


Name of Faculty	Dr. T. Venkata Ramana		
Designation	Assistant Professor		
Nature of Job/Appointment	Regular		
Date of Joining	11 - 09 - 2023		
E-mail	venkataramanat_sms@cbit.ac.in		
Education Qualifications	Name of the Degree	Class	
Ph. D	Doctor of Philosophy (Management)	Completed	
PG	MBA (HR & Finance)	Distinction	
UG	B. Sc. (MEP)	First Class	
Work Experience			
Teaching	18 Years		
Research	--		
Industry	--		
Others	--		
Area of Specialization	Emotional intelligence, job satisfaction, job performance, employee resilience		
Professional Memberships	1. Member, All India Management Association (AIMA) - AIMA Number: LM:202311001 2. Member, Commerce and Management Association (CMA) - CMA Number: CMA/TS/002 3. Member, Indian Society for Technical Education (ISTE)		
Responsibilities held at Institution Level	--		
Responsibilities held at Department Level	1. Member, Course Expert Group. 2. Coordinator, Research & Development, School of Management Studies, CBIT, Hyderabad.		
Research Guidance	--		
Awards Received	--		
Courses Handled at Under Graduate / Post Graduate Level.	Strategic Management, Project Management, and Human Resource Management		
No. of Papers Published	National Journals – ---	International Journals – 20	
	National Conference – 14	International Conference – 05	
Projects Carried out	--		
Patents	01		
Technology Transfer	--		
Invited Speaker	1. Reviewer for International Journal of Innovation Management (Scopus Indexed journal) from 27th May 2023. 2. Reviewer for Human Systems Management (Scopus Indexed journal) from 09th March 2022.		
No. of Books/Chapter Published with details	1. Humanity deficit at the workplace: Amplifying the Unheard voice through empirical research. organization, purpose, and values integrating diversity, equity and inclusion. Routledge Taylor & Francis Group, ISBN: 9781032817903, ISBNe: 9781003501374, DOI: 10.4324/9781003501374. PP. 256 - 275.		
Details of Short-Term Training Programs/Faculty Development Programs/Seminars/Workshops. Other Trainings (Attended and/or Organized).	1. Completed Four week Induction Programme for Faculty in Universities/Colleges/Institutes of Higher Education and obtained B+ Grade under the aegis of Ministry of Education Pandit Madan Mohan Malaviya National Mission, held on 21st November –20th December, 2022 organized by Teaching Learning Centre, Ramanujan College, University of Delhi.		

	<p>2. Completed Four week Induction Programme on Teachers and Teaching on Faculty in Universities/Colleges/Institutes of Higher Education and obtained A+ Grade under the aegis of Ministry of Education Pandit Madan Mohan Malaviya National Mission, held on 21st August –19th September, 2021 organized by Teaching Learning Centre, Ramanujan College, University of Delhi.</p> <p>3. Online Two-week Interdisciplinary Refresher Course on Research Methodology, Ministry of Education Pandit Madan Mohan Malaviya National Mission, Teaching Learning Centre, Ramanujan College, University of Delhi, September 20 - October 5, 2021 (Grade: A)</p> <p>4. Two week Interdisciplinary International Refresher Course on Academic Bank of Credits (ABC) Scheme in Higher Education, UGC Regulation, 2021 (With reference to Blended Learning), Ministry of Education Pandit Madan Mohan Malaviya National Mission and Indian Accounting Association, NCR Chapter, Teaching Learning Centre, Ramanujan College, University of Delhi, July 7 - 20, 2021 (Grade: A).</p> <p>5. Completed a one week short term training programme through ICT mode on Data Analytics with R held during 13th to 17th December, 2021 organized by National Institute of Technical Teacher's Training and Research (NITTTR), Kolkata.</p> <p>6. Completed a one week short term training programme through ICT mode on Designing and Direct and Indirect Assessment held during 29th November to 03rd December, 2021 organized by National Institute of Technical Teacher's Training and Research (NITTTR), Kolkata.</p> <p>7. Completed a one week short term training programme through ICT mode on NBA Accreditation Issues held during 22nd to 26th November, 2021 organized by National Institute of Technical Teacher's Training and Research (NITTTR), Kolkata.