
Guidelines for Faculty Norms and Faculty Student Ratio

1. Faculty Norms:

- a. In case of regular faculty, the faculty to be counted in the respective year, if the faculty has joined on or before 31st August of the same year and has continued at least till 30th April of the next year.
- b. Minimum 75% should be Regular faculty and the remaining shall be Contractual faculty as per AICTE norms and standards. The contractual faculty (doing away with the terminology of visiting/adjunct faculty, whatsoever) who have taught for 2 consecutive semesters in the corresponding academic year on full time basis shall be considered for the purpose of calculation in the Faculty Student Ratio.
- c. The PhD faculty count requirement shall be calculated on the pro-rata basis – with at least 75% to be part of the regular faculty, and the remaining being part of the contractual* faculty, if any.
*(Only those who have taught for consecutive 2 semesters on full time basis)
- d. The available and required number of PhD. in the department would be calculated on the average basis for CAY and CAYm1.
- e. The available and required number of PhD. in the department shall be truncated to its nearest lower integer.
- f. If a member of regular or contractual faculty is designated as lecturer, even though holding an M. Tech degree, the same will not be counted against the faculty requirements.
- g. In the multidisciplinary areas (like MBA or PGDM) or specialized areas like Biotechnology, all the qualifications relevant and purposeful to those disciplines need to be considered, in addition to the M. Tech/MBA/PGDM degrees.
- h. There is no age limit for consideration of the emeritus faculty as long as they are physically fit to take classes and engage with students, and are employed on a full-time basis.
- i. Academic year is considered from July to June.
- j. If the SAR is submitted before 30th September, then the CAY shall be the previous academic year and if the SAR is submitted after 30th September, then

the CAY shall be the running academic year for the purpose of data consideration and calculations.

CAY: Current Academic Year

CAYm1: Current Academic Year minus 1 = Current Assessment Year

CAYm2: Current Academic Year minus 2 = Current Assessment Year minus 1

The year mentioned in the documents is exemplary; institute has to consider the academic years as per the definition of CAY given in the document and according to the prevailing year.

2. The Student Faculty Ratio considered by NBA:

1. **UG Engineering Programs (Tier I & Tier II):** 25:1 for the Accreditation of 3 years and 15:1 for the Accreditation of 6 years.
2. **PG Engineering Programs:** 25:1 for the Accreditation of 3 years.
3. **Diploma Engineering Programs:** 30:1 for the Accreditation of 3 years
4. **PG Management Programs:** 25:1 for the Accreditation of 3 years and 15:1 for the Accreditation of 6 years.
5. **UG Pharmacy:** 20:1 for the Accreditation of 3 years and 15:1 for the Accreditation of 6 years.

CRITERION 6

FACULTY ATTRIBUTES AND CONTRIBUTION

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6.1. STUDENT – FACULTY RATIO (SFR) (10)

XIME offers the two-year Post Graduate Diploma in Management (PGDM) Programme. Details of the Student Faculty ratio from 2019-20, 2020-21 and 2021-22 are shown below. Faculty details as per the format given are shown in Annexure II.

A. Student Faculty Ratio last three years:

Year	2021-22	2020-21	2019-20
PG 1 st Year	172	179	180
PG 2 nd Year	176	181	167
Total No. of Students in the Department	348	360	347
No. of Faculty in the Department	27	24	22
Student Faculty ratio (SFR)	12.88	15.00	15.77
Average Student Faculty Ratio	14.55		

6.1.1. Provide the information about the regular and contractual faculty as per the format mentioned below.

Information about the regular and contractual faculty as per the format is shown in table B below:

B. Regular and Contractual Faculty

	Total no. of regular faculty in the department	Total number of contractual faculty in the department
2021-22	20	07
2020-21	18	06
2019-20	16	06*

(* - rounded off to nearest highest integer)

6.2. FACULTY CADRE (20)

Faculty Cadre details are shown in the table C: Full details and list are placed in Annexure 6.3.

