



**Name : Dr.Smitha Shine**

**Designation:** Assistant Professor

**Department :** Management

**Qualification:** Ph.D, M.Phil, MBA,PGDFDR,PGDHRM,PGDEXIM

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### **Professional Overview**

Dr. Smitha is a distinguished leader in positive leadership and organizational well-being, with a remarkable academic and professional background. She holds a Ph.D. in Management from Mahatma Gandhi University, focusing on stress management. Her dissertation focuses on investigating the occupational stress experienced by hospital nurses in Delhi and NCR and providing solutions. She has also earned an M.Phil from Vinayaka Mission University. Additionally, she has completed postgraduate diplomas in Human Resource Management from Kerala University, Export Import Management from the Centre for Development of Management Studies, and Family Dispute Resolution from NALSAR University of Law, showcasing her diverse expertise.

With 12 years of experience in academics and industry, Dr. Smitha has developed a strong background in teaching and mentoring students at both undergraduate

and postgraduate levels, as well as training professionals in corporate settings. She is a certified corporate trainer from the Indian Academy of Training and Development and has a proven track record of successfully guiding students and professionals in their research and project initiatives.

Dr. Smitha is a prolific writer and researcher, with over 100 publications to her credit, including articles in reputed online and print media outlets, and research papers in top-tier journals such as Scopus, ABDC Indexed Journals, International Journals, and UGC Care List Journals. Her research interests encompass a diverse range of topics, including: Organizational development, education, youth development, gender issues, women empowerment, stress management, and career development. She has also authored a book that demonstrates her expertise and thought leadership in her field.

As a renowned keynote speaker, Dr. Smitha has been featured at numerous national and international conferences, inspiring and educating audiences with her insights. Her contributions to education, training, and writing have earned her multiple national and international awards for excellence.

### **Books (Authored & Edited)**

- Published a book on “Advertising & Sales Promotion”, Alpha International Publications (ISBN No: 978- 93- 95405 29-4)
- Published a book on “Global Peace Sustainable Development Goals” by LLC publishing house, Texas, New York (ISBN 979-83-86847-58-6)
- Edited a book on “Futuristic Trends in Management ” by Iterative International Publishers (IIP), Selfypage Developers Pvt Ltd. (ISBN: 978-93-5747-980-6, Volume 3 Book 11

### **Publications**

- “Ethical Leadership and Corporate Social Responsibility: Driving Business Sustainability and Stakeholder Trust” in the Scopus Indexed Journal Library Progress International eISSN 2320-317X, pISSN:0970-1052, Impact Factor: 5.968 (Cosmos), Vol. 44 No.3 , July 2024

- “Corporate Social Responsibility, Financial and Human Resource Management: A Systematic Review and Conceptual Analysis” in the Scopus Indexed Journal Seybold Report, ISSN 1533-9211,Q3 quartile, SJR -0.179, Vol 18, Issue 12, December 2023
- “An Overview about the Reforms in Value Education at Primary, Secondary, & Higher Levels of Education in Indian Perspective” in International Journal of Advance and Applied Research, ISSN-2347- 7075, Impact Factor – 8.141, Vol 4, No.32, October 2023
- “Role of Strategic Human Resource Management on Organisational Performance & Growth”, by “ABDC Indexed, Korea Review of International Studies”, ISSN: 1226-4741, Vol- 16, Issue 50, September 2023
- “A Study on the Effectiveness & Implications of Skills based Hiring as a Hiring Strategy in the Contemporary Job Market” in the Scopus Indexed Journal, Journal of Psychology English, Impact Factor- 2.7 ISSN:2151-2604, August 2023
- “A Study on Transformative Cross-Cultural Impact on the Organisational Performance in the IT Industry at Hyderabad”- Dogo Rangang Research Journal(Print) , UGC care group journal . ISSN: 2347-7180, Vol-13,No.1, August 2023
- “A Study on Reasons for Attrition & Retention Strategies in IT Companies at Hyderabad- in the Juni Khyat(Print),UGC Care Group 1 Listed Journal, ISSN: 2278-4632, Vol- 13,Issue-08,No.03,August 2023
- “An overview about the Impact of Covid-19 on Migrant Workers in India”- in the International Journal of Enhanced Research in Management & Computer Applications, ISSN: 2319-7471, Vol.12 Issue 4,Impact Factor: 7.751, April 2023
- “A Review of Literature about Occupational Stress among Nurses” – International Journal of Innovative Research and Advanced Studies, IJIRAS, ISSN: 2394-4404 Vol 4 Issue 2 , February 2017
- “ A Literature Study about the Causes of Stress ,its Consequences ,and Management”, International Journal of Recent Research in Commerce Economics and Management (IJRRCEM), ISSN: 2349-7807, Impact Factor: 7.17 Vol. 2, Issue 2, June 2015
- “Occupational stress among hospital nurses in Delhi” Educator The FMIT Journal , ISSN :2277-9736 Vol,:VII, June 2014

## Conferences

- Paper Titled “ Reforms in Education at Different levels for Human Values: An Indian Perspective”, presented in the **National Conference at Osmania University**, Hyderabad June 27-28, 2023
- Paper Titled “A study about the Scarcity of Independent Women Directors in Indian Corporate Boards”, presented in the **National Conference at Nalsar University of Law**, Hyderabad, January 5-7,2024
- Paper Titled “An overview about promoting inclusivity for recognizing & addressing microaggression in the workplace”, presented in the **International Conference at the University of Hyderabad**, February 19-21,2024

