

## **DR HERALD IVAN MONIS**

- 1. Qualification** : **M.Com., SLET, Ph.D.**
- 2. Date of Entry into Service** :
- a) Temporary : 27.06.1994 - 30.04.1995 (Milagres College, Kallianpur)
- b) Permanent (Aided) : i) 01.07.1995 – 30.04.2020 (Milagres College, Kallianpur)  
ii) 01.05.2020 till date (St Mary's College, Shirva)
- 3. Phone Number** : +919844813560 (Cell)
- 4. Email Id** : heraldmonis@gmail.com

**5. Courses Attended For Career Advancement:**

- a) An Orientation Course from 29.12.1998 to 25.01.1999 at Academic Staff College, Gorakhpur University, Gorakhpur (U.P.)
- b) A refresher Course in Commerce and Management from 01.06.2000 to 26.06.2000 at Mangalore University, Mangalore.
- c) A refresher Course in Business Administration (Faculty of Commerce) from 03.11.2003 to 24.11.2003 at Mangalore University, Mangalore.
- d) A refresher Course in Business Administration from 01.03.2005 to 21.03.2005 at Pune University, Pune, Maharashtra.

**6. Fellowship:**

Fellow of the Academy of General Education (FAGE), Manipal w.e.f. 21<sup>st</sup> July 2008.

**7. Membership of Board of Studies (BOS) and Board of Appointing Examiners (BOAE):**

Has been serving as a member of the Board of Studies (BOS) in Commerce for a term of three years (2025-2028) and as a member of the Board of Appointing Examiners (BOAE) in Commerce for a one-year term (2025-26) at Mangalore University.

**8. Research Projects:**

a) Has completed a project in the form of a dissertation titled "The Problems and Prospects of Commercial Pisciculture -A Study with Special Reference to Karkala Taluk of Karnataka" as a partial fulfillment of the requirements for the award of M.Com. degree.

b) Has been awarded the degree of Doctor of Philosophy (Ph.D.) for the thesis entitled "Employee Motivation: An Analytical Study with Reference to the ITES - BPO Industry" by Mangalore University on 2<sup>nd</sup> September 2011. This thesis was prepared under the guidance of Prof. Dr. T. N. Sreedhara, M.Com., Ph.D., Professor in the Department of Business Administration, Mangalore University.

c) Has successfully undertaken a Minor Research Project titled "Community Participation in Tourism Development –A Case Study of Malpe Tourism Area of Karnataka State". The project was sponsored by UGC with a funding of Rs. 50,000/-

**9. Research Supervisor (Ph.D. Guide):**

Has been recognized as a Research Supervisor (Ph.D. Guide) for the Ph.D. program of Bharathiar University, Coimbatore, Tamilnadu.

## **10. Inter Institutional Faculty Exchange Programme (IIFEP):**

Has participated in the Inter-Institutional Faculty Exchange Programme (IIFEP) sponsored by UBCHEA, H.K.) of AIACHE, New Delhi, the host college being St. Aloysius College (Autonomous), Jabalpur, Madhya Pradesh from 26.10.2014 to 03.11.2014.

## **11. Books Authored: 05**

a) Has authored a book on “Indian Corporate Law” for the VI semester of B.Com. of Mangalore University. It has been published by M/s United Agencies, Mangalore. The first edition was published in October 2017 and Second Reprint was published in February 2018. ISBN: 978-93-85-682-52-0

b) Has authored a book on “Business Law” for the V semester of B.Com. of Mangalore University. It has been published by M/s United Agencies, Mangalore in June 2018. ISBN:978-93-85-682-55-1

c) Has authored a book on “Strategic Management and Organizational Behaviour” for the I semester of B.Com. of Mangalore University. It has been published by M/s United Agencies, Mangalore. The first edition was published in June 2019 and Second Reprint was published in July 2019. ISBN: 978-93-85-682-55-1

d) Has authored a book on “Strategic Management” for the II semester of B.Com. of Mangalore University (SEP). It has been published in 2025 by M/s United Agencies, Mangalore. ISBN: 978-93-48619-38-9.

e) Has co-authored a book on “Human Resource Management” for the III semester of B.Com. of Mangalore University (SEP). It has been published in 2025 by M/s Professional Book Publishers, Hyderabad. ISBN: 978-93-48875-81-5.

## **12. Books Edited: 05**

a) Has edited a book titled “Coastal Tourism – Development of Coastal Karnataka as a Destination for Tourism - Opportunities and Constraints”. It is a collection of papers presented at the State level seminar organized in Milagres College, Kallianpur on the 6<sup>th</sup> and 7<sup>th</sup> October 2008.

b) Has edited a ‘Book of Abstracts’ titled ‘Globalization, Human Rights and Democracy’ comprising 87 abstracts of the papers presented in the International Seminar on “Globalization, Human Rights and Democracy held in Milagres College, Kallianpur on 6<sup>th</sup> – 7<sup>th</sup> March 2014.

c) Has edited a book titled “Globalization, Human Rights and Democracy”, Vol.I, Publisher: Milagres College, Kallianpur, 2014 ISBN978-81-929263-0-8

d) Has co- edited a ‘Book of Abstracts’ titled “Financial Inclusion – Opportunities and Challenges” comprising abstracts of the papers presented in the National Seminar on “Financial Inclusion – Opportunities and Challenges” held on 19<sup>th</sup> and 20<sup>th</sup> August 2016 at Milagres College Kallianpur.

e) Has co- edited a book titled “Financial Inclusion- Opportunities and Challenges”, Publisher: Milagres College, Kallianpur, 2016 ISBN 978-81-929263-3-9.

