in the domains of Human Resource Management, Organizational Behavior, Performance Management and International Human Resource Management. Her research interests include Employment Relationship, Psychological Contract, Organizational Identification, Employee Turnover Intention, HR analytics and HR Practices.

1. Name: Dr. Nivethitha S
2. Designation: Assistant Professor
3. Office Address: Department of Management studies,  
NITT
4. Telephone (Direct) (Optional):  
Telephone : 0431-2503700                      Extn (Optional):  
Mobile (Optional):
5. Email (Primary): snive@nitt.edu    Email (Secondary): nivetha.san@gmail.com
6. Field(s) of Specialization: Human Resource Management and Organizational Behavior

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7. Employment Profile

Job Title	Employer	From	To
Visiting Faculty	University of Passau, Germany	08/05/19	17/05/19
Visiting Faculty	University of Passau, Germany	08/05/18	17/05/18
Assistant Professor	Thiagarajar School of Management, Madurai	29/11/16	22/05/18
Visiting Faculty	University of Passau, Germany	08/11/16	18/05/18
Employee Insights Analyst	Airloyal	04/04/16	13/07/16

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	Emergency and Trauma Care Technology
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
IQAC Member	Thiagarajar School of Management, Madurai	Dec'2016	May'2018
Exam Committee Coordinator	Dept. of Management Studies, IIT Madras	Nov'2011	May' 2013

### 10. Academic/Administrative Responsibilities outside the University

Position	Institution	From	To

### 11. Awards, Associateships etc.

Year of Award	Name of the Award	Awarding Organization
2014	Best Paper Award	BizStrategy Conference, Singapore
2010	Best Paper Award	International conference on management practices for sustainable growth, India
2010	UCG - NET	UGC

### 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

- a. International Human Resource Management
- b. Performance Management and Competency Mapping
- c. Simulation Games in Change Management

#### (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
- e. Interpersonal Effectiveness

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- 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: 20 projects

(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

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

### 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
20-21 Dec'19	29th Annual Convention of National Academy of Psychology (NAOP), International Conference on Making Psychology Deliverable to the Society.	International	Paper Presentation	National Academy of Psychology (NAOP)	Pondicherry University
24/12/17	Executive	International	Participant	IIM Rohtak	Online

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to 28/12/17	Management Development Programme				
27-30 Dec'17	11 <sup>th</sup> ISDSI international conference	International	Paper Presentation	IIM Trichy	IIM Trichy
07-09 Nov'17	AHRD conference	International	Paper Presentation	IIM Ahmedabad	IIM Ahmedabad
14-15 May'15	2nd Global Conference on International Human Resource Management	International	Paper Presentation	Pennsylvania State University	State College, USA
5-8, Nov'14	Second Pan- IIM World Management Conference	International	Paper Presentation	IIM Kozhikode	IIM Kozhikode
21-22, Jul'14	4th Annual International Conference on Business Strategy and Organizational Behaviour	International	Paper Presentation	GSTF	M hotel, Singapore
6-9 Jan' 13	Tenth AIMS International Conference on Management	International	Paper Presentation	IIM Bangalore	IIM Bangalore
10-12 Dec'12	XXII Annual convention of NAOP	International	Paper Presentation	Christ University	Christ University
23-24 Mar' 12	UGC – SAP National Seminar on Managing Tourism Business for Sustainable Competitive Advantage	National	Paper Presentation	Pondicherry University	Pondicherry University
28-30, Jul' 10,	International conference on management practices for sustainable	International	Paper Presentation	Annamalai University, Chidambaram	Annamalai University, Chidambaram

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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
Workshop on Data Analysis using PLS & SEM	National	7-11 Sep'19	Organizer	National Institute of Technology, Tiruchirappalli
Workshop on Business Analytics and its Applications using R	National	28 Sep – 02 Oct'19	Organizer	National Institute of Technology, Tiruchirappalli
Intellectual Property Rights, Technology Development & Startup IPRTDS-2019	National	9-13 Dec'19	Organizer	National Institute of Technology, Tiruchirappalli
HR Conclave - Arete'18	National	06/01/18	Organizer	Thiagarajar School of Management, Madurai

18. Invited Talks delivered

Topic	Date	Inviting Organization
Innovative Avenues in Human Resource Management	20/03/17	Ayya Nadar Janaki Ammal College, Sivakasi
Talent Acquisition	21/03/18	Confederation of Indian Industry

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
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Germany	14 months	DAAD exchange
Germany	4 weeks (Nov'16 & May'18)	Visiting Faculty
United States of America	15 days (May 2015)	Conference paper presentation
Singapore	2 days (Jul'14)	Conference paper presentation

21. Publications

(A) Refereed Research Journals:

Author(s)	Title of Paper	Journal	Volume (No. )	Page numbers	Year	Impact Factor of the Journal (Optional)
Nivethitha S, Srinivas S	Modeling the Impact of Employee Engagement and Happiness on Burnout and Turnover Intention Among Blue-Collar Workers in Manufacturing Sector.	Benchmarking: An International Journal		(In Press; Available Online)		
Nivethitha S, Rameshkumar J, Kumar V, Saha R	Employee Turnover Intention in the Milieu of Human Resource Management Practices: Moderating role of work-life balance.	International Journal of Business Innovation and Research		(In Press)		
Prabha M, Punniyamoorthy M, 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		Accepted for Publication		

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Prabha M, Punniyamoorthy M, 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		Accepted for Publication		
Nivethitha S, T J Kamalanabhan, L Dyaram, 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	
Nivethitha S, T J Kamalanabhan, L Dyaram, H Ziegler	Examining the moderating effects of organizational identification between human resource practices and employee turnover intention in Indian hospitality industry	GSTF Journal on Business Review	4(1)	11-19	2015	
Nivethitha S, T J Kamalanabhan, L Dyaram	Human resource practices and employee turnover intention in hospitality industry	Global Journal of Management and Business Review	14 (1)	35-42	2013	

**(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, Saraswathy R	Turnover Intention among Textile Workers: Effects of Engagement and Job Satisfaction	11 <sup>th</sup> ISDSI international conference proceedings	166	-	IIM Trichy	2017



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Saraswathy R, Mutharasi P, Nivethitha S,	The Axiom: Talent retention. Does person- organization fit and employee engagement contribute to talent retention	11 <sup>th</sup> ISDSI international conference proceedings	165	-	IIM Trichy	2017
Nivethitha S	Impact of Human Resource Development Practices on Employee Turnover Intention in Hospitality Industry	Academy of Human Resource Development Conference Proceedings	66	Sustainable Development of Human Capital: Exploring Perspectives from Grassroots to Global Research and Practice	IIM Ahmedabad	2017
Nivethitha S, T J Kamalanabhan, L Dyaram, 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, L Dyaram	Impact of human resource practices on employee turnover intentions in hospitality sector: mediating role of	Second Pan- IIM World Management Conference Proceedings	118	Globalizing Indian Thought	IIM Kozhikode	2014

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	psychological contract breach					
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 Kamalanabhan	Antecedents and effects of employee turnover intention in hospitality sector	Tenth AIMS International Conference on Management Proceedings	53	Managing Services in Competitive Environment	IIM Bangalore	2013
Nivethitha S, 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

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