

CURRICULAM VITAE

Dr. RAJALAKSHMI G S.
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CAREER OBJECTIVE:

“To achieve professional growth, to be a valuable source to the organisation. Looking forward to join an institution taking an opportunity to enhance my skill along with providing the best of my side and be a successful person in adapting to changing environment through continuous learning and improvement.”

Doctorate Degree from Bharathiar University 2022 titled “A STUDY ON EMPLOYEE RETENTION STRATEGY IN IT INDUSTRY WITH SPECIAL REFERENCE TO SELECT SMALL AND MEDIUM ENTERPRISES PROVIDING INFORMATION TECHNOLOGY SERVICES IN BENGALURU”				
Recipient of Research Excellence Award for the Research Publication on the topic ‘Growing Attrition Rate A Bane to Small And Medium Scale IT Sector’ in international UGC reviewed journal.				
RMS member of the esteemed International Journal of Research and Analytical Reviews Member ID: 116165				
Reviewer for INSC International Journal under the stream Management and Social Sciences				
RMS member of the esteemed International Journal of Research and Analytical Reviews Member ID: 116165				
Member of BOE – Bengaluru City University.				
<u>EDUCATIONAL QUALIFICATION:</u>				
EXAMINATION PASSED	NAME OF THE INSTITUTE	SEMESTER/YEAR	MARKS	PERCENTAGE
M.COM	CENTRAL COLLEGE	4 th SEM	376	75.2%
M.COM	CENTRAL COLLEGE	3 rd SEM	360	72%
M.COM	CENTRAL COLLEGE	2 nd SEM	345	69%
M.COM	CENTRAL COLLEGE	1 st SEM	352	70.4%
M.COM 2006-2008 AGGREGATE - 71.65% - 3RD RANK BANGALORE UNIVERSITY				

B.COM	VIDYA VARDHAKA SANGA	3 rd year	543	90.5%
B.COM	VIDYA VARDHAKA SANGA	2 nd year	415	69.16%
B.COM	VIDYA VARDHAKA SANGA	1 st year	427	71.16%
B.COM 2003-2006 AGGREGATE 80.9%				
PUC	VIDYA VARDHAKA SANGA	2 nd Year	509	84.85%
PUC	VIDYA VARDHAKA SANGA	1 st Year	490	81.16%
10 th	CARMEL HIGH SCHOOL	State Syllabus	510	85%

PERSONAL PROFILE:

Name: Dr.RAJALAKSHMI.G.S

Date of Birth:

30/03/1985 **Gender:**

Female **Nationality:**

Indian

Work Experience:

Institution	Duration	Designation
ACHARYA INSTITUES	Feb-2010 to May -2014	Lecturer and co-ordinator for quality assurance cell
ASC College	June 2014 to June 2016	Lecturer and Head of Commerce Forum
Vidya Vardhaka Sangha First Grade College	July 2016 till August 2022	Assistant Professor , NAAC & IQAC Co-Ordinator President of students' Association.

Mount Carmel College, Autonomous	September 2022 till November 2023	Assistant Professor Member of Documentation committee
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Current Position: Assistant Professor and Convener of Research and Development Cell from 07.12.2023.

Interest other than teaching : organizing various events for students

Strength: Self confidence, Patience and eagerness to shoulder new responsibilities

Languages known: Kannada, English, Tamil and Telugu

Hobbies: Reading books, listening to music.

Subjects Handled for BBM, B.Com, M.Com and MFA

1. Business Law.
2. International Finance.
3. Product and Sales Management.
4. Human Resource Management.
5. Management Accounting.
6. Advanced Financial Management.
7. Entrepreneurship Development Program.
8. Cost Accounting.
9. Methods and Techniques of Costing.
10. Management Process.
11. Portfolio Management.
12. Business Legal System.
13. Corporate Accounting.
14. International Business.
15. Human Resource Development.
16. Event management.
17. Public relations and Corporate Communications.
18. Advanced Financial Accounting.
19. E- Business and Accounting.
20. Business Ethics.
21. Financial Management.
22. Financial Markets and Service.
23. Business Communication.
24. Labour Law.