## **13. Service as Resource person/ Chairperson/ Moderator/Judge:**

a) Has served as a resource person on the paper titled ‘Indian Corporate Laws’ in the one day university level workshop on “Revised B.Com. Curriculum” organized by Mangalore University Commerce Teachers’ Association (MUCTA) in association with SDPT College, Kateel on 19<sup>th</sup> July 2016.

b) Has served as a Chairperson for the session on paper presentation in the two days’ UGC

sponsored national seminar on “Financial Inclusion – Opportunities and Challenges” held on 19<sup>th</sup> and 20<sup>th</sup> August 2016 at Milagres College, Kallianpur.

c) Has participated as a moderator in the one day international level conference on “Intellectual Property Rights, Entrepreneurship and Leadership Skills” held on 31<sup>st</sup> July 2018 at Milagres College, Hampankatte, Mangalore.

d) Has participated as a judge in the Anveshan – 2019, an inter-collegiate PG students Research Conclave organized by the Department of PG Studies in Commerce, Besant Evening College, Mangalore on 23<sup>rd</sup> February 2019.

e) Has participated in one day national seminar on “Indian Banking in the Era of Globalization and Information Technology” organized by the Faculty of Humanities as Chairperson for the session on paper presentation held at Milagres College, Kallianpur on 15<sup>th</sup> March 2019.

f) Has served as a Chairperson for the faculty paper presentation in the one day national conference on “Innovative Banking in Digital Era” held at Poornaprajna College, Udupi on 10<sup>th</sup> April 2019.

g) Has served as a Chairperson for the Paper Presentation Session in the international conference on “Emerging Issues and Trends in Intellectual Capital and Innovative Management Practices in the Global Economy” held at Govinda Dasa College, Surathkal on 13-14 January, 2020.

h) Has served as a Chairperson for the Paper Presentation Session in the national conference on “Contemporary Issues in Commerce and Management” held at Dr G. Shankar Government Women’s First Grade College & P.G. Center, Ajjarkadu, Udupi on 31<sup>st</sup> January 2020.

#### **14. Syllabus Revision Committee:**

a) Has served as a member of the “Syllabus Framing Committee” to frame the syllabus for Business Law and Indian Corporate Law” of the V and VI Semesters of B.Com. course formed by Mangalore University Commerce Teachers’ Association (MUCTA) in December 2013.

b) Has served as a member of the “Syllabus Framing Committee” to frame the syllabus for Business Taxation IV [including Goods and Services Tax (GST) and Customs Duty] of the Sixth Semester B.Com. course formed by Mangalore University Commerce Teachers’ Association (MUCTA) in July 2017.

c) Has served as a member of the “Syllabus Framing Committee” to frame the syllabus for Business Law and Indian Corporate Law” of the V and VI Semesters of B.Com. course under CBCS formed by Mangalore University Commerce Teachers’ Association (MUCTA) in October 2018.

#### **15. Membership of Editorial Boards: 4**

a) Is a member of the Editorial Board of a Canadian-based international journal titled "International Business Research" ISSN 1913-9004 (Print), ISSN 1913-9012 (Online); (Copyright © Canadian Center of Science and Education). <http://www.ccsenet.org/journal/index.php/ibr/about/editorialTeam>

b) Is a member of the Editorial Board of Internationally Indexed Open Access Online Research Journal “Indian Journal of Commerce and Management Studies” ISSN: 2229-5674 being published by Educational Research Multimedia & Publication, Malegaon, Nasik, Maharashtra (India).

c) Is a member of the Editorial Advisory Board of International Journal of Organizational Behaviour and Management Perspectives published by Pezzottaite Journals.

[www.pezzottaitejournals.net](http://www.pezzottaitejournals.net)

- d) Is a member of the Editorial Board of Research Editions, an International Research Consortium. [www.researcheditions.org](http://www.researcheditions.org)

#### 16. Awards/Recognitions with Details:

a) Secured the 'BEST PAPER OF THE CONFERENCE' award for the Research Paper titled "Employee Perceptions of Performance Appraisal System in Foreign MNC BPOs Operating in India – An Empirical Study" in the International Conference on "Business Vision 2020" organized by the Acharya's Bangalore B- School, Bangalore on April 15-16, 2010.

b) Secured SECOND PRIZE in the category of Research Papers in Athenaeum 2010 - IV International Conference on Management Research held at Bharathidasan Institute of Management (ISO 9001:2000 Certified), Tiruchchirapalli, India for the Research Paper titled "Employee Perceptions of Performance Appraisal System in BPOs operating in India - An Empirical Study".

c) Secured the BEST PAPER PRESENTATION award for the paper presented in the International Conference on Management Practices for Sustainable Growth in the Department of Business Administration, Annamalai University held from 28 -30 July, 2010. The title of the paper was "Correlates of Employee Satisfaction with Performance Appraisal System in Indian MNC BPO firms – A factor Analysis".

d) Secured II Rank in B.Com. Examination of Mangalore University (April 1992).

e) Won the prize for securing highest marks in Advanced Accountancy at the final B.Com. examination of Mangalore University (April 1992).

f) Won the prize for the Best Outgoing Student of B.Com. Degree at Sri Bhuvanendra College, Karkala in 1992.

