

C.S.P. SUMANDIRAN

VISION To deliver high quality education, training, guidance and to empower the emerging technocrats to achieve excellence in their field of endeavor.

PROFILE

- Accomplished Faculty and dedicated scholar
- Demonstrated ability to clarify concepts and to inspire students
- Received consistently glowing evaluations from students and supervising administrators
- **Core competencies** Human Resource Management, Organizational Behavior, Strategic Management, Training and Development, Personality Development Programs, Marketing Management, Financial – Cost – Management Accounting, Business Management and Administration.

EDUCATION

- Ph.D** : **Pursuing** Doctor of Philosophy from Alagappa University under the guidance of Dr. Rajamohan in the area of Human Resource Management on the Topic “*Relationship of Personal Efficacy and Locus of Control with Job Satisfaction and Job Performance in Retail Industry in Bangalore City*”
- M.Phil** : Master of Philosophy in Management - Human Resource from Annamalai University, Tamil Nadu.
- MBA** : Master of Business Administration from School of Management, Annamalai University, Tamil Nadu in May 2000 with **specialization** in **Human Resource Management and Industrial Relations**.
- PGDFM** : Passed Post Graduate Diploma in Financial Management from Directorate of Distance Education, Annamalai University, Tamil Nadu.
- B.Com** : **First Class** in Bachelor of Commerce from Madras University, Tamil Nadu.

ACADEMIC EXPERIENCE

- **Professor & Head – Management Studies**, NIAM Institute of Applied Management, Jayanagar, Bangalore from August 1st 2009.
- **Assistant Professor, Department of MBA** from Oct 2007 to July 2009 at Dayananda Sagar College of Management and Information Technology, Bangalore.
- **Assistant Professor and Head, Department of MBA** from July 2006 to Sept 2007 at R.V. Institute of Management, Bangalore.
- **Faculty HR & OB, Department of MBA** from July 2005 to June 2006 at ICFAI National College, Bangalore (Mallechwaram Centre).
- **Lecturer, Department of Management Studies and Research (MBA)** from Jan 2003 to Nov 2004 in Coimbatore Institute Of Management and Technology.
- **Lecturer, Department of Management Studies (MBA)** from July 2000 to Dec 2003 in Sapthagiri College of Engineering, Dharmapuri.

OTHER ACADEMIC EXPERIENCES

- **SOFT SKILL AND PERSONALITY DEVELOPMENT TRAINER** for various colleges as Visiting and Adjunct Faculty. **Conducted more than 1000 hours of Training for the students and the corporate executives.**
- **Visiting Faculty** for various Management Institutes in Bangalore such as *ICFAI University, Annamalai University study centre, National Institute of Advanced Management (NIAM), Training and Advanced Studies in Management and Communications limited (TASMAC) Bangalore, Christ College, City College Management Department, Sikkim Manipal University Distance Learning.*

SUBJECTS HANDLED

- Introduction to Management
- Management and Business Administration
- Organizational Behavior
- Human Resource Management
- Marketing Management
- Strategic Management
- Financial Management
- Cost & Management Accounting
- Compensation and Reward Management
- Training and Development
- Personnel Management and Industrial Relations
- Financial Accounting
- Consumer Behavior
- Business Communication

COMPUTER PROFICIENCY

- Earned **Diploma in Information Systems (DISM)** from APTECH Computer Education Limited
- Highly proficient in MS Office Packages (MS Word, Excel, PowerPoint)
- Well versed in SPSS 11.0
- Skilled in Flash, Swish, Photoshop, PageMaker and other DTP packages.

RESEARCH INTERESTS

Human Resource Management, Training and Development, Organizational Development, Personality Tests, Strategic Management, Performance Appraisal etc.

EDITOR

Editor – NIAM Journal of Applied Management, The Research Journal of Department of Management, NIAM Institute of Applied Management, Bangalore.