</p> <p>8. Attended and completed a one week training course on Financial Markets from 21st May 2021 organized by Shine Projects, Hyderabad.</p> <p>9. Participated in the faculty development programme on Bibliometric Analysis organized by VJIM –Hyderabad, held on 06th January 2023.</p> <p>10. Participated in One-week Faculty Development Programme on Data Science for Social Sciences from 01th - 07th November 2022 organized by Teaching Learning Centre, Ramanujan College, University of Delhi under the aegis of Ministry of Education, Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching.</p> <p>11. Participated in One-week Faculty Development Programme on Qualitative Data and Meta Analysis from 07th -11th March 2022 organized by GNIOT Institute of Professional Studies, Meerut. • Participated in Two-Week Faculty Development Programme on Outcome Based Education for Quality Program started from 13th September, 2021 organized by Centre for Engineering Education Development, KG Reddy College of Engineering and Technology (Autonomous), Moinabad, Hyderabad, Telangana State, India.</p> <p>12. Participated in the Online Faculty Development Programme on Entrepreneurship Development held during 24th August to 04th September, 2021 organized by Indian Institute of Plantation Management Bengaluru.</p> <p>13. Participated and completed AICTE Training And Learning (ATAL) Academy Online Faculty Development Programme on Innovation and Acquisition of Intellectual Property Rights held during 26th – 30th July, 2021 organized by Cochin University of Science and Technology, Cochin, India.</p> <p>14. Participated in One-Week Online Faculty Development Programme on Security Analysis and Portfolio Management held during 07th – 11th June, 2021 organized by Department of Management Studies in association with IQAC and Institution's Innovation Council, SRM Valliammai Engineering College, Chennai, Tamilnadu State, India.</p> <p>15. Participated in One-Week Online Faculty Development Programme on IPR and Patent Prosecution held during 24th –28th May, 2021 organized by Department of Computer Science in association with Institution Innovation Council (IIC), MVSREC, Hyderabad, Telangana State, India.</p> <p>16. Participated in One-Week Online Faculty Development Programme</p>
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	<p>on Research Paper Writing held during 10th –15th May, 2021 organized by Centre for Research Innovation and Development, KG Reddy College of Engineering and Technology, Moinabad, Hyderabad, Telangana State, India.</p> <p>17. Participated in One-Week Faculty Development Programme on Covid 19 – Business Dynamics in New Normal held during 26th April –01st May, 2021 organized by Department of MBA (DoMBA), Vardhaman College of Engineering (Autonomous) Hyderabad, Telangana State, India.</p> <p>18. Participated in One-Week Faculty Development Programme on Skills to Improve Teaching Performance and Productivity –Post COVID 19 held during 20 –26 May, 2020 organized by Dr. K. V. Subba Reddy School of Business Management in association with Y Intercept Solutions, Hyderabad.</p> <p>19. Participated in One-Week Faculty Development Programme on Research Methodology and Data Analysis during 23 –28 September, 2019 organized by Department of Humanities, JNTUA College of Engineering and Technology (Autonomous), Anantapur, Andhra Pradesh.</p> <p>20. Participated in the Five Day Faculty Enrichment Programme on UBA – Rural Immersion and Community Engagement held from 8th to 12th July 2019 organized by Mahatma Gandhi National Council of Rural Education, Hyderabad in collaboration with Aristotle PG College, Moinabad, Telangana State.</p> <p>21. Participated in the Five Day Faculty Enrichment Programme on Smart Teaching and Learning held from 20th to 24th December 2018, organized by School of Business Management, Aristotle PG College, Moinabad, Telangana.</p> <p>22. Faculty Development Programme on ‘Pedagogies for Effective Teaching in Management Education’ at Sri Venkateswara College of Engineering and Technology (Autonomous), Chittoor District, A.P., India (13th – 14th December 2014).