## Patents

- Published Patent on the title “AHP & Grey Evaluation are used in research on the evaluation of a B2C online shopping website (Patent Application Number- 202241045804)
- Published Patent on the Title “Analysing Employee Motivation & the Way It Affects Organisational Productivity With Business From The Private & Public Sectors (Patent Application Number- 202321030472)
- Published patent on the Title “A Human Resource Management Approach to Examining the Impact of Employee Training & Development on Increasing Organisational Competitiveness (Patent Application Number-202341071572)

## Articles

Published more than 100 articles on Gender issues, Stress Management, Leadership, Women empowerment, Relationships, Child labor, & Lifestyles in various magazines, such as Organiser, HR Help Board, Indus Scrolls, Rashtriya Chhatra Shakthi, Global Tribune, The Narrative World, Education Jagat, etc. The link to the few important articles

<https://organiser.org/guest-author/dr-smitha-shine/>

<https://indusscrolls.com/author/smithashine>

<https://www.hrhelpboard.com/human-resource/articles/mastering-leadership-the-three-cs-of-success-1252.html>

<http://www.educationjagat.com/NewsDetail.aspx?Article=922>

<https://www.thenarrativeworld.in/Encyc/2023/6/21/Redefining-yoga-Embracing-Cultural-Diversity-Inclusivity.html>

<https://www.educationjagat.com/NewsDetail.aspx?Article=960>

<https://chhatrashakti.in/2024/10/11/empowering-secondary-education-strategies-for-growth-and-excellence/>

## **Awards**

- ★ Fox Story India awards
- ★ India Star Personality Award
- ★ Forever Star India Awards
- ★ Women Excellence Achievement Award
- ★ National Pratibha Samman Peacock Award
- ★ Gurupnishad Samman Award
- ★ Research Excellence award
- ★ The Star-Power Awards SHE
- ★ Global Academic Excellence Award
- ★ Dr.Kalam Educator Excellence Award
- ★ International Women Icon Award
- ★ LOYOLA Extraordinary staff achievement award for Academic Year 2023 - 2024

## **Achievements**

- ❖ Resource Person for “**Building Strong Relationships: Keys to Success**”, organised by Department of Psychology, The American College, Tamil Nadu on 09 April 2025
- ❖ Resource Person for Inspiring Young Leaders Session on “**The Future of Management Education: Trends & Insights**” organised by Association of Indian Management Schools on 07 Feb 2025
- ❖ Resource Person for the **International Conference on Quality Education 2024** organised by Dr.Kalam International Foundation ,DKIF, India in association with International Association for Quality Education, Sri Lanka
- ❖ Resource speaker for the Five Day **International Workshop on Teaching Methods & Tools in Global Education 2024** organised by Puratchi Thalaivi Amma Government Arts and Science College,Tamil Nadu
- ❖ Guest Speaker at World Peace Summit on 2022,2023,2024 for the webinar session on “**Sustainable Development Goal-5, Gender Equality** “ organized by Vishwa Humanity United International Royal Council
- ❖ Keynote Speaker for the webinar session on “**Vision 2030-Education**” by the World Education Council in association with The Policy Times
- ❖ Resource speaker for International Conference on **Early Childhood Education**, 2023 the Starting Process of Lifelong Learning organized by Global Educators Forum & International Internship University(IIU)
- ❖ Resource speaker at **Global Peace Sustainable Development Golas 1-17 Summit 2023** organised by Caligirlbooks LLC,United States
- ❖ Guest Speaker for ABCD **International Speakathon 2.0,2023**, organised by Bhabad International Publications & Bhabad Films
- ❖ Resource Speaker for the **International Virtual Conference on the Impact of Artificial Intelligence & ChatGpt on Education 2023** organised by Global Child Mission India and Birland State Government
- ❖ Resource Person for “**How to Navigate Your Emotions Gracefully**”, organised by Department of Psychology, The American College, Tamil Nadu on December 2023

- ❖ Resource person for the 3rd International Research Conference in the Academy & Industry on **“Academic and Industrial Innovation Forwarding through Research”** 2022 by Asian Intellect Journal
- ❖ Resource speaker for the webinar session **“Dignity of Girls”** on National Girl Child Day, 2022 organised by Kendriya Vidyalaya, Kasargod, Kerala
- ❖ Resource speaker for the webinar session on **“Gender Equality”** by National Commission for Women, New Delhi
- ❖ Resource speaker for the **“Explore India”** Azadi ka Amrit Mahotsav organized by Times India TV.com & Telangana KalaParishat.
- ❖ Featured in CaliGirlBooks LLC, a Publishing Company in San Marcos Texas & Oakland County
- ❖ Brand Ambassador for **“All Lives Do Exist Global Peace Movement”** by Caligirl Books LLC
- ❖ Featured in Fox Story India Magazine
- ❖ Featured in Namaste India International Magazine
- ❖ Editorial Board Member for the Indus Scrolls Publishers, Indus Scrolls India PVT LTD Publishers , New Delhi , India
- ❖ Editorial Board Member for the International Center for Cultural Studies Journals , ICCS Global, Carolina Ave, West Chester PA 19380, USA
- ❖ Editorial Board Member for the Iterative International Publishers(IIP),Selfypage Developers Pvt Ltd,Karnataka, India
- ❖ Editorial Board Member for the Impact Journals, Chennai, India