#### 17. Membership of the Associations:

a) Member of the Mangalore University Commerce Teacher' Association (MUCTA).

Served as the General Secretary of the Association for 2016-18.

Served as the Vice-President of the Association for 2018-20.

b) Member of the Association of Mangalore University College Teachers (AMUCT)

Served as the Joint Secretary I of the Association for 2016-18.

c) Member of the Mangalore Sociology Association (MSA)

#### 18. Research Paper Publications:

##### a) Publications in Edited Books: 17

S.N.	Name of the Article	Name of the Book	Year	ISBN
1.	Employee Perceptions of Performance Appraisal System in BPOs Operating in India - An Empirical Study	<i>Ideas, Insights and Innovations on Management Research - An International Perspective.</i>	Feb. 2010	ISBN 10: 0230-32889-X; ISBN 13: 978-0230-32889-1
2	Employee Perceptions of Performance Appraisal System in Indian MNC BPO Firms- An Empirical Study.	<i>Managing HR challenges in the Emerging global scenario.</i>	Mar. 2010	ISBN: 978-81-89547-74-5

3.	Employee Perceptions of Performance Appraisal System in Foreign MNC BPOs Operating in India – An Empirical Study.	<i>Perspectives on Business Vision 2020</i>	Apr. 2010	ISBN 978-81-8488-937-6
4.	Residents' Perceptions of Tourism Development - A case study of Malpe Coast, Karnataka, India.	<i>Indigenous Management Practices</i>	July, 2009	ISBN 81-907839-4-7
5.	Correlates of Employee Satisfaction with Performance Appraisal System in Indian MNC BPO Firms – A Factor Analysis.	<i>Human Resource Management Practices for Organizational Sustainability</i>	July, 2010	ISBN: 978-93-80449-16-6
6.	Employee Perceptions of Performance Appraisal System: A Comparative Study of Indian and Foreign MNC BPO Firms	<i>Propelling Corporate India: Strategies and Challenges</i>	Aug. 2010	ISBN 93-80697-06-6
7.	Employee Perceptions of Reward and Recognition Policy of Foreign MNC BPOs operating in India	India Inc. - Challenges & Opportunities	Jan. 2011	ISBN 978-93-80697-43-7
8.	Employee Frustration: A Comparative Study of Indian and Foreign MNC BPO Firms	Managing Business Development in Globalized World: Strategies for Excellence	Feb. 2011	ISBN 978-81-7446-927-4
9.	Employee Satisfaction with Career Development Practices of Foreign MNC BPO Firms Operating in India: An Empirical Study	Contemporary Issues in Human Resource Management	Apr. 2011	ISBN: 978-81-920513-0-7
10.	Employee Satisfaction with Reward and Recognition Policy: A Comparative Study of Indian and Foreign MNC BPO Firms	Hand book of Management and Behavioural Science, Vol.- I	Apr. 2011	ISBN: 978-81-89547-95-0
11.	Frustration among ITES-BPO employees– An empirical study	Handbook of Management and Behavioural Science, Vol.- 3	June, 2011	ISBN: 978-81-89547-93-6
12.	Correlates of Employee Satisfaction with Career Development Practices of BPOs Operating in India: an Empirical Study	Business Excellence through Innovative HR Practices	Sep. 2011	ISBN 978-81-7446-976-2
13.	Employee Satisfaction with Reward and Recognition Policy of BPOs Operating in India	Changing Global Dynamics and Business Opportunities in India	Sep. 2011	ISBN: 978-81-909372-0-7
14.	Employee Frustration: A Study of Indian MNC BPO Firms	Re-inventing HR in Coming Decades	2012	ISBN 978-93-5062-027-4
15.	Employee Satisfaction with Reward and Recognition Policy of Foreign MNC BPO	Emerging Trends in Business	Feb. 2013	ISBN: 978-93-82305-10-1

	Firms Operating in India			
16.	Globalization and Occupational Stress: Perceptions of Indian MNC BPO Employees	Globalization, Human Rights and Democracy, Vol. II	2014	ISBN 978-81-929263-1-5.
17.	Perceptions of Undergraduate Students towards Digital India Initiatives	Digital India – Prospering India	2014	ISBN: 978-81-927561-7-2.

