

Essential Faculty Profile Information

1. Professional Photograph



2. Basic Information

- Full Name: Dr. Suganya Bharathi S
- Designation: Assistant Professor (OG)
- Department: Department of Management Studies
- Employee ID (optional): TSBA104
- Years of Teaching Experience: 2 Years
- Industry Experience (if any): Nil

3. Educational Qualifications: B.E., MBA, Ph.D., NET (Management)

4. Areas of Specialization: Finance and HR

5. Research Profile

Include:

- Research Interests: My research interests focus on Human Resource Management and Organizational Behaviour, particularly organizational safety climate, safety stressors, handover quality, grit, and employee safety behaviour.

I also explore HR analytics, employee well-being, workplace stress, emotional intelligence, and emerging technologies in HR and organizational management.

- Number of Publications: Scopus-09 and ABDC -05
- Books/Book Chapters Published: Book Chapter-07, Book-01
- Patents (if any): Granted-01, Published-01
- Funded Projects: Nil
- Consultancy Activities: Nil

6. Professional Identifiers

Provide clickable links for:

- Scopus Author ID: 59250686300
- ORCID ID: 0000-0003-2715-2357

- Google Scholar Profile: [suganyabharathi S - Google Scholar](#)
- Web of Science Researcher ID: PLC-5114-2026
- Vidwan Profile: 286083

- LinkedIn Profile: [Dr. Suganya Bharathi S | LinkedIn](#)

7. Contact Information

- Official College Email ID: suganyabharathis@saveetha.ac.in

8. Updated Resume/CV

- Downloadable PDF Resume

9. Academic Contributions

- Subjects Handled:

MBA

1. Management Concepts and Organizational Behavior
2. Human Resources Management
3. Applied Operations Research
4. Communication Skills
5. Entrepreneurship Development
6. Organizational Culture and Behavior
7. UHV-Universal Human Values and Ethical Human Conduct
8. International Finance

BBA & B. Com

2. Cost Accounting
3. Principles of Financial Accounting
4. Higher Financial Accounting
5. Management Information Systems
6. Accounting Software and Spreadsheets

- Conference Presentations: 27
- FDPs/Workshops Attended: 75
- FDPs/Workshops Conducted: Nil
- Guest Lectures Delivered: 01

10. Membership in Professional Bodies

11. Awards and Recognitions

- Best Faculty Awards: 01
- Research Excellence Awards: 07
- Appreciation Certificates:01
- Academic Achievements:03

12. Research Metrics Dashboard

Display:

- Total Publications
- Scopus Publications: 09
- Citation Count: 10
- h-index: 02
- i10-index:0

13. Current Responsibilities

- Class In-charge- I Year M.B.A

14. Recent Activities (Dynamic Section)

Show latest:

- Publications

ABDC Publication

1. Effect of Employee Productivity and Performance on Occupational Health and Safety Among Nurses.

Minnesota Journal of Business Law and Entrepreneurship| ISSN: 1540-3270

Volume No. 3 (2026) |

Indexing: ABDC – B Category |Role: Fourth Author

[<https://kommerstad.org/journal/article/view/746>]

2. Decoding Redditors' Emotional Cues: A Naïve Bayes Theorem Unveils the Hidden Stress of Subscribers Through Sentiment Analysis

Journal of International Insurance Law Review | ISSN: 0968-2090

Volume 33, No. 3 (2025) |

Indexing: ABDC – A Category |Role: First Author

[DOI: 10.64526/-]

3. Role of AI in Financial Forecasting and Investment Decision-Making

Journal of Advances in Consumer Research | ISSN: 3079-1766

Volume 2, Issue 3 (2025) |

Indexing: ABDC – B Category |Role: First Author

4. The Influence of Organizational Factors on Employee Development Using Employee Performance

Among Nurses

Journal of Advances in Consumer Research | ISSN: 3079-1766

Volume 2, Issue 4 (2025) |

Indexing: ABDC – B Category |Role: First Author

5. Digital Intellect and Emotional Perspicacity are Harmonized with Each Other – A Core Adroitness for the Future Digital Era

Journal of Informatics Education and Research | ISSN: 1526-4726

Volume 4, Issue 3 (2024) |

Indexing: ABDC – C Category |Role: First Author

[DOI: 10.52783/jier.v4i3.1389]