</p> <p>23. Faculty Development Programme on ‘Being an effective team player and effective presentation skills required by teachers’ at Sri Venkateswara College of Engineering and Technology (Autonomous), Chittoor District, A.P., India (2nd – 3rd August 2014).</p> <p>24. Organizing member for Management Development Programme on ‘Empowering Hospital Administrators with Management Skills’ at Sri Venkateswara College of Engineering &amp; Technology (Autonomous), Chittoor District, A.P., India (9th January 2014).</p> <p>25. Faculty Development Programme on ‘Emerging Trends in Management Education’ at Sri Venkateswara College of Engineering and Technology (Autonomous), Chittoor District, A.P., India (16-17th November 2013).</p> <p>26. Four-day workshop on Effective Research Paper Writing (Artilethon’23) at VIT Business School, Vellore Institute of Technology (VIT), Vellore, Tamilnadu, India (15-18 February 2023).</p> <p>27. E-workshop on LaTeX organized by the department of Mathematics, School of Science, GITAM, Bengaluru, India (05-09 July 2021).</p> <p>28. Workshop on Structural Equation Modeling using AMOS organized by Oriental School of Business Management and Commerce, Oriental University, Indore (11-15 May 2020).</p> <p>29. Two-day online workshop on Modern Methods for Remote Teaching-Learning Practices organized by Krishna University, Machilipatnam, Andhra Pradesh (12-13 May 2020).</p> <p>30. Two-day International Workshop on Research Methodology in Social Sciences organized by Department of Business Management, Yogi Vemana University, Kadapa, Andhra Pradesh (13-14 August 2019).</p> <p>31. Eight-day National Level Workshop on Statistical Analysis for Business Research organized by the school of management, Department of Management Studies, Pondicherry University, Pondicherry (10-17 December 2018).</p> <p>32. Five-day Workshop on Mediation, Moderation and Conditional Process Analysis organized by the school of management studies, University of Hyderabad (21-25 November 2018).</p> <p>33. Three-day National Workshop/FDP on Structural Equation Modeling held at Department of Business Management, Yogi</p>
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	<p>Vemana University, Kadapa, A.P., India (7-9 September 2018).</p> <p>34. National Workshop on Research Methodology and SPSS held at Department of Business Management, Yogi Vemana University, Kadapa, A.P., India (7-9 February 2018).</p> <p>35. National Science Day Celebrations and Workshop on 'Emerging Trends in Academics and Research' organized by UGC, APSCHE and APAS at Yogi Vemana University, Kadapa, A.P., India (28 February - 1 March 2017).</p> <p>36. One-Week Workshop on Research Methodology and Data Analysis using SPSS held at Department of Business Management, Yogi Vemana University, Kadapa, A.P., India (3-8 October 2016).</p> <p>37. UGC sponsored One-Week National Workshop on Attitude Management held at Department of Business Management, Yogi Vemana University, Kadapa (12-17 March 2015).</p> <p>38. One-Day National Workshop on Teaching Methodologies in Engineering Education held at K.L. M. College of Engineering for Women, Kadapa, A.P., India (27 March 2010).</p> <p>39. Participated in the webinar on Accepted or Rejected? Understanding the Journal Review Process (PBS) held on 15th September 2021 organized by Emerald Publishing.</p> <p>40. Participated in the webinar on Case studies – the Complete circle for case writers, faculty members and students held on 14th September 2021 organized by Emerald Publishing.</p> <p>41. Participated in the webinar on A Journey to Self Actualization: Learning from Failures and Success of Giants held on 06th September 2021 organized by Emerald Publishing.</p> <p>42. Participated in the webinar on How to publish open access and succeed with your publication held on 11th May 2021 organized by Taylor &amp; Francis Group.</p> <p>43. Participated in the International Webinar on Citation Visibility and Strategies held on 26th May 2020 organized by Department of Social Work, Holy Cross College (Autonomous), Trichy.</p> <p>44. Participated in the online webinar on How to write a Literature Review held on 24th May 2020 organized by AKSS Social and Welfare Foundation (An ISO 9001:2005 Certified Organization), Bhagalpur, Bihar.</p> <p>45. Attended a Leadership Talk With Dr. Pramod Chaudhari, Founder, Chairman, Praj Industries Limited and Dr. Abhay Jere, Chief Innovation Officer MHRD Innovation Cell, Saturday, 16th May 2020 at 01.00 PM by MHRD's Innovation Cell.</p> <p>46. Participated in the webinar on How to write an Effective Paper held on 10th May 2020 organized by Matter here.</p>
