

Essential Faculty Profile Information

1. Professional Photograph



2. Basic Information

- **Full Name**
Dr. A. Vanitha
- **Designation**
Associate Professor
- **Department**
Department of Management Studies
- **Employee ID**
TSBA070
- **Years of Teaching Experience**
18+ Years of Academic Experience
- **Industry Experience (if any)**
2 Years of Industry Experience

3. Educational Qualifications

- Ph.D. (Management), Sri Chandrasekharendra Saraswathi Viswa Mahavidyalaya (Deemed to be University), Kanchipuram, 2014
- UGC-NET (Management), 2012
- MBA (Human Resource Management), Sri Padmavathi Mahila Viswa Vidyalayam, Tirupati, 2005
- B.Sc. (Physics), Sri Venkateswara University, Tirupati, 2003

4. Areas of Specialization

- Human Resource Management

- Organizational Behaviour
- Work-Life Balance
- Employee Engagement
- Emotional Intelligence
- Human Resource Analytics
- Artificial Intelligence in HRM

5. Faculty Research Dashboard (Maximum 300 Words)

Dr. A. Vanitha is an accomplished academician, researcher, and management educator with over 18 years of teaching experience and 2 years of industry experience. She is currently serving as Associate Professor in the Department of Management Studies, Saveetha Engineering College, Chennai. She holds a Ph.D. in Management and has qualified UGC-NET in Management.

Her research expertise spans Human Resource Management, Artificial Intelligence in HRM, Employee Engagement, Work-Life Balance, Sustainability, ESG Practices, and Organizational Behaviour. She has published more than 45 research papers in reputed national and international journals, authored a book, contributed 20 book chapters, and published 16 Indian patents in emerging domains of AI, HRM, and digital transformation.

Dr. Vanitha has successfully guided Ph.D. scholars and M.Phil. researchers and has supervised more than 70 MBA projects. She has actively participated in and organized numerous Faculty Development Programmes, conferences, and workshops. She has served as a Resource Person, Session Chair, Reviewer, Panelist, and External Examiner at various academic forums.

Her professional excellence has been recognized through multiple Best Teacher Awards and Excellence in Teaching Awards. She is a lifetime member of ISTE, NIPM, CMAOI, and AMIEE. Her commitment to academic innovation, research excellence, and learner-centric education continues to contribute significantly to management education and institutional development.

6. Professional Identifiers

- **Scopus Author ID:** 59230589300
- **Google Scholar ID:** -rD3gaQAAAAJ
- **ORCID ID:** 0000-0002-4873-6995
- **Vidwan ID:** 454996
- **LinkedIn ID:** dr-vanitha-a-982141b1

7. Contact Information

- vanithaa@saveetha.ac.in

8. Updated Resume/CV

- PDF Resume attached

9. Academic Contributions

- Subjects Handled
 - Human Resource Management
 - Organizational Behaviour
 - Training and Development
 - Strategic Human Resource Management
 - Human Resource Analytics
 - Compensation Management
 - Performance Management
 - Business Research Methods
 - Organizational Development
 - Labour Welfare and Industrial Relations
 - Talent Management
 - Entrepreneurship Development
 - Principles of Management

10. Membership in Professional Bodies

- Life Member, Indian Society for Technical Education (ISTE)
- Life Member, National Institute of Personnel Management (NIPM)
- Life Member, Commerce and Management Association of India (CMAOI)
- Life Member, Artificial Intelligence and Machine Learning Association (AMIEE)

11. Awards and Recognitions

1. Excellence in Teaching Award, Teachers' Day Celebration, Editorial and Organizing Committee, ASET Journal of Management Science, Sep. 18, 2025.
2. Appreciation Award for conducting Management Development Programme for School Teachers (2026).

12. Research Metrics Dashboard/ Publication Repository

Display:

- Total Publications : 60
- Scopus Publications : 7

Google Scholar

- Citation Count : 47
- h-index :4
- i10-index : 0

13. Current Responsibilities

- MBA Coordinator

14. Recent Activities (Dynamic Section)

- **Publications**

- D. Ovias, V. Selvalakshmi, A. Vanitha, M. Felisiya, T. C. Catherin, and R. Divya Ranjani, "Analysing the Impact of ESG on Work Values – A Generational Analysis of Gen Z and Millennials," *Indian Journal of Information Sources and Services*, vol. 16, no. 2, pp. 328–340, Apr.–Jun. 2026. DOI: 10.51983/ijiss-2026.16.2.33.
- R. Gokilavani, M. Durgarani, D. Hemalatha, R. Divyaranjani, A. Vanitha, and K. Kokila, "Strategic Management of International Partnerships for Sustainable Climate Adaptation and Resource Justice," *Natural and Engineering Sciences (NESciences)*, vol. 11, no. 1, pp. 371–380, 2026. DOI: 10.28978/nesciences.261028.
- S. Balan, A. Devikomathy, A. Vanitha, Theerthamalai, and S. Suthakar, "Sustainable Workplace Environments as Pathways to Employee Psychological Well-Being: A Conceptual Model Integrating Pro-Environmental Behaviour and Leadership Support," *Int. J. Environ. Sci.*, pp. 1177–1184, Sep. 2025, doi: 10.64252/maexf476.
- A. Vanitha, Yilin, P. Ganapathi, L. Lu, R. Nivethikha, and N. Bhatla, "Human Resource Management in Art Institutions: Balancing Creativity and Structure," *Int. J. Environ. Sci.*, pp. 454–462, Jun. 2025, doi: 10.64252/zzjdx85.
- A. Vanitha, "Human Resources and ESG: Making Sustainability an Integral Part of Organizational Success," *IPE J. Manage.*, vol. 15, no. 4, pp. 179–186, Jan.–Jun. 2025, ISSN 2249-9040.
- A. Vanitha, "Emotional Intelligence: The Silent Drivers of Success in Human Capital Management," *Personnel Today*, vol. 46, no. 2, Jul.–Dec. 2024, ISBN 0970-8405.
- A. Vanitha, "Empowering Business Sustainability: Creative Approaches in Advancing Organic Products Promotion," *Eur. Chem. Bull.*, vol. 12, no. 8, pp. 9879–9887, 2023, ISSN 2063-5346.
- S. Balan and A. Vanitha, "Stress and Anxiety among Various Post Graduate Students in Kerala during Mandatory Lockdown due to Covid-19," *Ann. Forest Res.*, vol. 65, no. 1, pp. 6827–6831, 2022, ISSN 1844-8135.
- A. Vanitha, "Antecedents of Job Embeddedness and Its Outcome on Intention to Stay Among Teachers in the Higher Education Sector," *IPM J. Manage.*, vol. 12, no. 1, pp. 60–77, Jan.–Jun. 2022, ISSN 2249-9040.
- A. Vanitha, "Work-Life Balance: A Review of Women in the Service Sector," *Int. J. Bus. Manage. Invention*, vol. 11, no. 3, pp. 01–08, Mar. 2022, doi: 10.35629/8028-1103010108.

- **Conferences Presented**

1. "Real-Time Analytics Transparency and Employee Skill Agility: A Moderated-Mediation Framework for Digital Workplace Learning," presented at the IEEE International Conference on Technology and Management for Sustainable Development (ICTMSD-26), Sri Sairam Engineering College, Chennai, India, Feb. 6–7, 2026.
2. "Can AI-powered Chatbots Redefine Employee Experience in HR," presented at the International Conference on Emerging Practices in Business and Management, Department of Management Studies, Saveetha Engineering College, Chennai, India, May 22–23, 2025.
3. "Upskilling Strategies for HR in the Age of AI: Empowering Organizational Transformation," presented at the International Conference on Educating the Post Millennials (ICEM'24), Saveetha Teaching Learning Centre, Saveetha Engineering College, Chennai, India, May 17, 2024.
4. "Strategic HRM in the Age of AI: Upskilling for Organizational Transformation," presented at the International Conference on Advanced Technology in Engineering & Management (ICATEM 2024), Saveetha Engineering College, Chennai, India, Mar. 21, 2024.
5. "Green Work-Life Balance Practices on Workplace Conflict Resolution among IT Employees," presented at the International Conference on Reinventing Business Practices – Start-ups Sustainability, SRM Institute of Science and Technology, Vadapalani, Chennai, India, Nov. 2–3, 2023.
6. "A Systematic Literature Review on Working Women's Work-Life Balance from a Global Perspective," presented at the International Conference on Rethinking Business Strategies, Haldia Institute of Technology, West Bengal, India, May 13–14, 2022.
7. "Mediating Role of Work-Life Balance between Job Stress and Employee Commitment," presented at the International Conference on Recent Innovation in Science, Engineering and Technology (ICRISET-2022), Jeppiaar Institute of Technology, Sriperumbudur, India, May 13–14, 2022.
8. "Work-Life Balance: A Review of Women in Service Sector," presented at the International Virtual Conference on Covid-19 Paradigm Shift in Business, AIMS IBS Business School, Bangalore, India, Feb. 19, 2022.
9. "Work Stressors and Their Influence on Organizational Commitment – Mediating Role of Work-Life Balance," presented at the Virtual International Conference on Innovative Business Practices of E-Commerce in Contemporary World 4.0, Loyola College, Chennai, India, Feb. 4–5, 2022.
10. "Virtual Design Thinking Approach for Online Classroom Management," presented at the 6th International Virtual Conference on Managing Business in a Covid-19 Era, Skyline University College, Sharjah, UAE, Mar. 23, 2021.

- **FDPs/Workshops Attended**

- Five-Day International FDP on *Digital Pedagogy in Higher Education*, Department of Management Studies, Jeppiaar Engineering College, Chennai, India, May 25–29, 2026.