#### b) Publications in CDs: 02

S.N.	Name of the Article	Name of the CD	Year	ISBN
1.	Employee Perceptions of Performance Appraisal System in BPOs Operating in India - An Empirical Study	<i>Ideas, Insights and Innovations on Management Research - An International Perspective</i>	Feb. 2010	ISBN 10: 0230-32890-3; ISBN 13: 978-0230-32890-7
2	Employee Satisfaction with Career Development Practices of Indian MNC BPO Firms: An Empirical Study	Towards Managerial Excellence: Challenges and Choices	Feb. 2011	ISBN 10: 0230-33261-7 ISBN 13: 978-0230-33261-4

#### c) Publications in Journals: 19

S.N.	Name of the Article	Name of the Journal	Year	ISSN
1	Employee Motivation: The (BPO) Nightmare.	<i>Samaja Shodhana,</i>	Mar - Oct, 2007	-
2	Coastal Karnataka Residents' Perceptions of Tourism Development	<i>Southern Economist</i>	Nov, 2009	ISSN 0038– 4046
3	Employee Perceptions of Performance Appraisal System in Foreign MNC BPOs Operating in India – An empirical study	<i>AMBER</i>	Oct, 2009– Mar, 2010	ISBN 978– 81-8488– 938 –3
4	Employee Perceptions of Performance Appraisal System in BPOs Operating in India - An empirical study	<i>The Journal of Contemporary Management Research</i>	Mar, 2010	ISSN 0973- 8266
5	Correlates of Employee Satisfaction with Performance Appraisal System: A Comparative Study of Indian and Foreign MNC BPO Firms	International Journal of Research in Commerce and Management (IJRCM), Vol. 1 (7) (Internationally indexed and listed refereed e-journal)	November, 2010	ISSN 0976– 2183
6	Employee Perceptions of Reward and Recognition Policy of BPOs	<i>Indian Journal of Commerce and Management Studies(IJCMS), Vol.</i>	November, 2010	ISSN 2229- 5674

	Operating in India – An Empirical Study	1 (Internationally indexed and listed refereed e-journal).		
7	Correlates of Employee Satisfaction with Performance Appraisal System in BPOs Operating in India	<i>Presidency Journal of Management Thought &amp; Research</i> . Vol. 1	Jan–June, 2011	ISSN 2229– 5275
8	Correlates of Employee Satisfaction with Performance Appraisal System in Foreign MNC BPOs Operating in India	<i>Annals of the University of Petrosani, Economics</i> , 10 (4). (Internationally indexed and listed refereed e-journal).	2010	ISSN 1582–5949
9	Employee Satisfaction with Career Development Practices: A Comparative Study of Indian and Foreign MNC BPO Firms	<i>Researchers World</i> , Vol. 2 Issue 1 (Internationally indexed and listed refereed e-journal).	January, 2011	ISSN 2229–4686
10	Employee Perceptions of Reward and Recognition Policy: A Comparative Study of Indian and Foreign MNC BPO Firms	<i>JM International Journal of Management Research (JMIJMR)</i> . Vol. 1, Issue 2	Jan, 2011	ISSN 2230–701X, OnlineISSN2229 – 4570
11	Assessment of Host Community Attitudes towards the Socio-Cultural Impacts of Tourism – A Study	<i>SouthernEconomist</i> ,49(23),	April, 2011	ISSN 0038– 4046
12	Employee Perceptions of Reward and Recognition Policy of Indian MNC BPO Firms – An Empirical Study	<i>International Journal of Business Economics and Management Research (IJBEMR)</i> , Vol. 2, No. 7 (Internationally indexed and listed refereed e-journal)	July, 2011	ISSN (online):2229-4848
13	Employee Satisfaction with Reward and Recognition Policy of Indian MNC BPO Firms: An Empirical Study	<i>Radix International Journal of Economics and Business Management (RIJEB)</i> Vol. 1 (2)	February, 2012	ISSN: 2277-1018
14	Employee Perceptions of Career Development Practices in Indian MNC BPO Firms	<i>Asia Pacific Journal of Marketing &amp; Management Review</i> , Vol. 2 (5). Global Impact Factor (2012) of journal APJMMR is 0.389	May, 2013	ISSN 2319-2836
15	Employee Frustration: A Study of Foreign MNC BPO Firms	<i>International Journal of Research in Management and Social Science</i> , Vol. 1 (2)	Oct-Dec, 2013	ISSN 2322-0899
16	Perceptions of Indian Youth towards Digital India Initiatives	<i>International Management Research Review (IMRR)</i> , Vol. II (II).	March, 2017	ISSN: 2231-2501
17	Mapping of Leadership Competency of HR Professionals Employed in ITES/BPO Companies in Bangalore City	Printing Area, <i>International Multilingual Research Journal</i> , Vol. 05, Issue 35 Impact factor 4.002 (IIJIF).	November , 2017	ISSN 2394-5303.