<p>Details of Journal Publications/ Conferences (National and International)</p> <p><b>International Conference:</b></p>	<p>స్వయం తేజస్విన్ భవ</p> <p>1. International Conference on Emerging Trends in Business Management: Entrepreneurship, Technology, and Sustainability, CBIT, Hyderabad, 13<sup>th</sup> -14<sup>th</sup> December 2024.</p> <p>2. Two-Days International Conference on Global Business Management Practices: Emerging Trends and Challenges, Department of Management Studies, Pondicherry University, Puducherry, India, July 2018.</p> <p>3. 8th International Research Conference, Great Lakes Institute of Management, Chennai, India, December 2013.</p> <p>4. International Conferences on Engineering and Management Sciences, RIET, Great Noida, Delhi, India, December 2013.</p> <p>5. International Conference at Institute of Public Enterprise, Osmania University Campus, Hyderabad, Andhra Pradesh, India, December 2013.</p> <p>6. 10th AIMS International Conference on Management, Indian Institute of Management, Bangalore, Karnataka, India, January 2013.</p> <p>7.</p> <p><b>National /International Journal :</b></p> <p>1. Venkata Ramana T. (2024). Cultural impacts on leadership styles: A perspective in social science management. Journal of Infrastructure, Policy and Development, 8(10): 7360. <a href="https://doi.org/10.24294/jipd.v8i10.7360">https://doi.org/10.24294/jipd.v8i10.7360</a>.</p> <p>2. Venkata Ramana T. (2024). The interaction of Management and HR: Exploring the influence of leadership styles on Organizational culture. Educational Administration: Theory and Practice (Scopus). ISSN: 1300-4832, 30(5),</p>

161-167. <https://doi.org/10.53555/kuey.v30i5.2815>.

3. Venkata Ramana T. (2023). Leadership Styles and Their Influence on Employee Performance and Job Satisfaction. *Journal of Business Research* (Scopus indexed) paper status: Final draft is yet to be communicated.
4. Venkata Ramana T. (2022). A Manuscript of Relationship between emotional intelligence, job satisfaction and job performance with organizational citizenship behavior and counterproductive work behavior using structural equation modeling. *Journal of Entrepreneurship, Management and Innovation* (Scopus indexed journal) (Under Press).
5. Venkata Ramana T., Sukanya Metta. (2022). Emotional intelligence and job performance through organizational citizenship behavior. *SA Journal of Human Resource Management* (Scopus indexed journal) (Under press).
6. Venkata Ramana T., Varaprabhakar P.V., Malyadri Pacha. (2020). General Self Efficacy and Life Satisfaction with Mediating Effects of Emotional Intelligence. *Journal of Xidian University* (ISSN 1001-2400)(Scopus &UGC Approved Journal), Volume 14, Issue 4, Impact Factor 5.4, pp. 159 – 170. <https://doi.org/10.37896/jxu14.4/023>.
7. Venkata Ramana T., Varaprabhakar P.V., Malyadri Pacha. (2020). Emotional intelligence and job satisfaction with moderating effect of demographic variables. *Journal of Xi'an University of Architecture & Technology* (ISSN 1006-7930)(Scopus & UGC Approved Journal), Volume 12, Issue 4, Impact Factor 3.7, pp. 126 – 142.
8. Varaprabhakar P.V., Venkata Ramana T. (2018). Correlation between Emotional intelligence and Organizational Commitment in the IT Sector, Hyderabad. *Research Review International Journal of Multidisciplinary* (ISSN 2455-3085) (UGC Approved Journal), Special Issue, July-2018, pp. 113-115. DOI:10.5281/zenodo.1334922.
9. Sreeman Narayana, D., Lokanadha Reddy, E., Venkata Ramana, T. (2015). A Comparative Study on Success Rate of Two Technical Indicators Pertaining to Crude Oil Trading in the Global Commodity Market. *The International Journal of Business and Management* (ISSN 2321 – 8916), Volume III- Issue V, Impact Factor: 0.733, pp.1 -8.