C. Faculty cadre details of last three academic years

Year	Professors		Associate Professors		Assistant Professors	
	Required F1	Available	Required F2	Available	Required F3	Available
2021-22	2	6	4	4	12	10
2020-21	2	4	4	2	12	12
2019-20	2	5	4	4	12	07
Avg. no.	2	4.66	4	3.67	12	9.66

$$\begin{aligned}
 \text{Cadre Ratio} &= [(5/2) + (3.33/4) * 0.6 + (9.66/12) * 0.4] * 10 \\
 &= [(2.5) + (0.49) + (0.32)] * 10 \\
 &= [3.31 * 10] \\
 &= 33.1
 \end{aligned}$$

6.3. FACULTY QUALIFICATION (15)

Faculty qualification of all regular faculty during the assessment period have been appended below in the table C below

D. Faculty qualification of all regular faculty

Year	X (No of Faculty with PhD.)	Y		F (No. of faculty to comply)	FQ $1.5*[10X+4Y]/F$
		(No of faculty with MBA)	(No of faculty with M.Tech/M.Com/M.Sc (IT)/ MA)		
2021-22	15	02	03	20	$=1.5 (150+20)/20$ $=12.75$
2020-21	9	08	01	18	$=1.5(90+36)/18$ $=10.5$
2019-20	8	05	03	16	$=1.5 (80+32)/16$ $=10.5$
Average Assessment					$=$ $(12.75+10.5+10.5)/3$ $= 11.25$

6.4 FACULTY RETENTION (15)

Merit and suitability are the only considerations of Faculty selection in XIME. Therefore, with the opening of new IIMs and new B Schools in the country, there were many opportunities for many of our young faculty members. Therefore, faculty

retention at junior levels could not be maintained at a satisfactory level. The present Faculty retention levels have been indicated in the Table D below. Complete details have been included in the Annexure 6.5

No. regular faculty members in CAYm1= 18

CAYm2 = 16

E. Faculty retention levels

Percentage of Faculty retained during the period of assessment keeping CAYm2 as a base year	Regular Faculty Members retained with CAYm2 as a base year
$= \frac{05}{16} \times 100$ $= 31\%$	<ol style="list-style-type: none"> 1. Prof. C.P. Ravindranathan 2. Dr Nellaiappan 3. Dr. S. Naseer Mohamed Jaffer 4. Dr. N M K Bhatta 5. Dr S Kumaraperumal 6. Dr Meena Rani 7. Prof Suryanarayan &

6.5 FACULTY INITIATIVES ON TEACHING AND LEARNING (10)

While specifying the pedagogical methods to be employed, the Institute has been encouraging and supporting the faculty to adopt/follow any new approaches to improve the teaching & learning processes. Thus, the faculty constantly strives to enhance student learning outcomes through conventional methods as well as by adopting innovative approaches.

Modern techniques and teaching aids are used at XIME to facilitate the learning process. Active learning strategies like Simulations, Case based studies, Article reviews, and group projects are extensively used during the course as hereinafter described.

A. Laboratories

The Institute encourages hands-on learning by students in the Laboratories. There is a full-fledged **Finance Lab**, where students carry out Financial Simulations and also study Global Financial data. This lab hosts Reuters Financial Tools installed to facilitate students to carry out practical and field financial studies.

The Institute also has a **Design Thinking Laboratory** with Design Thinking tools. Students practice activities like Fishbowl Ideation exercise, Mind Mapping Exercises, SCAMPER exercises, creating Empathy Maps and Affinity Maps, etc. Students also practice Six Thinking Hats techniques for inculcating Lateral and Critical Thinking Skills.

An **Internet of Things (IoT)** Laboratory has been set up to help students familiarize themselves with application of latest technologies like IoT in Business.

Latest Analytics tools like Tableau, Power BI etc. are installed in the computer systems in the computer labs and the analytics classes are conducted in the Lab with hands on training.

These Labs are used both for regular classes on the respective subjects also to provide Executive Education to working executives on these latest concepts.

The XIME computer lab is also equipped with the latest software and teaching tools. Students are divided into small groups and each group attempts the simulation independently. Several rounds of simulation are carried out and after each round the student group present their outcomes and also the methodology adopted by them. Effective learning that happens through peer discussions benefits the students immensely and provides them with the confidence required for both working in teams and decision making.

Courses like Presentation Skills, Personal Growth Lab and Leadership in Action are also conducted in Laboratory mode.

B. Interactive Classroom

The classrooms are equipped with projectors and smart screens and the pedagogy adopted has a mix of lectures, peer learning through discussions, and presentations. There are also collaborations in teaching by external experts. They join the classroom discussions with the help of projection devices installed in lecture halls.