MISCELLANEOUS:

- **Secured 3rdrank from Bangalore university in M.Com**
- Compiled a detailed project on Factoring services in India.
- Secured highest marks in Auditing in final year B.COM.
- Secured highest marks in Business Law in final year B.COM.
- Secured highest marks in Advanced Financial Accounting in final year B.COM.
- Secured highest marks in Final year B.COM.
- Secured highest marks in English in 2nd year PUC.
- Judged many events in home college and other colleges.
- Attended and Presented papers in Seminars ,Conferences and Workshops.
- Guided UG and PG Projects.

MY RESEARCH CONTRIBUTIONS

Sl no	Theme of the conference /seminar /workshop	Venue	Date	Topic presented/attended
1.	Convergence and Cross-Currents in Management & Information technology	Sheshadripuram First grade College in Association with Bangalore University teachers council of Commerce and Management Yelahanka	14 th and 15th FEB 2013	GREEN MARKETING- OPPORTUNITIES AND CHALLENGES
2.	Knowledge Economy Paradigm- Panacea for Organisations High Performance	Soundarya Institute Of Management and Science	3 rd MARCH 2012	Attended
3.	Economic Growth Through Innovative Entrepreneurship	Tumkur University	5 th May 2012	Attended
4.	Contemporary Issues In Business And Management Challenges and Opportunities	Sheshadripuram Academy of Business Studies	23 rd FEB 2012	Corporate Social Responsibility
5.	Role Of Women In Achieving A Sustainable Future	SRN ADARSH Group of Institutions	15 th MAR 2013	Women Empowerment - Indicators Barriers and Future Strategies
6.	Buddhas Teachings For Contemporary World	Tumkur University	26-Mar-13	Attended
7	Futuristic Trends In Marketing	Acharya Institute of Technology	30-Mar-12	Attended
8	Inclusive Growth and Microfinance Access	Sambhram School Of Management	4 th APR 2013	Women Entrepreneurship A Way to Women Empowerment
9	FINSER	Acharya Institute Of Graduate Studies	12 th and 13 th Dec 2012	Organizer
10	Stock Market Operations	Acharya Institute Of Graduate Studies	26 th Feb 2012	Attended the workshop
11	Advanced Data Analysis and Research	Acharya Institute of Technology	10 th and 11 th May 2013	Attended the workshop
12	International Human Resource Management	Acharya Institute of Technology	April 20 th 2012	Attended the workshop

Sl no	Theme of the conference /seminar /workshop	Venue	Date	Topic presented/attended
13	Workshop on the revised syllabus	MLA college	26 the june 2012	Attended the workshop
14	Mathematics	Acharya Institute Of Graduate Studies	1,2 and 3 rd august	Organizer
15	National conference on recent trends in Management	K.S school of Engineering and Management	29 th may 2014	Paper presented: Employee retention – fostering long term value of human capital
16.	ShikshakSwadhayay	BharathiyaShiskshan Mandal	7 th and 8 th November 2016	2 day workshop
17	National conference on Womwn on the Move	Kristujayanthi college	23.9.2016	Paper presented ‘Women Liberating a Citadel of Male power’
18	Sustainability of financial sector in current digital financial revolution	Seshadripuram Institute of Commerce and Management	31.7.2017	Paper presented titled ‘Issues and Challenges of Security In Digital Payment’
19	CONFLUENCE -2K17	D G Vaishnav college	25.10.2017	Paper presented: ‘talent management And retention- a challenge to the organisations
20	Business Opportunities and Challenges in cashless Society	T.John College	16.6.2017	Paper presented ‘Corruption free india A dream or a reality’
21	International Conference on Innovative emerging strategies	Indo Global Chamber Of Commerce	29.12.2017	Paper presented ‘Retaining the Key Employees ’ a challenge to the Information Technology Sector
22	Innovations Management In Commerce, Management, Social Sciences and Technology	Sri Krishna Degree College	5.4.2018	Paper presented ‘Employee Retention Through Employee talent Recognition In Information Industry’.

