

Essential Faculty Profile Information

1. Professional Photograph



2. Basic Information

- Full Name : Dr.Delecta Jenifer.R
- Designation : Assistant Professor
- Department : Department of Management Studies
- Employee ID (optional)
- Years of Teaching Experience : 7.6 years
- Industry Experience (if any) :2.10 years

3. Educational Qualifications: B.P.T, EDHRM, MBA,PhD,EDP(XLRI)

4. Areas of Specialization: Human Resource Management ,Talent Management .Cross cultural Competence

5. Faculty Research Dashboard (Maximum 300 Words)

Dr. R. Delecta Jenifer is an accomplished academician, researcher, trainer, and placement professional serving as an Assistant Professor in the Department of Management Studies at Saveetha Engineering College. Her academic journey began with a degree in Physiotherapy, followed by an Executive Diploma in Human Resource Management (EDHRM) from Loyola Institute of Business Administration (LIBA), an MBA, and a Ph.D. This multidisciplinary foundation has been further strengthened through executive education and professional development programs at XLRI – Xavier School of Management, enhancing her expertise in contemporary management practices and leadership development.

With extensive experience in teaching, training, placements, and industry engagement, Dr. Delecta specializes in Human Resource Management, Talent Management, Organizational Behavior, Workforce Development, and Employability Skills. She is passionate about creating industry-ready graduates through experiential learning, certification programs, internships, placement initiatives, and strategic industry collaborations.

An active researcher and innovator, she has published scholarly articles in reputed journals, presented research papers at national and international conferences, and secured patents in emerging domains. Her research interests focus on human resource practices, talent

development, organizational effectiveness, and industry-driven management education. She has served as a reviewer for various national and international conferences and for the prestigious Social Sciences and Humanities Research Council (SSHRC), Canada.

Dr. Delecta has played a pivotal role in strengthening industry-academia partnerships through collaborations with leading organizations such as Zoho Corporation, Pou Chen Group (Taiwan), CEAT Limited, and several other reputed companies. She has been instrumental in organizing Faculty Development Programs in collaboration with Zoho Corporation, enabling nine faculty members and over 100 students to earn globally recognized Zoho certifications.

Her academic and professional contributions have been recognized through prestigious awards, including the Shero Working Woman Award, Woman of Substance Award, South Asian Regional Countries Brilliance Award, and Best Young Researcher Award. She has gained valuable global exposure through academic and professional visits to China, Hong Kong, Macau, Thailand, Indonesia, Singapore, Malaysia, Vietnam, Taiwan, Japan, South Korea, Sri Lanka, Australia, and Dubai, and has also liaised with the Chennai Taipei Trade Centre (TAITRA), Taiwan.

- Educational Qualifications: B.P.T, EDHRM, MBA ,PhD,EDP
- Current Designation and Department: Assistant Professor, Department of Management Studies
- Teaching and Industry Experience: 9.7 Years
- Areas of Specialization: Human Resource Management ,Talent Management ,Cross Cultural Competence
- Research Interests : Management ,Human Resource Management ,Information Management ,Health Care ,Artificial Intelligence ,Sustainability
- Number of Publications :27
- Books/Book Chapters Published :2
- Patents (if any) :7
- Funded Research Projects - Nil
- Consultancy Activities Nil
- Professional Memberships and Academic Contributions: IAP,NHRD

6. Professional Identifiers

Provide clickable links for:

- Scopus Author ID : 58999138900
- ORCID ID : 0000-0002-8179-6383
- Google Scholar Profile : [://scholar.google.com/citations?user=Kmiaj0cAAAAJ&hl=en](https://scholar.google.com/citations?user=Kmiaj0cAAAAJ&hl=en)
- Web of Science Researcher ID
- Vidwan Profile
- LinkedIn Profile : <https://www.linkedin.com/in/dr-delecta-jenifer>

7. Contact Information

- delectajenifer@saveetha.ac.in

8. Updated Resume/CV

- Downloadable PDF Resume

9. Academic Contributions

- Subjects Handled : Total Quality Management, Organizational Behaviour , Business Research Methods ,Operational Research ,Talent Management ,Project Management ,Management Information Systems ,Human Resource Management ,Performance Management ,Information Management