C. Use of ICT and Simulations

The XIME computer lab is equipped with the latest software and teaching tools. Students are divided into small groups and each group attempts the simulation independently. Several rounds of simulations are carried out and after each round the student group present their outcomes and also the methodology adopted by them. Effective learning that happens through peer discussions benefits the students immensely and provides them with the confidence required for both working in teams and decision making.

D. Problem based Learning

Every effort is made to render the classroom learning more rewarding by posing problems related to the topic of discussion. Students are also encouraged to raise issues for which solutions are solicited from the groups.

E. Flipped Classroom

Faculty provide material on specific topics so that they come prepared for the classes. Students ask queries and doubts to the faculty and to other classmates which are discussed extensively in the classroom. This is found as one of the excellent opportunities to build additional knowledge in a very receptive atmosphere.

F. Gamification

Several games were introduced in the teaching of special subjects like Agile Methodologies, Creativity & Innovation, Information Systems for Managers etc. Prominent among the games used are Jig Saw Puzzle, Flying Aeroplane Game, Poker Estimation Game, Inductive Thinking Game, Six Thinking Hats Game, Fishbowl Ideation Game etc.



Paper Aeroplane Game



Role play on mind mapping

G. Role Plays

Role Plays are widely used during Case discussions like Agile Methodologies (like CMM Vs Agile Role Play, Assignment of Scrum Roles, Role of Manager in Scrum etc.) in Design Thinking (Design Thinking in Pepsi, Swiffer Design in P&G) etc. and many more.

H. Field Projects

Four Field Projects have been introduced to enhance the Design Thinking Conceptual Knowledge at applying and creating levels. These projects are maximising patient experience in corporate hospitals, redesign of shopping trolley used in big malls, redesign of backpack of office goers and of students and maximising positive experience of commuters at toll gates.

Insert picture of students speaking

I. Inviting Protagonists for Student Discussions

XIME has put on effective footing practice of making case discussions more interesting, hypothesis – driven and value yielding by inviting the protagonists to the classrooms to discuss with students the thought processes and strategy when they took a particular decision and if any of their decisions had resulted in failure, what had led to such a situation. Students could question the visitors so as to attain instructive insights into the interface of theory and practice in management strategy and execution.



Inviting Mr Bhaskar Bhat, MD of Titan Industries for a case study discussion on how the company created a sustainable blue ocean strategy amid a huge Red Ocean, capturing above 80% of the market.



Inviting Mr Anuj, country head of Pepsi to discuss the Harvard case of “Coal Wars” thereby giving students a live glimpse of how Coke and Pepsi had pursued competitive strategies to be one-up on the other.



Having Mr Surya Jayanthi, Strategy Head of Walmart, in USA joining on an line case discussion on the Harvard Case on Walmart: Discounted Operations to explain how Walmart maintained its No.1 Position in the retail Industry for 40 years, what were their strategies during the Pandemic and how they leveraged Technologies like Artificial Intelligence, Virtual and Augmented Reality and Blockchain etc. to gain competitive advantage over the rivals.



J. Student driven case Study exercises

This pedagogy involved a certain creative and innovative way wherein a selected (by lots) student group conducted an entire Case Study session by themselves. This methodology was used for subjects to do with creativity and innovation and design thinking. The students most using this engaging format conduct 12 Case Study

classes after they had searched out appropriate videos and case facts from various sources.



Role play six thinking Hats



Role play Mind Mapping Activity

In another mode, the student groups were asked to carry out a project which required a field visit and study of at least two businesses. Thereafter, they were asked to analyse the data gathered in order to answer the questions given to them beforehand. This exercise enabled students to validate the concepts and theories learnt in the class against the realities of business.

In the research methodology course, after some initial chapters which provide fundamental understanding of research had been covered, student groups were asked to choose a broader research problem. While each set of steps of the research process was taught in the class, the student groups were supposed to work, in parallel, on their research problem corresponding to the steps covered in the class and make submissions. This exercise was to culminate in a research paper.



