



Josephine Priya Lucas

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1. Personal details

Surname: Lucas

First Name: Josephine Priya

Researcher ID: <https://orcid.org/0009-0006-8547-4388>

2. Degrees

PhD - Management Studies

Department of Management Studies, National Institute of Technology, Tiruchirappalli, 620015, India [2026]

MSc. Leadership and Human Resource Management

The University of Law (London) degree awarded at GISMA Business School Berlin, Germany [2021]

Master of Science – Psychology

University of Madras, Chennai, India [2013]

Master of Business Administration (Marketing)

SRM University, Chennai, India [2011]

Bachelor of Computer Application

Fatima College/ Madurai Kamarajar University, India [2008]

3. Other Educational

Expertise: Certification

Theory building, theory testing and theorizing in Management Research, University of Hyderabad, e-certification [2024]

Systematic literature review & Bibliometric analysis, Thiagarajar School of Management certification [2023]

Faculty development program held at Loyola Institute of Business

Administration - The program included strategic direction for B-school, Innovative Curriculum for Future, Technology in Learning, Strategies for Ranking and Accreditation, and Revenue Augmentation for Survival and Growth [2022]

Style analysis – DISC driving forces,

Certified behaviour and mentoring analyst [2022]

Statistics with 'R' Programming Commacad certification [2021]

National Eligibility Test (NET) - Conducted by the University Grants Commission (UGC) to determine the eligibility for Assistant Professorship in Indian Universities and Colleges [2016].

4. Language skills

Native language: Tamil
Medium of Education: English
German: Intermediate

5. Current Employment

Assistant Professor,
St. Joseph Institute of Management,
St. Joseph's College, Tiruchirappalli -620002

Work Area: Human Resource Management, Organisational Behaviour, Management

6. Previous work experience

Research Associate, St. Joseph Institute of Management
Tiruchirappalli, India [11/2021- 07/2022].

- Delivered lectures for MBA students in management-related subjects
- Contributed to accreditation processes and documentation
- Participated in consultancy-related academic and institutional projects

Werkstudent, SBW Berlin (4 Months)

Berlin, Germany [10/2020 – 01/2021].

- Application process, interviewing international students for scholarship programs, and mentoring them for their social projects.
- Organizing orientation and training programs.
- Maintaining the student database.

Assistant Professor, Loyola College (5.5 years)

Chennai, India [06/2014- 11/2019].

- Conducted activity-based teaching and training to undergraduate and postgraduate students. Heading teams and organizing events.
- Teaching life skills, Environmental education, Mentoring and Coaching students.
- Creating content, worksheets, and study materials for the lecture.

Assistant Professor, Arul Anandar College (2 years)

Madurai, India [06/2012- 04/2014]

- Teaching management subjects.
- Served as a student coordinator.

7. Professional Skills & Competence

Key Competence:

Activity and worksheet-based teaching, Behavioural development training, Life skills training, Leadership and team-management, Public speaking, Research writing and publication, strategic and critical thinking, Training facilitation and Excellent communication skills in English.

Areas of Interest:

Organisational Behaviour, Industrial Organisation, Labour economics, Behavioural studies, Human Resource Management, Cognitive Psychology.

Research Skills:

Structural Equation Modeling (SEM), including Covariance-Based SEM (CB-SEM) and Partial Least Squares SEM (PLS-SEM)

Advanced statistical analysis and model testing (mediation and moderation analysis)

Systematic Literature Review (SLR) and evidence synthesis

Bibliometric analysis and research mapping

Interpretive Structural Modelling (ISM)

Quantitative research design and data analysis

Data analysis: Working knowledge of SPSS, AMOS, Smart PIs, and the R language.

8. Research Output

- Priya. L J, Kumar. P A, Vilvanathan L (2025). "I am less biased than others": the mediating effect of career exploration on decision style and bias blind spot. *Higher Education, Skills and Work-based Learning*, 15(4) pp. 805–821.
doi: <https://doi.org/10.1108/HESWBL-08-2024-0235>
- L., J. P., & Vilvanathan, L. (2025). Fast thinking, faster bias: intuitive decision style drives jumping to conclusions in career exploration. *British Journal of Guidance & Counselling*, 1–13.
<https://doi.org/10.1080/03069885.2025.2590061>
- Arun Kumar P, Thaliyan D, Josephine Priya L (2026). Facilitating career decisions through servant leadership: a moderated mediation approach. *Higher Education, Skills and Work-based Learning*, 16(2) pp. 347–361. <https://doi.org/10.1108/HESWBL-08-2025-0374>
- Priya L J, Vilvanathan L (2026). A serial mediation model of confirmation bias: the influence of intolerance of uncertainty, perceived stress and career decision-making difficulties. *Kybernetes*, ahead-of-print. <https://doi.org/10.1108/K-08-2025-1866>

9. Research Supervisor and Leadership Experience	<p>Mentored and guided students in academic and career development [2022]</p> <p>Supervised undergraduate and postgraduate research projects [2013, 2022]</p> <p>Served as Postgraduate Course Coordinator, managing academic planning and student support [2015-2019]</p> <p>Held the role of Hostel Assistant Director, overseeing student welfare and administration [2012-2015]</p> <p>Acted as Event Coordinator, organizing academic and institutional events</p>
10. Teaching Merits	<p>8 years teaching HRM, OB, Leadership, Marketing; activity-based and experiential learning methods.</p> <p>Designed course materials, worksheets, lecture content, and student assessment components</p> <p>Experience in mentoring and guiding students in academic and career-related development</p> <p>Supervised student projects/dissertations (undergraduate and postgraduate)</p> <p>Involved in curriculum development</p>
11. Conference Organised	<p>Member of the three-day International Conference organizing committee on “Foundations of Human Excellence”, Loyola College, Chennai, India [2016]</p> <p>Part of the organising committee for the Workshop on “Revisiting Soft Skills Training in Higher Education”, Loyola College, Chennai, India [2017].</p>
12. Invited Guest Lecture/Keynote Speaker	<p>Keynote speaker for the international conference “Impact of AI in Business Strategy” at Morning Star College, Pasumpon, India [2025]</p> <p>Invited as Guest Lecturer on “Addiction and Peer Pressure” at VIT University [2018]</p> <p>Resource person to “Teaching for Transformation” – Teacher Development Programme for ITI educators [2016]</p>

13. Societal impact

Delivered career development training for rural students based on research-driven insights [2025]

Served as Trainer at the Skill Hub Centre, National Institute of Technology Tiruchirappalli [2024]

Conducted capacity-building training programs for women entrepreneurs [2024]

Facilitated leadership development programs for rural students [2017]

14. Hobbies and activities

Learning Music

Listening to motivational lectures

Travelling & Enjoying nature