18	Analyses of the Business Competency Gap between Required Competency(RCL) and Existing Competency (ECL) of HR Professionals of ITES-BPO in Bangalore City	Paripex, Indian Journal of Research, Vol7,Issue11Impactfactor:6.761	Nov. 2018	ISSN 2250-1991
19	Mapping of Required Leadership Competency of HR Professionals employed in ITES-BPO Companies in Bangalore City	Paripex, Indian Journal of Research, Vol7,Issue11Impactfactor:6.761	Nov. 2018	ISSN 2250-1991

## 19. Paper Presentations:

### a) Paper Presentations in International Conferences: 12

S.N.	Name of the Research Paper/Article	Venue of the Conference/Seminar	Year
1	Employee Motivation in India: The HR Challenge	Manipal Institute of Management, Manipal University, Manipal.	Jan 7-9, 2008
2	Residents' Perceptions of Tourism Development - A case study of Malpe Coast, Karnataka, India.	Department of Business Administration, Annamalai University, Tamilnadu.	July 16-18, 2009
3	Employee Perceptions of Performance Appraisal System in BPOs operating in India – An Empirical Study	Bharathidasan Institute of Management, Tiruchirappalli, Tamilnadu, India.	Feb.13-14, 2010
4	Employee Perceptions of Performance Appraisal System in Foreign MNC BPOs Operating in India – An Empirical Study	Acharya's Bangalore B- School, Bangalore.	Apr 15-16, 2010
5	Correlates of Employee Satisfaction with Performance Appraisal System in Indian MNC BPO firms – A Factor Analysis	Department of Business Administration, Annamalai University.	July28-30, 2010
6	Employee Perceptions of Reward and Recognition Policy of Foreign MNC BPOs Operating in India	Don Bosco Institute of Biosciences & Management Studies, Bangalore	Jan. 03–05, 2011
7	Employee Satisfaction with Career Development Practices of Indian MNC BPO Firms: an Empirical Study	Bharathidasan Institute of Management, Tiruchirappalli – 620014, Tamilnadu	Feb.12-13, 2011
8	Employee Satisfaction with Reward and Recognition Policy: A Comparative Study of Indian and Foreign MNC BPO Firms	Society of Management and Behavioral Science (SMBS) at Jodhpur (Rajasthan).	Apr. 2-3, 2011
9	Frustration among ITES-BPO Employees: An Empirical Study	Society of Management and Behavioral Science (SMBS) at Haridwar (Uttarakhand)	June 4-5, 2011
10	Employee Satisfaction with Reward and Recognition Policy of BPOs Operating in India	Acharya's Bangalore B-School (ABBS) at Bangalore.	Sep. 29-30, 2011.

11	Globalization and Occupational Stress: Perceptions of Indian MNC BPO Employees	Milagres College, Kallianpur	Mar. 6-7, 2014
12	Perceptions of Indian Youth towards Digital India Initiatives	Vivekananda Institute of Information and Management Studies, Tiruchengode, Tamilnadu	Mar. 2-3, 2017.

**b) Paper Presentations in National Conferences:12**

S.N.	Name of the Research Paper/Article	Venue of the Conference/Seminar	Year
1	Employee Perceptions of Performance Appraisal System in Indian MNC BPO Firms - An Empirical Study	BLS Institute of Management, Ghaziabad (U.P.)	Mar. 13-14, 2010
2	Correlates of Employee Satisfaction with Performance Appraisal System in BPOs Operating in India – A Factor Analysis	Presidency College, Bangalore	May 19, 2010
3	Employee Perceptions of Performance Appraisal System: A Comparative Study of Indian and Foreign MNC BPO Firms	Department of Business Administration, M. S. Ramaiah Institute of Management, Bangalore	Aug. 12-13, 2010.
4	Frustration among BPO Employees: An Empirical Study	All India Commerce Conference, Goa University	Oct 1-3, 2010.
5	Correlates of Employee Satisfaction with Career Development Practices of BPOs Operating in India: An Empirical Study	Institute for Technology and Management, Navi Mumbai.	Dec 18, 2010
6	Employee Frustration: A Comparative Study of Indian and Foreign MNC BPO Firms	Prestige Institute of Management, Dewas	Feb. 4-5, 2011.
7	Employee Satisfaction with Reward and Recognition Policy of Indian MNC BPO Firms: An Empirical Study	Department of Business Administration, Sahyadri College of Engineering & Management, Mangalore	Feb. 18-19, 2011
8	Employee Satisfaction with Career Development Practices of Foreign MNC BPO Firms Operating in India: An Empirical Study	Management Development Research Foundation, New Delhi	Apr. 3, 2011
9	Employee Frustration: A Study of Indian MNC BPO Firms	Institute for Technology and Management, Navi Mumbai	Dec. 17, 2011.
10	Employee Satisfaction with Reward and Recognition Policy of Foreign MNC BPO Firms Operating in India	Christ University, Bangalore	Jan 28–29, 2013
11	Financial Inclusion – Opportunities and Challenges	Milagres College, Kallianpur.	Aug.19-20, 2016
12	Perceptions of Undergraduate Students towards Digital India Initiatives	Canara College, Mangalore	Mar. 2-3, 2017

**c.) Paper Presentation sin State Level Conferences: 02**

S.N.	Name of the Research Paper/Article	Venue of theConference/Seminar	Year
1	Tourism and Sustainable Community Development	Milagres College, Kallianpur	Oct 6-7, 2008
2	Demonetization: Socio-Economic Impact	Milagres College, Kallianpur	Mar. 17, 2017.