Product Backlog Activity

K. Live IoT application: An illustration

A live demo on real time cloud data base updates was performed on the Internet of Things (IoT). The students had the opportunity to witness the live IoT system in action so as to see for themselves how a moisture sensor connected via a potentiometer and

a microcontroller board could sense the moisture data every 20 seconds and how the data to the cloud could be uploaded database using Wi-Fi communication network. Students also witnessed how ThingSpeak – an open IOT platform software - was able to read this sensor data in real time and provide a plot of analytics data. Students were also able to download the sensor data into excel file for further analysis. This kind of approach was found to enthuse students to think of multiple opportunities to ideate solutions to business problems for example, in the irrigation and agriculture space.



Live IoT demonstration

L. Movie and Video Based learning:

As a regular practice, appropriate movies and videos are used to enhance learning. Several video cases are used in critical subjects like Leadership, Strategy, Presentation Skills & CBE, Agile Methodologies, Design Thinking etc. and students are asked to analyze the same and relate them to the concepts taught in the class.

F. Details of movie and video cases used:

Name of the movie	Name of the Faculty
Observation techniques in marketing research lessons from the movie "Velaikaran"	Dr. K.A. Asraar Ahmed
Amul- Strategizing during difficult times of Pandemic	Prof NMK Bhatta
Titan- Creating a Blue Ocean in a Red Ocean Market	Prof NMK Bhatta, Prof Anil Philip
Asian Paints – Differentiation in a Volatile Market	Prof NMK Bhatta
Marvel- Reconstructing a Blue Ocean	Prof NMK Bhatta, Prof Anil Philip
Identifying Market Gaps and Exploiting: The case of Gillette Vs Dollar Shave Club	Prof NMK Bhatta
Maggie: Resurrecting a lost Market	Prof NMK Bhatta
Conquering Everest: The Leadership Lessons	Prof A Anatharaman
Terrorist Attack on Taj Mumbai: Building an Organisational Culture	Prof A Anatharaman
Stay Hungry Stay Foolish by Stev Jobs	Dr. M. Lucas
National Democractive Convention Michelle Obama	Dr.M. Lucas
I have a dream – Martin Luther King	Dr. M. Lucas

M. New Methodologies / Practices of Teaching During Covid-19:

The institute has geared itself to manage the academic process through new practices that need to be implemented at very short notice. It entailed dynamic evaluation by the leaderships of the emerging scenario and providing valuable and timely guidance, with faculty scouting for newer methods of handling the programmes/courses through alternation of online and off line modes and adopting technology solutions. Some of them have been:

- Usage of Zoom/Google Meet for online teaching
- Slido/Mentimeter/Kahoot-360 for conducting online quizzes and class engagement
- Socrative Pro for assessment, teaching etc.,
- Online examination using “Mettle” platform with Artificial Intelligence enabled proctoring.
- Furthermore, getting students to the campus and managing classes following COVID-19 protocols involving alternations of on – line, hybrid/physical class sessions also called for extra-ordinary efforts and diligence on the part of the leadership and faculty. To enhance learning through Online Mode, Class videos were shared with students so as to enable them to revisit the class and make up on areas where they could not follow instruction due to Internet issues or audio/ video disturbances.

N. Live Cases

Most of the cases available from the case repositories like Harvard, Emerald and others cover companies in timelines which are several years old. A lot of developments might have obviously taken place since then, necessitating updating of information and data lest students might get confused by the status of the Company between the time of occurrence of the case and the present moment.

Cases on GE, Tata Nano, Corus Steel, Walmart etc. are some of the examples where such cognitive challenges are faced. To overcome this problem, XIME has introduced the practice of updating the information on the companies figuring in the cases, by encouraging the students to consult websites and other published sources.

Assurance of Learning

With huge Curricular and extra-Curricular loads, students often tend not to revise the topics covered in previous class sessions, with consequent learning, problems. To obviate such issues and to promote better assurance of learning, faculty members are encouraged to conduct a short oral quiz in the first 5 minutes of every class on the topics covered in the previous classes. This has been producing good results.

6.6 FACULTY PERFORMANCE, APPRAISAL AND DEVELOPMENT SYSTEM (10)

(Mention details such as program title, description, duration, resource person, type of training, training methodology, participants, etc.). Mention details separately for the programs organized and the programs participated outside the institution)

A. Availability of Faculty Development Policy

XIME has a well-defined Faculty Appraisal and Faculty Development Policy which is printed and made available to faculty as part of the Faculty Handbook.