Conference Presentations :

- Invited **BY SIETAR Espanas- Spain** for paper presentation in intercultural competence at June 2026.
- Attended the ICATEM25 International Conference held at South East Asia University, Bangkok, Thailand, from 19–20 July 2025 and presented a paper titled “**A Comparative Study on Emotional Intelligence and Student Demographics in Higher Educational Institutions.**”
- • Attended the ICATEM24 International Conference held on 21 March 2024 at De Montfort University, Dubai, UAE, and presented a paper titled “**A Comparative Study on Emotional Intelligence and Student Demographics in Higher Educational Institutions.**”
- • Participated in the **2nd Gulf International Conference on Accounting and Finance** held on 12–13 December 2023 and presented a paper titled “**Do Corporate Renewable Energy Initiatives Influence Sustainable Development?**”
- • Attended the **International Conference on Migration, Cultural Identity, Language and Communication** in 2017 at the Department of Foreign Languages and Literature, Asia University, Taiwan, and presented a paper on **Cross-Cultural Competence among Middle Management Employees in a Footwear Company in China.**
- FDPs/Workshops Attended
- Successfully completed the **6 days FDP program on AI Driven Neuro Education and cognitive science a future approach of teaching and learning for social sciences**, organized by the faculty of commerce ,Periyar Maniyammani Institute of science and technology, Deemed to be university on 5th Jan 2026 to 10th Jan 2026
- Participated in **5 days international faculty development program on : “Digital Pedagogy in higher education program”** organized by Department Management studies ,Jeppiaar Engineering College
- Successfully completed the **One week Online FDP program on Holistic Research Skill Development for achieving SDGs with Indian Knowledge systems :Model Building for publication and funding** conducted by SA Engineering College from 17 th November to 23 rd November 2025
- Successfully completed the **NPTEL-AICTE Faculty Development Programme on "AI in Human Resource Management"**, funded by the Ministry of Education, Government of India, and secured a consolidated score of **83%** (January–April 2026).

- Participated in the **One-Week International Online Faculty Development Programme on "Emerging Trends and Innovation in Management Practices"** organized by the Department of Management Studies, St. Joseph's College of Engineering, Chennai, from **15–20 December 2025**.
- Participated in the **5-Day National Level Virtual Faculty Development Programme on "AI Tools for Smart Teaching, Learning, Assessment and Research"** organized by Mar Gregorios College of Arts & Science, Chennai, from **25–30 August 2025**.
- Participated in the **10-Hour National Faculty Development Programme on "Business Analytics"** organized by AISSMS College of Engineering, SJC Institute of Technology, and Matrusri Engineering College in collaboration with ExcelR Edtech Pvt. Ltd., from **5–9 February 2024**.
- Participated in the **10-Hour National Faculty Development Programme on "Blockchain Technology"** organized by Ramrao Adik Institute of Technology (D. Y. Patil Deemed to be University), Bishop Heber College, and SR University in collaboration with ExcelR Edtech Pvt. Ltd., from **8–12 January 2024**.
- Participated in the **5-Day Faculty Development Programme on "A Roadmap for Paradigm Shift in Higher Education"** organized by Saveetha Teaching Learning Centre, Saveetha Engineering College, from **14–18 February 2023**.
- Participated in the **Five-Day Online Faculty Development Programme on "Sustainable Teaching Practices – Education 4.0"** sponsored by the Association of Indian Management Schools (AIMS) and organized by Sanskriti School of Business, from **23–27 January 2023**.
- Participated in the **Five-Day International Faculty Development Programme on "Data Science and Visualization Tools"** organized by Jai Shriram Engineering College, Tamil Nadu, from **9–13 January 2023**.