23	Orientation on Assessment and Accreditation of Affiliated colleges by NAAC	MLA College	28.2.2018	Attended
24	IC-IPBPE-2019	SSMRV	24th and 25th jan 2019	Paper presented 'Attracting and Retaining the key employees'
25	Paper published in International Journal of Research and Analytical Reviews- UGC approved Journal (Journal no: 43602) Date of Publication: June 2019 titled "RETAINING THE EMPLOYEES" A CHALLENGE TO SME IT SECTOR			
26	Paper published in Journal of Emerging Technologies and Innovative Research UGC approved Journal (Journal no: 63975) Date of Publication: 2019-06-04 titled 'Growing Attrition Rate A Bane to Small And Medium Scale IT Sector'			
27	Paper published in INTERNATIONAL JOURNAL FOR INNOVATIVE RESEARCH IN MULTIDISCIPLINARY FIELD ISSN: 2455-0620 Volume - 6, Issue - 6, June – 2020 titled 'Employee Retention Strategy': An Innovative and Multifaceted Onus of Management With Reference To SME IT Sector			
28	Paper published in EPRA International Journal of Multidisciplinary Research (IJMR) - Peer Reviewed Journal Volume: 6 Issue: 6 June 2020 Journal DOI: 10.36713/epra2013 SJIF Impact Factor: 7.032 ISI Value: 1.188 titled 'A STUDY ON EMPLOYEE RETENTION STRATEGIES WITH REFERENCE TO COMPANY FACTORS IN SME IT SECTOR'			
29	Paper published in International Journal of Current Research Vol. 13, Issue, 12, pp.19831-19833, December, 2021 DOI: https://doi.org/10.24941/ijcr.42778.12.2021 TITLED 'THE EFFECT OF EMPLOYEE TURNOVER ON THE PERFORMANCE OF THE ORGANISATION'.			
30	Attended WEBINAR on 'The Impact of Attitude, Behavior and emotional Intelligence On performance' on 26.5.2020			
31	Attended one day National level WEBINAR on ' COVID-19 and its impact on Indian Economy: Problems & Prospectus' on 23.5.2020			
32	Attended One Day WEBINAR on 'Water Conservation and Wise Usage of Water' on 26.5.2020			
33	Attended on International WEBINAR titled 'Impact of COVID 19 on Economy' on 20.5.2020			
34	Attended WEBINAR session 'Life Skill Development ' on 11.5.2020			
35	Attended WEBINAR PSYCHOLOGY of More – The Unfortunate Impact of on Consumerist thinking on our Psyche			
36	Attended WEBINAR on 'INDUSTRY 4.0- Entrepreneurial opportunities in India' on 28.5.2020			
37	Attended WEBINAR 'Managing your Finances & Investments during COVID 19' 3.6.2020			
38	Attended WEBINAR on FDP on Outcome –Based Education			
39	Attended Faculty Enrichment Program on 24.09.2022			

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Attended 7 days National Level Webinar on revised Assessment and accreditation of NAAC from 1st feb 2023 to 8th feb 2023

41	Attended 5 days National Level FDP on NAAC criterion from 6 st feb 2023 to 11 th feb 2023
42	Successfully completed EBSCO training program on EBSCO- HOST – General
43	Paper published in International Journal of Current Research Vol. 10, Issue 11, November 2022, ISSN: 2320-2882 pg no: 860 to 863 TITLED: ‘ A STUDY ON THE IMPACT OF MOTIVATION ON EMPLOYEE RETENTION’
44	Paper published in DOGO Rangsang Research Journal UGC Care Group I journal Vol. 13, Issue, 3, pg 64 to 68, 1 march 2023 ISSN: 2347-7180 Paper link: https://journal-dogorangsang.in/no_1_Online_23/72_mar.pdf TITLED ‘ A STUDY ON SIGNIFICANCE OF CULTURALLY INCLUSIVE PEDAGOGY AMONG TEACHERS’
45	Participated in the National Conference on ‘Technological Intervention in Educational Industry’ on 26 th and 27 th July 2023.
46	Attended 5 day FDP on ‘Pedagogical Approaches to enhance teaching and learning’ from 24 th to 30 th August 2023

DECLARATION:

I assure you that the details furnished above are true to the best of my knowledge.

Dr. RAJALAKSHMI.G.S