**20. Offices of Importance Held:**

- a. Founder-Coordinator of Post-Graduate Department of Commerce(M.Com.) 2012-14
- b. Convener of the Post-Graduate Commerce Association 2012-14
- c. Convener of the UG Commerce Association
- d. Company Commander of the College N.C.C. Coy for 11 years.
- e. Has worked in the following capacities:
  - i. Nodal Officer – All India Survey on Higher Education
  - ii. Nodal Officer - RUSA
  - iii. Director – Students’ Welfare Council (SWC)
  - iv. Coordinator–Credit Courses
  - v. Convener–UGC Grants Advisory Committee
  - vi. Convener–Value Education Cell
  - vii. Convener–Discipline Committee
  - viii. Convener–Research Committee
  - ix. Convener–Internal Auditing
  - x. Member–Prospectus/Handbook/Work diary Committee
  - xi. Member–Grievance Redressal Cell
  - xii. Treasurer–Parent Teacher Association
  - xiii. Member–Computer Education
  - xiv. Member–Advisory Body for Multi-Purpose Co-operative Society
  - xv. Member–Library Committee
  - xvi. Convener–Examination Cell

**21. Tests/Examinations and University Work:**

- a) Has served as a ‘special invitee’ in the meetings of the Board of Studies (BOS) in Commerce (B.Com) of Mangalore University during 2016-18.

- b) Has served as a member of the Board of Examiners (BOE) for B.Com. of Mangalore University in the year 2016.
- c) Has served as a member of the Board of Examiners (BOE) at St. Agnes College (Autonomous), Mangalore for B.Com. in the year 2018.
- d) Has actively participated in the Mangalore University B.Com. syllabus revision as a member of the committee in the subjects of “Business Law” and “Indian Corporate Law”.
- e) Has regularly served as Examiner/Deputy Chief Examiner (DCE)/ Chief Examiner (CE) for B.Com. examinations held every year in October and April.
- f) Has worked as a question paper setter and QP moderator for the undergraduate and post-graduate courses of Sikkim - Manipal University, Manipal under the Distance Education Wing.
- g) Has worked as a question paper setter for the B.Com. course of St. Aloysius College (Autonomous), Mangalore.
- h) Has worked as a member of the Board of Examiners for “B” and “C” Certificate Examinations conducted by the Karnataka and Goa NCC Directorate under the authority of the Ministry of Defence, Government of India.

## **22. Major Programmes Organized:**

a) Has organized the Two-day State Level Seminar on “Development of Coastal as a Destination for Tourism – Opportunities and Constraints” organized by the Dept. of Commerce, Milagres College, Kallianpur on 6<sup>th</sup> and 7<sup>th</sup> of October 2008.

b) Has organized the one day UGC Sponsored State Level Workshop on Research Methodology held at Milagres College, Kallianpur on 26.09.2014.

c) Has organized the UGC sponsored two days’ National Seminar on “Financial Inclusion – Opportunities and Challenges” held at Milagres College, Kallianpur on 19<sup>th</sup> and 20<sup>th</sup> August 2016.

d) Has organized ceremonial NCC parades on the Independence Day and Republic Days every year from 2001 to 2013 (except 2009 and 2010).

e) Has arranged regular NCC parades/classes on every Saturday totaling 80 hours a year from 2001 to 2013 (except 2009 and 2010, being on FIP leave).

f) Has organized the programs of the Commerce Association for many academic years.

g) Has worked as the Convener and Staff coordinator of the Two-day Mangalore University Level Inter-Collegiate Commerce festival – BANZAI in the college on the 13<sup>th</sup> and the 14<sup>th</sup> of October, 2006.

h) Has worked as the Joint Coordinator of the UGC sponsored “Sea Awareness and Adventure Activities” program organized by the college from 26.12.2007 to 30.12.2007.

## **23. Participation in Seminars/Conferences/Workshops:**

### **a) Participation in International Level Seminars/Conferences/Workshops: 13**

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
1	Outsourcing/ Offshoring: Trends and	Manipal Institute of Management, Manipal	Jan 7-9, 2008

	Managerial Issues	University, Manipal.	
2	Indigenous Management Practices	Bharathidasan Institute of Management, Tiruchirappalli, Tamilnadu	July, 16-18, 2009
3	Management Next: Insights, Ideas and Innovations	Bharathidasan Institute of Management, Tiruchirappalli, Tamilnadu	Feb. 13-14, 2010
4	Business Vision 2020	Acharya's Bangalore B-School, Bangalore	Apr. 15-16, 2010
5	Management Practices for Sustainable Growth	Department of Business Administration, Annamalai University	July 28-30, 2010
6	India Inc. – Challenges & Opportunities	Don Bosco Institute of Biosciences & Management Studies, Bangalore	Jan 03 –05, 2010
7	Towards Managerial Excellence: Challenges and Choices	Bharathidasan Institute of Management, Tiruchirappalli – 620014, Tamilnadu	Feb. 12, 2011
8	Management and Behavioral Sciences	Society of Management and Behavioral Sciences at Jodhpur (Rajasthan)	Apr. 4-5, 2011.
9	Management and Behavioral Sciences	Society of Management and Behavioral Science (SMBS), Haridwar (Uttarakhand)	June 4-5, 2011
10	Changing Global Dynamics and Business Opportunities in India	Acharya's Bangalore B-School(ABBS)at Bangalore	Sep. 29-30, 2011.
11	Globalization, Human Rights and Democracy	Milagres College, Kallianpur	Mar. 6-7, 2014.
12	Digital India	Vivekananda Institute of Information and Management Studies, Tiruchengode, Tamilnadu	Mar. 2-3, 2017
13	Emerging Issues and Trends in Intellectual Capital and Innovative Management Practices in the Global Economy	Govinda Dasa College, Surathkal	Jan 13-14, 2020