FDPs/Workshops Conducted :

- Organized and coordinated a Five-Day International Faculty Development Programme, **"Reimagining HR for the Future of Work: Technology, Talent and the Human Advantage"** (February 2026), recognized by Saveetha Engineering College for outstanding contributions to academic development, professional engagement, and knowledge dissemination.
- Conducted a one-day workshop on **Six Sigma** on **23 September 2023** at Saveetha Engineering College.
- Organized the **Intellectual Property Awareness Programme**, conducted by **IP India**, in **April 2023** at Saveetha Engineering College.

Guest Lectures Delivered

- International Served as a Panel Chair at the 2nd International Conference on Emerging Practices in Business and Management (ICEPBM 2026), organized by the Department of Management Studies, Saveetha Engineering College (Autonomous), on 15–16 May 2026.
- Served as a session expert for a workshop on the topic “Entrepreneurship and Innovations as Career Opportunities” conducted by Saveetha College of Nursing on 8th October 2025.
- Expert Session on “Converting Innovation into a Startup”
Delivered an expert talk as a Resource Person on “Converting Innovation into a Startup” at Saveetha College of Nursing, SIMATS, Chennai, on 10 August 2024.
- Served As a guest speaker for the SIETAR Europa’s DEIB Learning series “Advancing Equity and empowering people for systemic progress” on 30th May 2024.

- Faculty Development Programme on “Patent Processing, Filing and Applications” Served as a Resource Person in a Faculty Development Programme on “Patent Processing, Filing and Applications” organized by Saveetha College of Nursing, SIMATS, Chennai, on 07 February 2024.
- Faculty Development Programme on “Stress Management” Invited as a Resource Person for a Faculty Development Programme on “Stress Management” conducted by Saveetha College of Nursing, SIMATS, Chennai, on 27 May 2023.
- International Women Conference on “Status of Women in Present Era” Served as a Resource Person at the International Women Conference on “Status of Women in Present Era” organized by the Puducherry Research Institute of Management Education & Science (PRIMES), Puducherry, in collaboration with the London Organization of Skill Development Ltd., UK, Global Research Journal, and Global Research Conferences on 26 March 2023.

10. Membership in Professional Bodies:

- Member of Indian Association of Physiotherapist
- Member of Indian Academic Researchers Association
- Member of National Human Resource Development NHRD Chennai

11. Awards and Recognitions

- Received the Women of Success Schieved Award from BNI Chennai on 11th March 2026
- Received the Academic excellence award 2025 -Sudari Awards
- Received the her raising award 2024 in the category women in education
- Received the academic excellence award 2023 by Res Tec skills Society
- Received the Shero of the year- Thalaivi 2023 by DDHRF
- Received the South Asian Regional Countries Brilliance Award by world book of star records– April 2022 at Nepal
- Received Women of Substance award by Hype edge media -Jan22 at Jaipur
- Best Young Researcher award – Grabs Journal April 2018 at Chennai

Academic Achievements

Reviewer for funding agency:

- Served as external evaluator for social science sand research council of Canada for the 2024 insights grants competition.
- Served As a guest speaker for the SIETAR Europa’s DEIB Learning series “Advancing Equity and empowering people for systemic progress 30th may 2024

Reviewer and expert member:

- Contributed as **Technical Programme Committee Member and Reviewer** in the 2nd international conference on Advances In Smart Computing and Information Security (ASCIS 2023) at Marvadi University, Rajkot, Gujarat during December 7-9 2023
- Contributed **as an Expert Member of** 3rd international conference on Information and Communication Technology in Business, Industry, and Government, (ICTBIG-2023) organized by Symbiosis University of Applied Sciences Indore associated with

UNESCO Chair on secure High-Performance Computing for Higher Education and research, Nambia University of Science and Technology held during 8th to 9th December 2023