The Institute follows the system of mid-year and end-year performance reviews. In these reviews a faculty member is required to provide information on his/her contribution against the performance standards laid down in the prescribed forms. The factors considered for evaluation broadly conform to AICTE norms. Students' feedback is also considered while reviewing the faculty performance.

The faculty are required to engage themselves in a variety of academic, administrative and institution- building activities, while contributing the requisite amount of teaching. In other words, they should get involved in most of the activities relevant to academics and academic administration such as: Teaching, Research/Publications, Case-Writing/Teaching/ Publications, MDPs/OBPs, Consulting, Academic Administration and Institution-Building (see table 6.1).

It is recognized that the faculty should have some freedom to choose among these activities, depending on their special interests and competencies, subject to a minimum number with the quality of teaching duly maintained.

Performance target are kept reasonably high (so as to make them 'stretch-targets' to stimulate continuous improvements), but at the same time achievable.

The measurement of performance is based on judgement guided by objective performance data.

The system has in-built rewards for performance above the norms and certain penalties for performance below the norms.

The system introduced is a credit-points based performance evaluation system wherein a faculty member should earn a minimum of 300 credit-points in a year, of which at least 135 should be from teaching. It is also expected that a faculty must at least earn 90 points through Research/ Publications MDP/OBP and Consultancy. However a minimum of 30 points is expected from each of these clusters. Likewise, every senior faculty of the rank of Sr. Asst. Professor and above should organize at least one MDP or OBP a year. Credit-points awarded for different types of activities are given in the table below: (The points awarded to teaching will have a weightage system based on student feedback, MDPs/OBPs based on the number of participants, and publications based on the journal categorization – which are explained in the notes below the table.)

G. Credit-Points Awarded for Different Activities

S. No	Activity	Points	Remarks/Conditions
1	Teaching: A minimum 120 Credit Points per academic year must be obtained.	<ul style="list-style-type: none"> • 3 Credit course (30) • 2 Credit course (20) • 1 Credit course (10) 	<p>1 point per session assuming 30 sessions for a 3 Credit course.</p> <p>For the same course taught concurrently in more than one section, the second section onwards will be given 15 points each.</p> <p>Award of points is subject to student rating as shown in Note (a) below.</p>
2	MDPs/OBPs	<ul style="list-style-type: none"> • Per Session taken (1) • Organizing 1 day of MDP/OBP (10); 2 days (20); 3 days (30) and so on, provided the number of participants is 20 or more. 	<p>One session of 1 hr 10 mts</p> <p>For 12-19 participants, the number of points will be 5 for 1-day, 10 for 2-day, 15 for 3-day programmes and so on.</p> <p>No points will be awarded for programmes with less than 12 participants, except for the classes taken.</p>
3	Research/ Publications	<p>Research papers/Articles:</p> <ul style="list-style-type: none"> • Papers published in • A-category journal (120) 	<p>See Journal Categorization in policy on faculty Research and</p>

		<ul style="list-style-type: none"> • B-category (60) • C-category (30) • Unrated Journals (15) • Newspaper articles (15) • Papers presented at refereed conferences (on producing referees' comments and evidence of revision) (15) <p>Authored Books (including text books):</p> <ul style="list-style-type: none"> • International Publisher (120) • Local Publisher (60) • If a Text Book ½ of the above, viz. (60) & (30) resp. <p>Edited Books</p> <ul style="list-style-type: none"> - International Publisher (60) -Local Publisher (30) <p>Book Chapter (in edited volumes):</p> <ul style="list-style-type: none"> • International Publisher (30) • Local Publisher (15) <p>Cases:</p>	<p>development.</p> <p>For Authored/Edited Books, if there are multiple authors/editors, the points will be proportionately assigned.</p> <p>For cases in the XIME repository to be eligible for award of points, they should be evaluated by a panel of experts constituted by the Institute and placed in the library for reference and use; besides, they should be actually used in XIME courses.</p>
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		<ul style="list-style-type: none"> Published in journals or international repositories such as HBP, The Case Centre USA, IVEY Publishing Canada and similar reputed repositories. (30) Published in XIME Case Repository (10) 	
4	Consultancy	For a contribution of Rs. 100,000/- revenue to XIME, that is, excluding the individual's own share: (10)	Points will be awarded proportionally, at the rate of 1 point for INR 10,000/- . (Minimum revenue for points is INR 10,000/-)
5	Academic Administration	<ul style="list-style-type: none"> Director (60) Dean Academics (60) Assistant Dean- Academics with Batch Coordination (45) Other Deans (45) Chairman / Co-chairman (Placement) (45) MDP Coordinator (30) Admissions Coordinator (45) Members of the Admissions Team (20 each) 	Only the administrative responsibilities assigned by the Institute will be counted for points.
6			

