



Dr. Shobitha Poulose



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PROFILE SUMMARY

Dr. Shobitha Poulose is an Assistant Professor at the Department of Management Studies, National Institute of Technology Tiruchirappalli (NITT). Prior to joining NITT, she worked as an Assistant Professor at Tata Institute of Social Sciences (TISS) in the Centre for Social and Organizational Leadership under School of Management and Labour Studies. She holds a PhD in Management from the School of Management Studies, National Institute of Technology Calicut. Her PhD focuses on the impact of various antecedents and consequences of work life balance among Law enforcement officers. Her present research considers on the developmental aspects of work-life balance together with individual and organizational interventions. Prior to pursuing her doctoral studies, she worked as a Teaching and Research Associate in the OB and HRM area at Indian Institute of Management Kozhikode. She was awarded the Junior Research Fellowship (JRF) in Human Resource Management in the National Eligibility Test (NET) conducted by UGC. She has published papers in leading peer reviewed journals including the Journal of Managerial Psychology, the IIMB review and the Journal of Management Development. She has presented papers in various academic platforms in India and abroad.

PROFESSIONAL EXPERIENCE

Organization	Period
Assistant Professor, Human Resource Management and Organizational Behaviour, Department of Management Studies at National Institute of Technology Tiruchirappalli	May 2020 – Present
Assistant Professor, Centre for Social and Organizational Leadership, School of Management and Labour Studies at Tata Institute of Social Sciences, Hyderabad	Nov 2018 – Mar 2020
Ad-hoc Faculty, School of Management Studies at National Institute of Technology Calicut	Dec 2017 – May 2018
Teaching and Research Assistant (OB and HRM Area) at Indian Institute of Management Kozhikode	Oct 2010 – Apr 2012
Team Leader- Quality and Training at Smart Careers HR Consultancy, Cochin	May 2008 –Jun 2010

ACADEMIC QUALIFICATIONS

- Doctor of Philosophy in Management, National Institute of Technology Calicut, Kerala, India.
THESIS: *The Role of Work Life Balance between Organizational Antecedents and Consequences among Law Enforcement Officers.*
- Master of Business Administration in Organizational Behaviour and Human Resources Development, Mahatma Gandhi University, Kerala, India.
- Bachelor of Science in Microbiology, Calicut University, Kerala, India.

ACADEMIC HONORS AND AWARDS

- Junior Research Fellowship (JRF Award) in Human Resource Management, by University Grant Commission (UGC), New Delhi, India (2011).
- Senior Research Fellowship (SRF Award) in Human Resource Management, by University Grant Commission (UGC), New Delhi, India (2014).
- International Travel Grant by Indian Council of Social Science Research (ICSSR) New Delhi, India to present a paper in an International conference organized by American Psychological Association in the United States of America, (2017).

JOURNAL PUBLICATIONS

- **Poulose, S., & Dhal M.,** (2020). Role of perceived work life balance between work overload and career commitment. *Journal of Managerial Psychology*, 39(3), 169-183. (Emerald Publishers, ABS - A category and ABDC - B category).
- **Poulose, S., & Sudarsan, N.** (2017). Assessing the influence of work life balance dimensions among nurses in the healthcare sector. *Journal of Management Development*, 36(3), 427-437. (Emerald Publishers, ABDC - C category)
- Krishnan, T. N. & **Poulose S.,** (2016). Response rate in industrial surveys conducted in India: Trends and implications. *IIMB Management Review*, 28(2), 88-97. (Elsevier Publishers, ABDC - B category)
- **Poulose S. & Sudarsan N.,** (2014). Work life balance: A conceptual review, *International Journal of Advances in Management and Economics*, 3(2), 1-17.

CONFERENCE PRESENTATIONS

- **Poulose, S., Sudarsan, N., & Dhal, M.,** (2017). The influential role of work life balance on work overload and career commitment: An Indian experience. Abstract published in *Proceedings of 12th International Conference on Occupational Stress and Health - Work, Stress, & Health Conference 2017*, organized by, American Psychological Association (APA), National Institute of Occupational Health Psychology (NIOSH) and Society for Occupational Health Psychology (SOHP), at Hilton Minneapolis, United States of America, June 7 - 10, 2017.
- **Poulose, S., Sudarsan, N., & Dhal, M.,** (2016). Measuring the impact of work life balance dimensions among law enforcement officers. Abstract published in *Proceedings of Psychology and Future of Work, 26th Annual Conference of National Academy of Psychology (NAOP)*, at Department of Management Studies (DoMS), IIT Madras, December 29 - 31, 2016.

WORKSHOPS & FACULTY DEVELOPMENT PROGRAMS ATTENDED

- Faculty Development Programme on “Advanced Research Training on Covariance- Based Structural Equation Modeling and Partial Least Squares Structural Equation Modeling” at Indian Institute of Technology Madras (28-12-2016)
- Workshop on “Research Writing: Technical and Language Aspects” at National Institute of Technology Calicut (28-02-2016)
- Faculty Development Programme on “Management Research Methodology” at National Institute of Technology Calicut (10/06/2013 – 15/06/2013)
- Faculty Development Programme on “Structural Equation Modeling” at Indian Institute of Management Kozhikode (09/08 / 2013 – 10/08/2013)
- HR Summit on “High-tech people, High-touch HR: Are we missing the humane touch” at Indian Institute of Management Kozhikode (08/02 / 2013 – 10/02/2013)

PG DESSERTATIONS AND FIELD IMMERSIONS

- Guided four PG students for Dissertations (HRM Area) at Tata Institute of Social Sciences, Hyderabad.
- Guided 14 PG students for Field Immersions at Tata Institute of Social Sciences, Hyderabad.

COURSES TAUGHT AND CURRENTLY TEACHING

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| • Human Resource Management | • Statistics for Social Sciences |
| • Legal Aspects of Business | • Principles of Management |
| • Human resource: Systems and Processes | • Marketing and Sales Management |

TEACHING INTERESTS

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| • Human Resources: Systems and Processes | • Talent Management |
| • Organizational Behaviour | • Performance Management Systems |
| • Human Resource Planning and Forecasting | • Research Methodology |
| • Recruitment and Selection | • Industrial Psychology |
| • Training and Development | |

RESEARCH INTERESTS

Research interests are directed primarily toward pedagogical and organizational research in a variety of interrelated areas:

- Employee work life balance
- Individual and organizational interventions towards attaining work life balance
- Working conditions, work stress, work related factors and job quality
- Work and non-work Consequences