WORKSHOPS AND SEMINARS ORGANIZED

- Program Head – Seminar on *India Leadership and Business Success – Series 2* Organized on December 19th 2010 Organized by NIAM Institute of Applied Management, Bangalore.
- Program Convenor – *Microfinance Seminar* – Organized by NIAM Institute of Applied Management, Bangalore and T&T Solutions and Consultants, Bangalore, on 4th March 2010.
- Program Convenor – *Microfinance Summit* – Organized by NIAM Institute of Applied Management, Bangalore and T&T Solutions and Consultants, Bangalore, on 24th Feb 2010.
- Program Convenor – *International Convention on Microfinance* – Organized by NIAM Institute of Applied Management, Bangalore and T&T Solutions and Consultants, Bangalore, on 26th November 2009.
- Program Head – Seminar on *India Leadership and Business Success* - A Seminar for The Bankers and Customers of Sabargamuwa Development Bank, Sri Lanka on October 8th 2009 Organized by NIAM Institute of Applied Management and T&T Solutions, Bangalore.
- Principal Organizer – *Entrepreneurship Lecture Series – 2008*, Dayananda Sagar Institutions, Bangalore, Dec 2nd – 5th, 2008.
- Member – Core Committee, DSI CSR Fest 2008, Dayananda Sagar Institutions, Bangalore, Feb 29th- March 2nd 2008.
- Principal organizer and Program Coordinator of the *National Level Seminar on “Corporate Social Responsibility Environmental Management and Sustainable Development – A Key to business Competitiveness”*, April 9&10, 2007, R.V. Institute of Management, Bangalore
- Co-organized Workshop on the “Design and Analysis of Statistical Tools in Management” March, 2007 with Dr. Gopal R.K
- Co-organized Workshop on Stress Management, March, 2007, Bangalore with Prof. Chandran.
- Co-organized Workshop on Basic HR Skills, January, 2007, with National Institute of Personnel Management, Bangalore.

- Organized *Two day Faculty Development Program*, November 2006, on *Team building*
- Member of Organizing Committee of the *National Level Symposium on Effective Public Speaking for the Disabled Students with Samarthanam* – a Bangalore based NGO, August 2006.
- Co-organized *One week Soft Skill Training*, June, 2006, ICFAI with Prof. Naveen and Ms. Sujatha
- Member of the Executive Committee, of the *National Level Seminar "Global Competitiveness and Business Strategy"*, May 2006, Bangalore.
- Co-organized *Workshop on Emotional Intelligence*, for the Students of MBA, Feb, 2006.
- Organized *Workshop on Goal Setting and Self Motivation*, Dec, 2005, ICFAI, Bangalore.
- Member of the Organizing Committee of the *Second National Meeting on HR Competencies in IT and ITES Industry*, conducted by ICFAI National College, Malleshwaram, Bangalore, Sept, 2005.
- Organized a *Symposium MINDZ 05 and MINDZ 06* for the students, by the students on *Creativity the road map to success*, ICFAI National College, Malleshwaram, Bangalore.
- Co-organized *Two day workshop on 7 Habits of highly Effective People* with Prof. Tapas K Panda, Oct, 2004, CIMAT, Coimbatore.
- Organizer and Program Chairman of the *MINDZ 2004* at Coimbatore Institute of Management and Technology, Coimbatore, May, 2004.
- Program Coordinator, *Largest Blood Donation Camp* in Feb 2004, CIMAT, Coimbatore.
- Co-organized, *Workshop on Collaborative Team Work – FDP*, with the Rotaract Club of Coimbatore for the Faculties of MBA in Coimbatore in CIMAT, Coimbatore.
- Member, Program Committee, in *National Seminar on People Competitiveness* conducted by CIMAT, Coimbatore.
- Organized, *Workshop on Interpersonal Skills*, Nov, 2003 at Sapthagiri College of Engineering, Dharmapuri.

- Co-organized, *Workshop on Career oriented Programs – Interview/GD Skills* at Sapthagiri College of Engineering, Dharmapuri, May 2003.
- Co-organized, *Workshop on Personality Traits and Self Management*, Jan, 2003, with Dr. N. Panchanatham, at Sapthagiri College of Engineering, Dharmapuri.
- Organized *Two day Faculty Development Program*, November 2002 on *Time Management*
- Member of Organizing Committee of the *State Level Management Fest Vidharbha*, July 2002.
- Co-organized *Two days Soft Skill Training*, Feb, 2002, at Sapthagiri College of Engineering, Dharmapuri, with Rotary International.
- Member of the Executive Committee, of the *State Level Seminar “Mergers and Acquisitions – HR Perspectives”*, Nov, 2001, ISTD, Dharmapuri.
- Co-organized *Workshop on Leadership Development Program*, May, 2001.

