

Curriculum Vitae of Dr. A. THANDEESWARAN
(As on 25/05/2018)

Current Position: Assistant Professor, St. Joseph's Institute of Management (JIM), St. Joseph's College, Trichy, from 01/06/2018

Educational Qualification: BSc (Chemistry), MA (Social Dynamics), MBA, MPhil (Sociology), UGC-JRF-NET in Sociology and PhD in Sociology - Social Dynamics.

Prior Work Experience: 15 years of accumulated service, primarily teaching and research as given below.

- Lecturer at Department of Social Dynamics / Human Resource Management, St. Joseph's College (Autonomous), Tiruchirapalli for nearly nine years from January 1993 to March 2010, on temporary non-continuous vacancies' (FIP, ML and other) basis.
- Associate Professor at Department of Management Studies and Research, Coimbatore Institute of Management and Technology (CIMAT), Narasipuram, Coimbatore - 641109, from 11.07.2016 to 11.05.2017.
- Core Faculty in Sociology, on full-time contract basis, at Irrigation Management Training Institute (IMTI), Thuvakudi, Tiruchirapalli - 620015 for over five years from 09-04-2010 to 12.06.2015.
- Personnel Officer (Probation) at Shiva Distilleries Limited, Narashimmanaickenpalayam, Coimbatore for six months from November 1991 to May 1992.
- Management Trainee at Bannari Amman Sugars Limited, Alathukombai, Sathyamangalam for six months from June 1991 to November 1991.

Subjects taught at PG level earlier, from last to first:

- Supply Chain Management and Logistics.
- Organisational Behaviour and Human Resource Management.
- Organisation Development.
- Counselling and Guidance.
- Soft Skills: Time Management and Negotiation.
- Corporate Social Responsibility.
- Labour Laws and Labour Welfare.

- Management of Community Based Organisations.
- Participatory Rural Appraisal.
- General Sociology.
- General and Developmental Psychology.
- Sociological Theories.
- Research Methodology.
- Value Education (For UG students)

Research Experience:

- Doctoral research in Sociology on the topic “Dispute Patterns and Resolution Practices in Tank Irrigation – A Sociological Study”.
- Research Assistance to Dr. D. Sundaram, Senior Professor of Sociology as social scientist for the Study conducted by Krishnan Associates, Water Resource Consultants for International Irrigation Management Institute, Sri Lanka during October to November 1995 on “Water Allocation in Thaamiraparani Main System of South Tamil Nadu”.
- Research Assistance to Dr. D. Sundaram, Senior Professor of Sociology for his case study on “Urban Water Use Patterns in Chennai City” during December 1994 to January 1995.
- Research Assistance to Dr. P. K. B. Nayar, Chairman, Centre for Gerontological Studies, Ulloor, Thiruvananthapuram, for his study on “Social and Health Problems of Inmates of Old Age Homes in Madras City” during February to May 1995.
- Research Associate to Rev. Dr. S. Lazar for the “Study on Enhancing the Employability of Marginalized Youth in Tamil Nadu” for Functional Vocational Training Forum, Bangalore during 2001 – 2002.
- Research Assistance to Rev. Dr. S. Lazar for the UGC-funded “Study on Rural Entrepreneurship in Trichy District” during 2007 – 09.
- M.Phil. research on the topic “Attributes of College Teachers and Students: Self and Counter Perceptions” during 1990 – 1991.
- M.A. Project work on “Child Labour in Catering Establishments in Trichy City” during 1989.
- M.B.A. Project on work “Work-Life Balance of College Teachers”, 2017.

Publications:

- “Irrigation Management Transfer – Farmers’ Participation and the Role of Social Action Research and Diffusion Process : A Conceptual Framework”, 2000, co-author to Dr. D. Sundaram, in *Development With Human Touch*, a book edited by D. Vasudeva Rao and S. Vijayakumar, Atlantic Publishers, New Delhi, ISBN 81-7156-894-7, pp. 174-186.
- “Talent Management for Organizational Excellence”, in *RETELL journal*, ISSN 0973-404X, Dec. 2009, Vol.10, No.1, pp. 36-41.
- “Organizational Culture for Organizational Success”, in *Progressive Outlook journal*, ISSN 2231-2258, April - June 2012, Vol.2.
- “Significance of Training for Attitudinal Development of Human Resource: A Learning through a Study of Training Programme at Tamil Nadu Police Academy”, in *Trends in Human Resource Management journal*, August 2012, Ideal Publishing House, Trichy. ISBN 978-81-920622-4-2. Pp. 207-214.