**b) Participation in National Level Seminars/Conferences/Workshops: 21**

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
1	Value education for Educators of Youth	National Biblical Catechetical and Liturgical Centre (NBCLC), Bangalore	May 5-10, 1997
2	Commerce Education in the New Millenium	Davanagere	Aug 23-24, 2003
3	Accounting Practices...An interactive Dialogue with Professionals	St. Aloysius College, Mangalore	Jan. 27-28, 2006

4	Human Resource Development–New Paradigms and Directions	Mangalore University	Mar. 17-18, 2006
5	National HR Conference	BLS Institute of Management, Ghaziabad (U.P.)	Mar 13-4, 2010
6	National Symposium	Presidency College, Bangalore	May 19, 2010
7	National conference	M. S. Ramaiah Institute of Management, Bangalore	Aug 12-13, 2010
8	63 <sup>rd</sup> All India Commerce conference of the Indian Commerce Association	Goa university, Goa	Oct 1-3, 2010
9	7 <sup>th</sup> National Human Resource Conference	Institute for Technology and Management, Navi Mumbai	Dec. 18, 2010
10	4 <sup>th</sup> National Conference on “Managing Business Development in Globalized World: Strategies for Excellence	Prestige Institute of Management, Dewas	Feb 4-5, 2011.
11	New Vistas of Managerial Thinking	Department of Business Administration, Sahyadri College of Engineering & Management, Mangalore	Feb 18-19, 2011
12	1st National Conference on Human Resource Management (NCHRM2011)	Management Development Research Foundation, New Delhi	Apr 3,2011
13	8 <sup>th</sup> National Human Resource Conference	Institute for Technology and Management, Navi Mumbai	Dec 17, 2011.
14	National conference	Christ University, Bangalore	Jan 28-29, 2013.
15	National Seminar on Changing Paradigms of Higher Education	Association of Mangalore University College Teachers (AMUCT)	30.11-2.12,2013
16	National level Interfaith Dialogue on Policy and Programme Development	Christ University, Bangalore	Jan 27-29, 2015
17	Financial Inclusion – Opportunities and Challenges	Milagres College, Kallianpur	Aug.19-20, 2016
18	Digital India	Canara College ,Mangalore	Mar. 2-3, 2017.
19	Business Education in India: Vision 2030	Belgaum by the Federation of Teachers’ Councils of Commerce and Management, Karnataka.	Feb 24-25, 2018
20	Insights on CBCS and MOOC in Higher Education	Association of Mangalore University College Teachers (AMUCT) at St. Agnes College (Autonomous) Mangalore	June 28, 2019

21	Contemporary Issues in Commerce and Management	Dr. G. Shankar Government Women's First Grade College & P.G. Center, Ajjarkadu, Udupi	Jan 31, 2020
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**c) Participation in State Level Seminars/Conferences/Workshops: 9**

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
1	Commerce Education in the New Millennium	M.G.M. College, Udupi	Mar. 21-22, 2000
2	Corporate challenges to commerce and management education	Mangalore hosted by MUCTA.	Oct. 16-17, 2003
3	Business Process Outsourcing	FUCTAK and MUCTA at SMS College, Brahmavar	Jan. 12-13, 2005
4	Technology Based Innovations in Teaching and Learning at College Level	Milagres College, Kallianpur	June 23-26, 2005
5	Research Methodology in Commerce and Management	Dept. of PG Studies and Research in Commerce, Mangalore University	Jan 18-20, 2007
6	Development of Coastal Karnataka as a Destination for Tourism – Opportunities and Constraints	Dept. of Commerce, Milagres College, Kallianpur	Oct. 6-7, 2008
7	Research Methods for Social Sciences – A Skill-Building Approach	St. Aloysius Institute of Management & Information Technology (AIMIT), Mangalore.	Aug. 9-11, 2010
8	Research Methodology	Milagres College, Kallianpur	Sep. 26, 2014.
9	Demonetization: Socio-Economic Impact on Socio-economic Life	Milagres College, Kallianpur	Mar. 17, 2017