Scopus Indexed- Scopus ID: 59250686300

Scopus-Indexed Journal Articles:

1. Breaking Ground and Breaching Safety: A Case Study of Construction Health Hazards

International Journal of Occupational Safety and Health| ISSN: 2091-0878

Volume 16, No. 1 (2026), pp. [228-239]

Indexing: Scopus| Cite Score: 1.5| Quartile: Q3| Role: First Author

[DOI: <https://doi.org/10.3126/ijosh.v16i1.76101>]

2. The Influence of Grit on Nurses' Safety Performance with the Mediating Effect of Perceived Stress

Journal of Calitatea Quality Access to Success | ISSN:1582-2559

Volume 27, No.210 (2026), pp. [266-272] |

Indexing: Scopus| Cite Score: 1.4 |Quartile: Q3| Role: First Author

[DOI: 10.47750/QAS/27.210.30]

3. The Ascendancy of Emotional Intelligence on Academic Teaching Staff Stress with the Mediating Role of Psychological Capital

ECONOMICS- Innovative and Economics Research Journal | ISSN: 2303-5005

Volume 12, No. 3, 2024|

Indexing: Scopus| Cite Score: 4.1 |Quartile: Q2| Role: First Author

[DOI: 10.2478/eoik-2024-0033]

Scopus-Indexed Conference Proceedings:

4. Analysis of Artificial Intelligence in Human Resource Computer Management System
3rd International Conference on Sentiment Analysis and Deep Learning (ICSADL 2024),
IEEE

Indexing: IEEE Xplore | Scopus | Role: First Author

[DOI: 10.1109/ICSADL61749.2024.00021]

5. The Geriatric's Journey: Unveiling the Link between Perceived Stress and Mental Well
being of Retirees and Non-Retirees using Python Data Inquiry

Lecture Notes in Networks and Systems (Springer)

Innovative Computing and Communications – Proceedings of ICICC 2024, Volume 1

ISSN: 2367-3370 (Print) | 2367-3389 (Online)

ISBN: 978-981-97-3587-7 | eISBN: 978-981-97-3588-4

Indexing: Scopus | INSPEC | SCImago | zbMATH | WTI Frankfurt eG | Role: First Author

[DOI: 10.1007/978-981-97-3588-4]

6. Analysis of IoT Cloud Security Computerization Technology Based on Artificial
Intelligence ICIPCN 2022 – IEEE Conference Proceedings

Publisher: Springer

Indexing: Scopus | IEEE Xplore | Role: First Author

[DOI: 10.1007/978-3-031-12413-6_23]

7. Probing the Effects of Workplace Incivility and Its Outcome on Job Stress Among
Housekeeping Labourers Using Python Inspection

Lecture Notes in Networks and Systems (Springer)

Proceedings of ICDAM 2024 – Data Analytics and Management, Volume 2

ISSN: 2367-3370 (Print) | 2367-3389 (Online)

ISBN: 978-981-96-3354-8 | eISBN: 978-981-96-3355-5

Indexing: Scopus | INSPEC | SCImago | zbMATH | WTI Frankfurt eG | Role: First Author

[DOI: 10.1007/978-981-96-3355-5_29]

Scopus-Indexed Book Chapter:

8. Investigating the Impact of Knowledge Management, Job Stress, and Emotional
Intelligence on Innovative Performance in Apparel Workers: A Look at the Mediating
Role of Tacit Knowledge Sharing

Emotional Intelligence in the Digital Era | CRC Press, Taylor & Francis

Book Chapter, pp. 417–436, 2025 | eISBN: 9781032715377 |

Indexing: Scopus | Role: First Author

[DOI: 10.1201/9781032715377-27]

9. Exploring Blockchain's Potential for Business Transformation in the Healthcare and Construction Industry

Web 3.0 Unleashed: Transforming Industries and Building Ethical Frameworks | Emerald Publishing

Book Chapter, pp. 75–103, 2025 |

Indexing: Scopus |Role: First Author

[DOI: 10.1108/978-1-83708-728-020251005]

BOOK PUBLICATION

1. Dr. Suganya Bharathi S. (2026). Advanced Human Resources Practices. Association of Global Academicians and Researchers (AGAR) Publications, a Unit of SALIHA PUBLICATIONS, ISBN: 978-93-7565-045-4.