PROJECTS UNDERTAKEN

1. An Opinion Study among Executives on Human Resource Development Practices Prevailing in Neyveli Lignite Corporation Limited

Responsible for...

Analyzing the current Human Resource Development Practices prevailing in the Organization with the employees (Executives, Non-Executives and Workers) identifying the shortcomings and suggesting means of improving them.

2. A Study on Job Satisfaction and Job Involvement on Organizational Commitment among the Workers of Neyveli Thermal Power Station – I

Project work done for a period of three months with special emphasis on Job Satisfaction and Organizational Commitment among the workers. Evaluated the study with the help of well designed Questionnaire. Recommended the management for the re-structuring of the work load and suggested to improve the confidence level of the employees.

3. A Study on Organizational Climate prevailing among the Workers of Central Workshop (CWS) and Central Electrical Repair Shop (CERS)

Project work done for a period of six months on the Organizational Climate prevailing among the worker category. Comparison was made between two units CWS and CERS. Evaluation was made with well designed questionnaire and major statistical tools. Recommendations were placed to the Senior Personnel Manager for the development of the individual competencies and the ways and means to maintain a cordial relationship among the employees were suggested.

PROJECTS GUIDED

Total Number of Projects Guided	-	212 Nos. (as of Jan. 2011)
MBA Final Dissertation	-	134 Nos.
MBA Organizational Study	-	65 Nos.
BBM Final Dissertation	-	13 Nos.

WORKSHOPS/TRAINING PROGRAMS CONDUCTED

- Assertiveness
- Managing Expectations: A Managerial Perspective
- Working in Teams
- Effective Communication
- Personal Effectiveness
- Interpersonal Skills
- Time Management
- Interview and GD Skills
- How to stay Positive?
- Anger Management
- Behavior Modification
- How to overcome Difficult conversation
- Brain research and Poverty issues
- Successful critical thinking for maximizing results
- Conflict Management and Negotiating skills
- Ethics and personal Value System
- Handling ambiguity
- Handling Failures
- Interpersonal Skill bonding
- Developing Self Awareness
- Attitude change and Persuasion
- Attitude and Success
- Attitudes values and ethics
- Moulding Attitude
- Effective Resume Building
- Career Planning and Maintenance
- Motivation
- Training Need Analysis
- Self Management
- Assertiveness
- Customer Relations Management
- Knowledge Management in Vedic Society
- Understanding and Managing Stress
- Creative Thinking
- Creativity and the innovation process
- Life Skills
- Thinking right towards people
- Six thinking hats
- Johari Window
- Building strong families
- Parents as career coaches
- Body Language
- Art of Listening
- Goal Setting
- Effective Teaching

PAPERS PUBLISHED/PRESENTED

- **“Performance Measurement System for SMEs with the Balanced Scorecard Approach”** in the 9th Annual Convention of Strategic Management Forum held between 18th May and 20th May 2006 at Indian Institute of Management, Kozhikode.
- **“Cluster Development and Networking (A Case Study of SMEs in Bangalore City)”** in the National Conference on Small and Medium Enterprises – Challenges and Opportunities in the Global Market held between 19th May and 21st May 2006 at Manipal Institute of Management, Manipal
- Presented **FOUR** papers in the **UGC National Level Seminars**

SEMINARS/CONFERENCES ATTENDED

- Participated and presented a paper in the 9th Annual Convention of Strategic Management Forum held between 18th May and 20th May 2006 at Indian Institute of Management, Kozhikode.
- Participated and presented a paper in the National Conference on Small and Medium Enterprises – Challenges and Opportunities in the Global Market held between 19th May and 21st May 2006 at Manipal Institute of Management, Manipal
- **Attended SEVEN – UGC National Level Seminars** in the areas of Human Resource Management and Organizational Behavior.
- Participated and presented papers in **FOUR** UGC National Level Seminars
- Participated in **National Conference on Public Expenditure Management and Efficiency** conducted by The Institute of Public Enterprises and Public Administration, 1999, Chennai.
- Attended **“The World HRD Congress”** conducted by The Times of Money and The Group of Indira Institutions from 31st January to 2nd February, 2003 at Mumbai.

PERSONAL INFORMATION

Date of Birth - 19th April 1977
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C.S.P. Sumandiran