**d) Participation in University Level Seminars/Conferences/Workshops: 20**

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
1	Proposed B.B.S. Course	MUCTA at Canara College, Mangalore	Aug. 5, 1995
2	Quantitative Techniques as a Managerial Tool	MUCTA at Canara College, Mangalore	Mar. 24-25, 1997
3	Management Thought in the Changing Economic Scenario	MUCTA at SDM College, Mangalore	Sep. 28, 1997
4	Economic Crimes in Globalised Indian Economic Scenario	MUCTA at SDPT, Kateel	Jan 4, 1998

5	Business Taxation II	Vijaya College, Mulki	Sep.17, 2000
6	Executive Development Programme on “Derivatives”	Justice K.S. Hegde Institute of Management, Nitte	Mar 23, 2002
7	Floataion of securities and valuation of Perquisites	MUCTA at Canara College, Mangalore	Aug.10, 2002.
8	Cultural Tourism of India with special reference to Coastal Karnataka	Milagres College, Kallianpur	June 23-24, 2006
9	B.Com. New Curriculum	Canara College, Mangalore	July 24, 2006.
10	B.Com. New Curriculum	St. Aloysius Evening College, Mangalore	July 15, 2006.
11	NAAC Re-accreditation	Milagres College, Kallianpur and SMS College, Brahmavar	July 2-3, 2008
12	Convention on Higher Education	Association of Mangalore University College Teachers (AMUCT)	June 30, 2013
13	Human Values Development Programme (HVDP)	All India Association of Christian Higher Education (AIACHE) at Crossland College, Brahmavar	June 23, 2015
14	Revised B.Com. Curriculum	Mangalore University Commerce Teachers’ Association (MUCTA) in association with SDPT College, Kateel	July 19, 2016
15	Issues and Concerns of Affiliated Colleges	College Development Council, Mangalore University	Dec 9, 2016.
16	Goods and Services Tax(GST)	Milagres College, Kallianpur	July 19, 2017
17	Goods and Services Tax and its Social Impact	Milagres College, Mangalore	Aug.12,2017
18	Revised B.Com. Curriculum on Goods and Services Tax and Customs Duty	University College,Mangalore	Dec.18,2017
19	Choice Based Credit System - Draft Regulations	by Mangalore University Commerce Teachers’ Association (MUCTA) in association with Padua College, Mangalore	July 14, 2018.
20	First Semester CBCS B.Com. Programme	Mangalore University Commerce Teachers’ Association (MUCTA) in association with SDPT College, Kateel	June 29, 2019.

**e) Participation in District Level Seminars/Conferences/Workshops: 2**

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
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1	Effective Teaching Strategies, Methods, Techniques and Action Plans	Milagres College, Kallianpur	Dec. 30–31, 2003
2	Adolescent Psychological Problems	Rotary centennial project and Department of Psychiatry, Dist Hospital, Udupi at Milagres College, Kallianpur	July 24, 2004

## 24. Online Programmes Attended:

### A) Online FDPs attended:

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
1	Impact of Covid–19 on Indian Economy and Industry	Sangolli Rayanna First Grade Constituent College of Rani Chennamma University, Balagavi, Karnataka, India	May 14-20, 2020
2	Tapping Social Capital During COVID -19 Period	Milagres College, Kallianpur	June 14, 2020.
3	Personality Development	S.J.M College of Arts, Science and Commerce, Chitradurga	June 9-14,2020
4	Adapting Ourselves to the Online Academic Activities	Carmel College, Modankaup, Bantwal.	June 16 <sup>th</sup> ,2020

### B) Online Conferences attended:

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
1	Quality in Teaching, Learning and Evaluation – A Need for Academic Excellence	IQAC, St Aloysius College (Autonomous) Jabalpur, M.P.	May 29-30, 2020

### C) Online Webinars attended:

#### a) International Level Webinars:

S.N.	Theme of the Seminar/Conference	Venue of the Conference/Seminar	Year
1	Discovering New Strategies for Combating the Imperative Global Economic Slowdown	Sangolli Rayanna First Grade Constituent College of Rani Chennamma University, Balagavi, Karnataka, India.	June 9, 2020.
2	Financial Crisis and its Impact on Sustainable Eco-Tourism	Milagres College, Hampankatte, Mangalore	June 30,2020

**b) National Level Webinars:**

<b>S.N.</b>	<b>Theme of the Seminar/Conference</b>	<b>Venue of the Conference/Seminar</b>	<b>Year</b>
1	The Future of Education, Employment & Entrepreneurship	Season 4 of Skycampus (A Digital Knowledge Series of ICT Academy)	May 4-7, 2020
2	Future Tech 2020	Season 6 of Skycampus (A Digital Knowledge Series of ICT Academy)	May 18-22, 2020
3	Accelerating Industry 4.0-A Post Covid Paradigm	Season 7 of Skycampus (A Digital Knowledge Series of ICT Academy)	May 25-29, 2020
4	Creative Teaching Techniques	MGM College, Udupi	June 15,2020
5	The Global Mindset–The Imperative to Think Bigger, Broader and Bolder	Rajadhani Buniess School, Trivendrum	June 20, 2020.
6	Covid-19:Sustainable Health and Well-Being	Institute of Information Technology and Management (IITM), New Delhi	June 20,2020

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