ISBN PUBLICATIONS

1. An article titled "The Case Study on General Electric Company " in ISBN proceedings (ISBN: 978-81-977052-3-6)

2. An article titled "The Effect of Entrepreneurship Learning, Entrepreneurial Competence on Students' Innovation: Mediation of Entrepreneurial Environment" in the ISBN proceedings (ISBN: 978-81-959890-2-7)

3. An article titled "Emerging Trends in HR Analytics and its Impact on Organizational Growth" in the ISBN Book Published (ISBN No: 978-81-969082-8-7)

4. An article titled "The Relationship between Emotional Intelligence, Situational Leadership, and High-Performance Leaders in the ISBN Book Published (ISBN No: 978- 81-19147 85-4)

5. An article titled "Reconnoitre the Extent of Workplace Incivility and its Outcome on Job Tautness among Unskilled Labourers in the ISBN Book of Abstracts (ISBN No: 978-93 95856-44-7)

6. An article titled "To Enhance Decision Making of HR Managers Using Analytics: Reskilling and Upskilling for the New Future of Work" in the ISBN Book of Abstracts (ISBN No: 9788195954605)

7. An article titled "The Rise of HR Analytics and Its Challenges Faced by HR Professionals" in the ISBN Proceedings of the International Conference on Management and Data Analytics. (ISBN No: 978-93-94757-02-8)

PATENT PUBLICATIONS

1. "DATA PROCESSING DEVICE FOR EMPLOYEE RECRUITMENT AND TRAINING"-Design Patent Granted- patent number: 6339333; web link URL: Find a registered design - GOV.UK (registered-design.service.gov.uk)

2. "CHILD PROXIMITY ALERT USING GPS AND G-SENSOR"- Patent published- patent number: 202241005621

UGC CARE PUBLICATION

1. An article titled "Discerning the Nexus between Job Aggravation and Affective Organizational Commitment with the Hegemony of Job Contentment published in UGC Care Journal Group-I, Humanities, and Social Science Studies, ISSN: 2319-829X

PEER-REVIEWED JOURNAL

1. Stress Management among Bus Drivers: An Empirical Study, Advances in Management – In the Journal of Advances in Management, vol.7(11), November (2014)

- Conferences

Presented a paper titled

1. Unpacking the Role of Influencer Authenticity and Interactivity in Shaping Cognitive Attachment and Brand Loyalty in the Era of Social Media 3.0- International Conference on Frontiers of Sustainability- Global Responsibility for Innovation & Entrepreneurship FOS 2026-GRIE organized by Thiagarajah School of Management

2. Participation in the Three-Minute Thesis (3MT) National-level Competition organized by the Doctoral Research Centre, Chitkara University, Punjab.

3. Inspecting the sources of stress affecting the performance of nurses and their coping strategies -A qualitative paper on Phenomenological design -International Conference on building future through humanities and technology: Sustainable Development Goals and local actions organized by PSIT COLLEGE OF HIGHER EDUCATION, Kanpur

4. Digital Literacy and Skills Development for Empowering Tribal People One-Day National Conference under Vision Viksit Bharat@2047 on Empowering Tribes with Digital Entrepreneurship sponsored by ICSSR and organized by SRM Institute of Science and Technology, Kattankulathur

5. The Contiguity between Work Hassle and Career Plateau among Sales Representatives ICEIM 9th International Conference on Energy, Infrastructure and Management organized by School of Management, Pandit Deendayal Energy University, Gandhinagar.

6. Probing the Effects of Workplace Incivility and its Outcome on Job Stress Among Housekeeping Labourers Using Python Inspection-ICDAM Conference organized jointly by London Metropolitan University, London, UK in association with SGGW Management Institute & BPIT, GGSIPU, Delhi.

7. The Effect of Entrepreneurship Learning, Entrepreneurial Competence on Student's Innovation: Mediation of Entrepreneurial Environment-PERI College of Arts and Science College

8. Quiet quitting and quite thriving: a comprehensive exploration of hidden problems-Presented
Poster on DPRC 2024 Organized by SRM Institute of Science and Technology, Kattankulathur

9. Addressing the end-user's Perspectives of Twitter's Data about ChatGPT Application - Research Day 2023 organized by SRM Institute of Science and Technology, Kattankulathur

10. The Geriatric's Journey: Unveiling the Link between Perceived Stress and Mental Well-being of Retirees and Non-Retirees using Python Data Inquiry -ICICC Conference by University of Delhi