Leadership and Managerial Experience:

- Jointly led the team that collected and analysed data for the “Enhancing the Employability...” and the “Rural Entrepreneurship...” studies mentioned earlier under Research Experience.
- Jointly coordinated the HRM Seminar 2004 organized by the Department of Human Resource Management, St. Joseph’s College, Trichy.
- Head of the Department of Personnel Management and Industrial Relations, St. Joseph’s College, Trichy for one year.
- President of Association of HRM Department, St. Joseph’s College, Trichy for a year.
- Personnel Officer (Probation) at Bannari Amman Group Company, Coimbatore for six months.
- Deputy Warden (Faculty in-charge), Irrigation Management Training Institute Hostel, for four and a half years.

Training Experience:

- Faculty at Joseph’s Academy of Soft Skills for a year for enhancing employability.

- Faculty and course coordinator at the Irrigation Management Training Institute for five years on subjects of self and social development for officers and field-staff of Departments of Water Resources, Agriculture and Agricultural Engineering, and farmers.

Topics handled in training:

- Time Management.
- Win-Win Negotiation.
- Team Building.
- Good Work Habits.
- Problem Solving.
- Employer – Employee Relationship.
- Public Speaking.
- Self-Development Skills.
- Managerial Excellence.
- Participatory Research Appraisal (PRA).
- Participatory Irrigation Management.
- Capacity Building for Sustainability of WUAs.
- Psychosocial Support in Disaster Management.
- Water Saving Social Attitudes and Practices.

Paper Presentations:

- “Training Effectiveness and Evaluation – Trends and Prospects”, National Conference on Recent Trends in Human Resource Management, organized by Department of Life-long Learning, Bharathidasan University, Tiruchirapalli on March 30 & 31, 2012.
- Participated in a Panel Discussion and made a presentation on “Climate Change and Water Issues in Coastal Areas” in the ‘INECC – SCINDeA Consultation on Influence of Climate Change on Ecology’ held on 4th September 2010 at Chennai.

Participation in Conferences / Seminars / Workshops:

- Seminar on “Social Aspects of Rural Development” organized by School of Social Sciences, Bharathidasan University, Tiruchirapalli during March 20-21, 1990.

- Workshop on “Research Methodology”, organized by St. Joseph’s College, Tiruchirapalli during April 5-6, 1993.
- International Conference on “Political Economy of Water in South Asia: Rural and Urban Actions and Interactions” organized by SSRC and MIDS during January 4 – 7, 1995 in Chennai.
- International Conference on “Tank and Pond Water Management” organized by Ford Foundation and CWR, Anna University, Chennai on Sept. 14 – 15, 1995.
- International Conference on “Sustainable Management of Highland and Headwater Regions”, organized by Delhi University in collaboration with International Agencies during October 6 – 8, 1995, in Delhi.
- Water '95 – International Conference on “Water Management” organized by Confederation of Indian Industry (CII) on December 8 – 9, 1995, in Chennai.
- “Social Development Research Capacity Building Workshop” organized by the Institute of Development Alternatives, Chennai from May 15, 2001 to June 05, 2001.
- National Seminar on “Digitalized Information Exchange for Quality Sustenance and Enhancement among Accredited Institutions”, at St. Joseph’s College, Tiruchirapalli on March 3 & 4, 2005.
- National Conference on “Quality Enhancement and Sustenance in Higher Educational Institutions through Six Sigma Quality Strategy”, at St. Joseph’s College, Tiruchirapalli on October 23 & 24, 2008.
- National Conference on “Higher Education and National Development: The Challenge of Expansion, Quality and Inclusion”, at St. Joseph’s College, Tiruchirapalli on January 30 & 31, 2009.
- One-day “Case Study Analysis Workshop” organized by SNMV Institute of Management, Coimbatore on Sept. 27, 2016.

Life-long Learning Programme:

- Recently completed the following Online Courses through NPTEL, with elite grade:
 - ✍ Operations Management (22/01/2018 to 28/04/2018).
 - ✍ Managerial Economics (05/02/2018 to 29/04/2018).

Personal Particulars:

- Date of Birth: **27.06.1967**
- Nationality and State: **Indian, Tamilnadu**
- Mother Tongue: **Tamil**
- Native place: **Udumalaipettai**
- Gender and Marital Status: **Male, Married**

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References:

1. **Rev. Dr. S. Lazar**, Secretary and Correspondent, Loyola College, Nungambakkam, Chennai – 600 034. Tamilnadu, South India.
Phone: +91-9486409678
E-mail: salamut88@gmail.com
2. **Dr. D. Sundaram**, Founder Head and Senior Professor of Sociology (Retired), University of Madras, Chennai.
Postal: No. 531, II West Street, Kamaraj Nagar, Thiruvanmiyur, Chennai – 600041, Tamilnadu, South India .
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