



Dr. Manju Mahipalan

Assistant Professor



Department of Management Studies
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PROFILE

Dr. Manju Mahipalan completed her doctoral program in Management at School of Management, National Institute of Technology Karnataka and joined NIT Trichy in May 2020. Prior to joining PhD, she had worked as a faculty of management with SVKM group of institutions at Mumbai. Her broader area of research was organisational behaviour and her study specifically centred on the role of workplace spirituality in enhancing work related outcomes. Currently working in the realm of positive psychology and its relevance and applicability on work environments. She has published her research works in Emerald, Elsevier, and Sage Journals. Areas of teaching interest include topics related to Training & Development, Industrial Relations & Labour Laws, Strategic Human Resource Management, Organisational change and Development, Employee Benefits and General Management.

ACADEMIC QUALIFICATIONS

Qualification	University/Institution
PhD (Management)	National Institute of Technology Karnataka
Master of Business Administration (International Business with HR & Finance)	Pondicherry Central University
PG Diploma in Industrial Psychology	Pondicherry Central University
Bachelor of Commerce (Finance)	Christ College, Calicut University

PROFESSIONAL EXPERIENCE PROFILE

Organization	Period
Assistant Professor in Human Resource, Department of Management Studies, National Institute of Technology Tiruchirappalli	May'2020 - Present
Assistant Professor in the Dept. of BMS of SVKM'S Usha Pravin Gandhi College of Management, Vile Parle, Mumbai	June'2013 – July'2014
Review Specialist with Altisource Business Solutions Pvt. Ltd., Vashi, Navi Mumbai	Feb'2013 – June'2013
Outreach Recruiter in Greenpeace India, an environmental NGO, at Kochi	June'2012 – Sep'2012

FELLOWSHIPS AND AWARDS

- UGC NET JRF in 2013
- Prime Minister's Merit Scholarship for Post-Graduation Studies
- University Gold Medallist for Post-Graduation

PAPER PRESENTATIONS IN CONFERENCES

1. Presented paper titled "Employee Engagement: A Review of Literature" at the **International Conference on Contemporary Trends in Managing Modern Workforce" at Symbiosis Centre for Management & Human Resource Development (SCMHRD), Pune** on 27th & 28th February 2015.
2. Paper presented in the **IMRA-IIM-B conference** on Dec 16-18, 2015 on 'Workplace Spirituality and Work Outcomes' at **Indian Institute of Management Bangalore**. IMRA-IIM-B Online Conference Proceedings. (ISBN NO: 978-0-9573841-3-2).
3. Presented paper titled on "Workplace Spirituality and Employee Engagement" at the **International Conference on Spirituality at Indian Institute of Bangalore-B** on Jan 4-6, 2016.
4. Presented a paper on 'Personality & Job Engagement' at the **International HR conference organized by K.J. Somaiya Institute of Management Studies and Research, Mumbai** on 4 & 5th February 2016. (ISBN NO: 978-93-85777-14-1).

WORKSHOPS ATTENDED

1. Faculty Development Programme on Multivariate Analysis held by **Indian Institute of Management Kozhikode** in November 2015.

PUBLICATIONS

1. Workplace Spirituality, Psychological Well-being, and Mediating Role of Subjective Stress: A Case of Secondary School Teachers in India (2019): International Journal of Ethics and Systems, Vol. 35, Issue 4, pp.725-739, Emerald Publications (Scopus Indexed, ABDC-C).(DOI: <https://doi.org/10.1108/IJOES-10-2018-0144>)
2. Workplace Spirituality and Subjective Well-being: Gratitude as Moderator (2019) – Explore: The Journal of Science and Healing, Vol. 15, Issue 2, pp. 107-114, Elsevier Publications (Scopus and SCIE Indexed). (DOI: <https://doi.org/10.1016/j.explore.2018.07.002>)
3. Mediating effect of engagement on workplace spirituality-job involvement relationship: A study among generation Y professionals (2018) - Asia-Pacific Journal of Management Research and Innovation, Vol. 14, Issue 1-2, pp. 1-9, Sage Publications. (DOI: <https://doi.org/10.1177/2319510X18810995>).
4. Role of Workplace Spirituality and Employee Engagement in Determining Job Satisfaction among Secondary School Teachers (2018)- Journal of Management Research, Vol.18, Issue 4, pp. 211-225, ISSN: 0974-455X (ABDC-C Category).
5. Examining the role of workplace spirituality and teacher self-efficacy on organizational citizenship behaviour of secondary school teachers: An Indian scenario (2019) - Vision: The Journal of Business Perspective, Vol. 23, Issue 1, pp.80-90, Sage Publications (Scopus Indexed). (DOI: <https://doi.org/10.1177/0972262918821241>).

6. Spirituality at Work, OCBs, and Moderating Role of Satisfaction among School Teachers in India (2019): Journal of Indian Academy of Applied Psychology, Vol.45, Issue 1, pp. 64-74 (Scopus Indexed).
7. Employee Engagement: A Review of Literature (2015). OPUS: Annual Journal of HR., Vol 6. Issue.1, pp.397-422, ISSN NO: 0973-9866

CURRENTLY TEACHING

- Human Resource Management (Minor Elective)
- Accounting & Financial Management (Compulsory)
- Compensation & Benefits (Program Elective)

CLUBS AND COMMITTEES

- Faculty coordinator
 - Persona (HR Club) and Regimen (Soft Skills Club), DoMS
 - Faculty coordinator- Alumni & Class Committees, DoMS