11. General Electric Company Case Study- Case Study Conference- S.A.Engineering College
12. The contiguity between work hassle and career plateau with the mediating role of career resilience among sales representatives- SRM Institute of Science and Technology, Kattankulathur, by the Department of Data Science and Business Systems.
13. Digital intellect and emotional perspicacity are harmonized with each other, a core adroitness for the future digital era-Indian Institute of Management Science, Pune
14. Reconnoitre the Extent of Workplace Incivility and Job Tautness among unskilled Labourers- Indian Institute of Technology, Madras
15. Designing for Digital Well-being - Issues and Opportunities-SRM Institute of Science and Technology, Kattankulathur
16. The contiguity between work hassle and career plateau with the mediating role of career resilience-Indian Academic Researchers Associations
17. Discerning the nexus between job aggravation and affective organizational commitment with the hegemony of job contentment-Sri Kanayaka Parameswari Arts and Science College for Women, Chennai
18. Digital Intelligence and Emotional Intelligence are harmonized with each other, a key competence for the future of work-Presidency University, Bangalore
19. Perceived corporate-level politics and its interactive effects on employees' job outcomes Research Day 2023 organized by SRM Institute of Science and Technology, Kattankulathur
20. The Rise of HR Analytics and Its Challenges Faced by HR Professionals-Indian Institute of Management, Nagpur
21. A study on social and environmental impacts of e-waste- Maharaja Agrasen Institute of Management Studies (MAIMS)
22. HR analytics for decision-making and effective proven HR Reinvention- CMR University, Bangalore
23. A study on the foreign exchange rate movement of USD-INR in the currency futures market in India.
24. Forex Risking Forex Trading-Sri Ganesh School of Business Management
25. Role of Banks in Supporting Women Entrepreneurs-Dhanraj Baid Jain College, Chennai
26. CRM is a tool for customer satisfaction: A study in the Banking Sector – Vellalar College of Engineering and Technology
27. Women's Empowerment in India.

NATIONAL CONFERENCES

1. Impact of Virtual Reality (VR) and Augmented Reality (AR) on Communication: A Comprehensive Review- SRM Valliammai Engineering College
2. The changing role of digital transformation and its impact on human resource management

3. New Trends and Challenges in Business Management and Innovation - Education
Automation and Faculty Work-Life Balance in the New Normal -Nehru Arts and Science
College, Coimbatore

- FDPs

- Guest Lectures:

Delivered a special webinar on 6th May 2023 for online learners on the topic
“Applications of Emotional Intelligence and Digital Intelligence in today's Digital
Era,” organized by SRM Institute of Science and Technology, Directorate of Online
Education

- Awards:

- Best Assistant Professor Award (2026) – Awarded by Silampoli Foundation, Pudukkottai, in recognition of academic excellence, subject expertise, seminar presentation, and professional performance.

- Best Poster Presentation Award (2025) – Received at the Dr. Paarivendar Research Colloquium (DPRC 2025), SRM Institute of Science and Technology.

- Silver Medal – Research Day 2025 – Awarded by the Department of Management Studies, SRM Institute of Science and Technology, for outstanding research contribution.

- Global Young Achiever Award (2024) – Conferred by INSPIRE Eduversity Publications (MSME Registered) for excellence in research publications.

- Universal Innovators Leadership Award (UILA 2024) – Awarded for Research Achievement in Management by Universal Innovators in association with the ICICC Conference.

- Runner-up Award – National Employee Relations Conference (2023) – Received at the conference organized by The South Indian Chamber of Commerce and Industry (SICCI) for paper presentation.

- Global Excellence Award (2023) – Awarded by STAR 2023, Special Minds India, and UNIFACT University, Brazil for outstanding achievement in research.

- Best Research Scholar Award (2023) – Presented by the Indian Academic Researchers Association (IARA) for excellence in research and innovation.

- Best Poster Presentation Award (2023) – Received at the Dr. Paarivendar Research Colloquium (DPRC 2023), SRM Institute of Science and Technology.

- Best Paper Presentation Award – Awarded for the paper titled "Role of Banks in Supporting Women Entrepreneurs."

- Best Project Award (MBA) – Received from Kongu Engineering College for the project

"Energy Conservation", involving the conversion of plastic waste into roads and bio-waste into electricity.

- Consultancy Projects