10. Varaprabhakar, P. V., Lokanadha Reddy, E., Venkata Ramana, T. (2015). Perception of the Employees: A Study on Role of Trade Unions on Collective Bargaining in Indian Banking Sector. *International Journal of Research in Management, Science and Technology* (ISSN (Online): 2321-3264), Volume- 3, Issue- 1, pp. 29-33.
11. Venkata Ramana, T., Lokanadha Reddy, E. (2015). A Study on Employees' Grievances at Tamil Nadu Industrial Explosives Limited: Chittoor District. *International Journal of Entrepreneurship and Business Environment Perspectives* (ISSN (Print):2279-0918, ISSN (Online): 2279-0926), Volume- 4, Issue- 1 Edition: January - March, pp. 1537-1549.
12. Venkata Ramana, T., Lokanadha Reddy, E. (2015). A Study on Employee Welfare Measures with reference to South Central Railways in India. *ZENITH International Journal of Business Economics & Management Research* (ISSN: 2249-8826), Impact Factor: 4.132, Volume 5, Issue-1, Edition: January pp. 1- 11.
13. Varaprabhakar, P. V., Venkata Ramana, T. (2014). Impact of Work Stress on Employee Satisfaction of Confectionery Industry in Andhra Pradesh. *International Journal of Human Resource Management and Research* (ISSN (Online):2249-7986, ISSN (Print):2249 –6874), Impact Factor (JCC):4.9135, IC value:3, Edition: December, pp. 69 - 76.
14. Sreenivasulu, A., Venkata Ramana, T., Suresh, M. (2014). A Study on Quality Dimensions in SVIMS Hospital at Tirupati (A.P.). *The International Journal of Business And Management* (ISSN 2321 – 8916), Impact Factor: 0.733, Volume II- Issue III, Edition: March, pp. 19 –24.
15. Venkata Ramana, T., Lokanadha Reddy, E. (2014). An Empirical Study on Employee Satisfaction with Reference to Teachers of Professional Colleges in Chittoor District of Andhra Pradesh. *International Journal of Human Resource Management and Research* (ISSN(Online): 2249-7986 , ISSN(Print): 2249-6874), Impact Factor(JCC): 4.6794, Edition: February, pp. 21 –30.
16. Lokanadha Reddy, E., Venkata Ramana, T. (2014). A Study on Performance Appraisal with reference to Cement Industry in Andhra Pradesh. *International Journal of Entrepreneurship and Business Environment Perspectives* (ISSN: (Online) 2279-0926), Volume 3, Number 1, Edition: January – March.
17. Varaprabhakar, P. V., Venkata Ramana, T. (2014). Collision of Ethnicity on Trade and Industry Advance in India. *International Journal of Innovative Technology and Adaptive Management* (ISSN: 2347-3622), Volume-1, Issue-5, Edition: February, pp. 85 –101.
18. Varaprabhakar, P. V., Venkata Ramana, T. (2014). Role of Edification to Elevate the Women Empowerment. *International Journal of Innovative Technology and Adaptive Management* (ISSN: 2347-3622), Volume-1, Issue-5, Edition: February, pp. 169 –179.
19. Varaprabhakar, P. V., Venkata Ramana, T. (2014). Role of HR in the Competent Globe. *International Journal of Innovative Technology and Adaptive Management* (ISSN: 2347-3622), Volume-1, Issue-5, Edition: February, pp. 1 – 8.
20. Venkata Ramana, T., Suresh, M., Sreenivasulu, A. (2014). Quintessence of Communal sustainability for Indian Corporatism. *International Journal of Innovative Technology and Adaptive Management* (ISSN: 2347-3622), Volume-1, Issue-5, Edition: February, pp. 80 –84.
21. Varaprabhakar, P. V., Venkata Ramana, T. (2013). Job Retention Strategies in Indian Cement Industry with reference to Zuari Cement Ltd., Yerraguntla, Kadapa (Dt.), A.P., India. *International Journal of Management and Technical Research* (ISSN: 2347-9035), Edition : October- December, pp. 15 –24.
22. Varaprabhakar, P. V., Venkata Ramana, T. (2013). New Trends in Management Education in India.

