

Essential Faculty Profile Information

1. Professional Photograph



2. Basic Information

- Full Name – Dr. S. Poorani
- Designation - Assistant Professor
- Department – Management Studies
- Employee ID - TSBA095
- Years of Teaching Experience – 2 years
- Industry Experience – 5 Years

3. Educational Qualifications- B.Com, MBA, PhD

4. Areas of Specialization- OB/HR/IR

5. Faculty Research Dashboard

Dr. Poorani is an accomplished HR professional, academician, and researcher with expertise in Human Resource Management, Organizational Behaviour, and Talent Management. She holds a Ph.D. from VIT University, Chennai, an MBA from Saveetha Engineering College, and a B.Com from SDNB Vaishnava College for Women.

Currently serving as an Assistant Professor in the Department of Management, she possesses 9 years of combined experience, including 5 years in the corporate sector and over 4 years in academia and research. Her industry exposure spans HR operations, recruitment, employee relations, training and development, performance management, payroll administration, and statutory compliance. She has taught postgraduate courses such as Talent Management, Strategic Human Resource Management, Organizational Behavior, Entrepreneurship Development, Research Methodology, Recruitment and Selection, and Training & Development.

Her areas of specialization include Talent Management, Employee Retention, Strategic HRM, Organizational Behaviour, and Training & Development. Her research interests focus on employee turnover, workforce retention, emerging workplace practices, AI in HR, and

organizational effectiveness. She has published 15 research papers, including 4 Scopus-indexed and 4 ABDC-listed publications, covering topics such as employee turnover, employee engagement, industrial relations, training, and socio-economic issues.

Dr. Poorani is a Life Member of the Indian Society for Training and Development (ISTD) and the National HRD Network (NHRD). She has received the prestigious Raman Award twice for excellence in research and has actively contributed to curriculum design, faculty development, accreditation processes, and student mentoring.

She has participated in numerous international conferences and professional development programs on digital pedagogy, generative AI, and HR analytics. Her academic contributions continue to bridge industry practices and scholarly research, fostering innovation and excellence in management education.

6. Professional Identifiers

- Scopus ID: 58635816700
- Scopus Link: <https://www.scopus.com/authid/detail.uri?authorId=58635816700>
- Google Scholar ID: <https://scholar.google.com/citations?hl=en&user=XpNfVpgAAAAJ>
- LinkedIn: <https://www.linkedin.com/in/poorani-sundarrajan-383653ba/>
- Orcid ID- <https://orcid.org/0000-0002-3593-5653>

7. Contact Information

- **Official College Email ID-** pooranis@saveetha.ac.in

8. Updated Resume/CV

- **Downloadable PDF Resume-** Attached

9. Academic Contributions

- **Subjects Handled** – Organizational Behavior, Human Resource Management, Training and Development, Entrepreneurship development, MCOB
- **Conference Presentations**
 - 9th International Paris Congress on Social Sciences and Humanities
 - 4th Rajagiri Management Conference on Entrepreneurship and Management for Sustainable Business Growth in the Age of Web 4.0 and Beyond- Challenges and Opportunities
 - International Research Conference, Innovative practices for sustainable business
 - Emerging Research in management and applications
 - 2nd Latin American International Conference on Social Science and Humanities
 - International Liberty Interdisciplinary Studies Conference
 - International Conference Held at VIT Business School- ITCMEG
 - The Indian Labour Conference, IIM, Kozhikode, Jan19- 20

- 9th Ankara International Congress on Scientific Research, Turkey, Dec 26-29

- **FDPs/Workshops Attended**

- FDP on Research Methods in Organizational Behavior and Human Resource Management, AICTE Sponsored Short Term Course, by INDIAN INSTITUTE OF TECHNOLOGY MADRAS (IIT)
- FDP – In AI in Human Resource Management – NPTEL- AICTE
- FDP – On Digital Pedagogy in Higher Education
- Workshop on Generative AI for Professionals
- Workshop on Data Analysis using Excel and AI tools
- Employee Retention Strategies
- Research Methodologies
- Modern HR: Generative AI, AI, and Data Analysis in HR
- SPSS Statistics, Smart PIs, Tableau -Tools
- Certification - In AI in Human Resource Management – NPTEL- AICTE

10. Membership in Professional Bodies- Life Member of ISTD, NHRD

11. Awards and Recognitions

- Awarded the Raman Award twice for excellence in research

12. Research Metrics Dashboard/ Publication Repository

Display:

- Total Publications – 15 Plus
- Scopus Publications – 4
- Citation Count - 78
- h-index - 5

- i10-index - 4

13. Current Responsibilities

- . Coordinating Alumni Activities
- . Co- Ordinating B- Smart Activities
- . Coordinating Nptel-related Work

14. Recent Activities (Dynamic Section)

Show latest:

- Publications - Business Sustainability Driven by Employee Turnover Trends: An IT industry Perspective
- Conferences- The Indian Labour Conference, IIM, Kozhikode, Jan19- 20
- FDPs - In AI in Human Resource Management – NPTEL- AICTE