- **Reviewed the paper** A study on brand preference of small cars among consumers in Chennai city in India for the international conference on multidisciplinary research 2024 on “sustainability, Innovation, and Transdisciplinary Research for Tomorrow’s challenges” by center for multidisciplinary research, Eastern University, Sri Lanka in collaboration with Tamil Nadu Teachers education University, and ESN Publications, India on 23rd January 2024
- **Reviewed the paper** A study on brand preference of small cars among consumers in Chennai city in India for the international conference on multidisciplinary research 2024 on “sustainability, Innovation, and Transdisciplinary Research for Tomorrow’s challenges” by center for multidisciplinary research, Eastern University, Sri Lanka in collaboration with Tamil Nadu Teachers education University, and ESN Publications, India on 23rd January 2024
- **Reviewed the paper** “The study on urgency of addressing climate change” for the international conference on multidisciplinary research 2024 on “sustainability, Innovation, and Transdisciplinary Research for Tomorrow’s challenges” by center for multidisciplinary research, Eastern University, Sri Lanka in collaboration with Tamil Nadu Teachers education University, and ESN Publications, India on 23rd January 2024
- **Reviewed the paper** “Human Resource Management, Personal, People at work Manpower, Staff Employees” for the international conference on multidisciplinary research 2024 on “sustainability, Innovation, and Transdisciplinary Research for Tomorrow’s challenges” by center for multidisciplinary research ,Eastern University ,Sri Lanka in collaboration with Tamil Nadu Teachers education University, and ESN Publications ,India on 23rd January 2024
- Reviewed the paper The Impact of Employee’s Perception towards Performance Appraisal on their Work Outcomes A Study among the Executive Officers in Higher Educational Institutions/Institutes under the University Grants Commission, Sri Lanka, international Conference on Multidisciplinary Research (ICMR) to be held in Hybrid mode at Eastern University, Sri Lanka in January 2025
- Reviewed the paper on Self-Checkout Systems for Supermarkets in Western province Sri Lanka: Customer perception & Factors influence to use self-checkout systems international Conference on Multidisciplinary Research (ICMR) to be held in Hybrid mode at Eastern University, Sri Lanka in January 2025
- Reviewed the paper on assessing public awareness of the right to information act: a case study of the vakarai region international Conference on Multidisciplinary Research (ICMR) to be held in Hybrid mode at Eastern University, Sri Lanka in January 2025
- Reviewed the paper on job satisfaction and organizational citizenship behavior of employees in selected banks in the Trincomalee region of Sri Lanka in Jan 2025
- Reviewed a paper in the 4 th international conference on “Advancements in Smart Computing & Information Security (ACIS,2025) organized by the Faculty of computer applications ,Marvadi University ,Rajkot ,Gujarat in collaboration with springer ,GUJCOST & DST

12. Research Metrics Dashboard/ Publication Repository

- Total Publications :27

- Scopus Publications :13
- Citation Count :18
- h-index :3
- i10-index

13. Current Responsibilities

- Class Coordinator :Information Management ,Talent Management
- Placement &Alumni Coordinator
- Operations Club Co-ordinator

14. Recent Activities (Dynamic Section)

- Viswanathan, Niranchana Shri, and Delecta Jenifer Rajendren. "Exploring the digital frontier: Harnessing AI innovation to drive the metaverse." *AIP Conference Proceedings*. Vol. 3345. No. 1. AIP Publishing LLC, 2026.
- Deepika, R., Nithya, S., Durgarani, M., Jenifer, R. D., & Prakash, K. (2026). Decision-Making Frameworks for Integrating Motion Control in Business Operations. In *Methodologies and Applications of Intelligent Motion Control Systems* (pp. 159-188). IGI Global Scientific Publishing.
- Balamurugan, A., John, E. P., Gokulakrishnan, A., Jenifer, R. D., & Jyothi, P. (2026). AI-Powered Motion Control for Lean Manufacturing and Workflow Automation. In *Methodologies and Applications of Intelligent Motion Control Systems* (pp. 243-268). IGI Global Scientific Publishing. 2026
- **D. J. Rajendren**, M. S. Kumar, D. Rajesh, Z. Balassem, I. Juraeva, and K. K. S. U. Khamidkhonov, "Named Entity Linking for Cross-Document Information Extraction," *Indian Journal of Information Sources and Services*, vol. 15, no. 3, pp. 413–422, Sep. 2025, doi: 10.51983/ijiss-2025.IJISS.15.3.46.
- H. Mohameed, M. Muthazhagu, K. Punitha, A. S. Anvarovna, **D. J. Rajendren**, and L. Sachdeva, "Interdisciplinary Information Systems for Health and Education Libraries," *Indian Journal of Information Sources and Services*, vol. 15, no. 2, pp. 11–15, Apr.–Jun. 2025, doi: 10.51983/ijiss-2025.IJISS.15.2.02.
- R. Riadhusin, R. Radhakrishnan, **D. J. Rajendren**, I. U. Rakhmanovich, N. D. Lal, and U. Anand, "Adaptive Language Translation in Multinational Info Service Platforms," *Indian Journal of Information Sources and Services*, 2025, doi: 10.51983/ijiss-2025.IJISS.15.2.17.