- NPTEL Certification Course on *International Human Resource Management*, National Programme on Technology Enhanced Learning (NPTEL), 12-Week Course, Jan.–Apr. 2026, Score: 96%.
- NPTEL Certification Course on *Organizational Design, Change and Transformation*, National Programme on Technology Enhanced Learning (NPTEL), 12-Week Course, Jan.–Apr. 2026, Score: 76%.
- IUCEE International Educator Certification Program (IIECP) – Foundation Certification Program, IUCEE Foundation, Fall 2025.
- Five-Day FDP on *From Data to Decisions: Modern Tools for Management Research across Functional Domains*, St. Joseph's Institute of Technology in association with Madras Management Association, Chennai, India, Feb. 2–6, 2026.
- Faculty Development Programme on *Artificial Intelligence in Various Domains of Business*, Department of Management Studies, Rajalakshmi Engineering College, Chennai, India, Dec. 29, 2025 – Jan. 3, 2026.
- Completed 12-week NPTEL Certificate Course on *OBE and Accreditation*, Jul.–Oct. 2025, Score: 90%, Gold Badge.
- Participated in 7-Day FDP on *The Gen Z Effect: Innovation, Impact and the Future of Industry*, Star International Foundation for Research and Education, Oct. 2–8, 2025.
- Completed ATAL FDP on *Decision 4.0: Harnessing the Power of AI, Data Science, and Generative Intelligence*, Saveetha Engineering College, Sep. 8–13, 2025.
- Participated in One-Week FDP on *Artificial Intelligence for Research, Innovation, and Societal Impact*, P. V. Patil Institute of Technology, Maharashtra, in collaboration with AMIEE Association, Sep. 8–12, 2025.

- **Guest Lectures Delivered**

1. Conducted *Management Development Programme: Dive, Discover and Decode* for 180 teachers at The Pupil Saveetha Eco School, Chennai, India, Apr. 27–29, 2026.
2. Resource Person, Faculty Development Programme on *Generative AI for Academic Excellence – Innovations in Teaching and Research*, Department of Management Studies, Saveetha Engineering College (Autonomous), Chennai, India, Feb. 9–13, 2026.
3. Served as External Examiner for Ph.D. Viva Voce, Rajah Serfoji Government College (Autonomous), Thanjavur, affiliated to Bharathidasan University, Aug. 11, 2025.
4. Chief Guest for BBA Association Inauguration – *Money Matters*, Department of Business Administration, S.S.K.V. College of Arts & Science for Women, Kanchipuram, Jul. 23, 2025.
5. Reviewer, International Conference on Multidisciplinary Research 2025 – *The Power of Diversity*, Center for Multidisciplinary Research, Eastern University, Sri Lanka, in collaboration with Sri Sathya Sai University for Human Excellence, India, Jan. 3–4, 2025. Resource Person for FDP on *Technology and Organizational Behaviour: Exploring the Influence of Technology, Virtual Teams, and Remote Work Dynamics*, Faculty of Management, SRM Institute of Science and Technology, sponsored by AICTE–ATAL Academy, Nov. 4–9, 2024.
6. Resource Person for One-Week Online FDP & Workshop on *Ethical and Responsible AI: Challenges and Opportunities*, Commerce and Management Association of India (CMAOI), Coimbatore Institute of Technology and AMIEE Association, Oct. 1, 2024.

7. Resource Person, Faculty Industry Immersion Programme (FIIP), Saint-Gobain, Jul. 8–12, 2024.
8. Resource Person for FDP on *AI Tools for Academic Research Writing and Publishing*, Saveetha College of Nursing, SIMATS, Thandalam, Apr. 2, 2024.
9. Session Chair, 2nd International Conference on Advanced Technology in Engineering & Management (ICATEM 2024), Saveetha Engineering College, Dubai and Abu Dhabi, Mar. 18–25, 2024.
10. Guest Speaker on *CSR Framework*, PG Department of HRM, SDNB Vaishnav College for Women, Chennai, Jul. 27, 2023.
11. Resource Person for Webinar on *Effectiveness of AI on Indian Business Scenario – Case Discussion*, Department of Management Studies, SRM Valliammai Engineering College, Chennai, Jun. 17, 2023.
12. Resource Person for Webinar on *Creativity and Innovation*, College of Management, SRM Institute of Science and Technology, Ramapuram, Aug. 24, 2022.
13. Resource Person, One-Week FDP on *Research: Contemporary Trends and Perspectives*, IQAC and Department of Management Studies, Jeppiaar Institute of Technology, Sriperumbudur, Jul. 18–22, 2022.
14. Resource Person, One-Day FDP on *Optimizing ICT Tools for Effective Writing of Research Paper*, IQAC, Annai Vailankanni Arts & Science College, Thanjavur, Oct. 10, 2021.