- N. S. Viswanathan and **D. J. Rajendren**, *AI-Driven Innovation: Fostering Sustainable Workplaces and Innovative Work Behaviours for a Greener Future*, 1st ed., in *Recent Innovations in Sciences and Humanities*, CRC Press, 2025, p. 5.
- **R. D. Jenifer**, R. Vettriselvan, D. Saxena, P. R. Velmurugan, and A. Balakrishnan, "AI Impacts on Branded Entertainment and Advertising," *AI Impacts on Branded Entertainment and Advertising*, pp. 24, 2025, doi: 10.4018/979-8-3693-3799-8.ch015.
- Conferences
- FDPs
- Guest Lectures
- Awards :
 - Received the Women of Success Schieved Award from BNI Chennai on 11th March 2026
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 - Received Women of Substance award by Hype edge media -Jan22 at Jaipur
 - Best Young Researcher award – Grabs Journal April 2018 at Chennai
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- Consultancy Projects - Nil

15. Research interests and teaching philosophy :

My research interests span the interdisciplinary domains of Management, Human Resource Management, Information Management, and Cross-Cultural Competence, with a focus on leveraging technology to enhance organizational performance, human capital development, and knowledge-driven decision-making. Within Human Resource Management, I explore talent management, employee development, organizational behavior, innovative work practices, and AI-enabled HR analytics to support strategic workforce planning and organizational effectiveness. A significant area of my research focuses on Information Management and Information Systems, particularly the role of digital technologies in knowledge creation, information governance, data-driven decision-making, and knowledge-sharing processes. I am interested in understanding how organizations can utilize information and communication technologies to improve efficiency, collaboration, and organizational learning in increasingly globalized environments.

My recent scholarly work has expanded into the integration of Artificial Intelligence (AI), Blockchain, Augmented Reality (AR), Virtual Reality (VR), Predictive Analytics, and Metaverse Technologies within management and educational contexts. I investigate how these emerging technologies can transform talent assessment, organizational learning, intercultural training,

workflow automation, and strategic decision-making. Another key dimension of my research is Cross-Cultural Competence and Intercultural Learning, where I examine the development of intercultural effectiveness, global leadership capabilities, and culturally responsive learning environments. I am also deeply interested in Sustainability and Responsible Management, exploring AI-driven innovation, sustainable workplaces, green initiatives, and technology-enabled solutions that contribute to ethical leadership, sustainable development, and societal well-being. Through my research, I aim to contribute to the creation of inclusive, sustainable, and digitally empowered organizations capable of addressing complex global challenges.

My teaching pedagogy is centered on **student-focused, experiential, and technology-enabled learning**. I employ a blend of **flipped classroom approaches, case-based learning, project-based learning, simulations, reflective learning, and collaborative discussions** to bridge theoretical concepts with real-world applications. Drawing from my international exposure and expertise in cross-cultural competence, I integrate global perspectives into the classroom to foster intercultural awareness and inclusive thinking. I also leverage digital tools, AI-enabled learning resources, and industry-oriented projects to enhance student engagement, critical thinking, problem-solving, and employability skills. My objective is to create a dynamic learning environment that nurtures innovation, lifelong learning, ethical leadership, and the competencies required to thrive in an increasingly interconnected, information-driven, and technology-enabled world.