	Institution- building	<ul style="list-style-type: none"> • Placement Coordinator (30) • Members of Placement Team (20 each) • SIP Coordinator (30) • SUPA Coordinator (30) • Batch Coordination (30) • Club In charge/ Similar other Responsibility (10) • Coordination for rating/ accreditation agency with no teaching load in the term (40) <p>For contribution of every Rs 100,000/- (10)</p>	Such contribution may be in the form of getting grants, building funds, research funds, research chairs, endowments/corpus funds, sponsorship of institute activities, etc.
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(Table should be inserted with new one)

Notes:

- a. Credit-points for teaching will be adjusted for teaching effectiveness based on student feedback. If the rating is 2.5 and above, the course will be given 100% points; if 2 to 2.5, 80%; if 1.5 to 2, 60%; and if less than 1.5, 40%.
- b. Credit-points for MDPs and OBPs will be allotted according to the scheme given under item- 2 above. MDP credits will be given to the programme coordinator who designs, markets and conducts the programme. For OBPs, the credit will be shared equally between the faculty who brought the programme and the one who has designed and conducted it. In case it is the same faculty who does both, the entire points will be awarded to him/her.
- c. Performance above the prescribed minimum is rewarded. For each point earned over and above 300 the faculty is eligible for a financial incentive of Rs.

1000/- . Thus, a faculty member earning 350 points would get an incentive of Rs. 50,000/-. Consistent performance above the minimum will also be a criterion for promotions.

- d. Judgement on 'poor performance' should not be based only on a particular year's performance but on a 'moving average' preferably of three years, except for the probation period of 2 years. (During the probation, a faculty's service may be terminated at any time, as per the contract, for unsatisfactory performance). If the average points earned for the immediately preceding 2-3 years is less than 300 (the minimum prescribed), increment may be adjusted at the lower end of the prescribed range of 2-5% for the year. If the points earned are continuously below 300 for 3 years, the faculty may be asked to leave.
- e. It may be noted that faculty appointments at XIME start with probationary period of two years. On successful completion of the probationary period, the faculty may go upto the retirement age of 65 years subject to fully satisfactory performance attested by the annual performance appraisals.
- f. Being a new system, changes, if any, that may become necessary based on the experience gained over its implementation, will be made by the Executive Committee of the Board of Governors.

H. Implementation of the Faculty Development Policy

Performance Appraisal

The appraisals are conducted by the Appraisal Team consisting of the Chairman, a Board Member, Director and /or Academic Dean. The Appraisal Team holds discussions with the faculty concerned and provide appropriate feedback.

The Performance Appraisal system is used for determining salary increments, promotions and addressing the personal developmental needs of the faculty concerned. In addition, the Institute has credit points based on an evaluation system which captures the multiple contributions expected of the faculty in such areas as Research and Publications, Case writing, MDPs/OBPs, Consulting, Academic

Administration and Institution building. This has a built-in system of rewards where the credit points exceed 300. The intention is to stretch the performance of the faculty.

Faculty Development Programmes organized for Faculty members:

Xime invests considerable amount of funds in developing its faculty. Faculty members are encouraged to participate in Faculty development programs conducted by Institutions in India and abroad. Apart from this, XIME conducts dedicated FDPs for its own faculty on its premises on contemporary topics of management, technology, research and teaching Pedagogies. All Faculty members on the campus are mandated to attend the internal programs. Apart from internal & external FDPs, XIME subscribes to several Industry bodies like CII, BCIC, ELCITA, EFMD, etc. in India and abroad which conduct several programs on topics of importance to contemporary business. XIME gets regular information about programs conducted by these associations and they can attend any program of their choice and interest by simply registering themselves on their websites.



Online Faculty Development Programme on **“Research Methodology: How to Excel in Publishing Research Papers”** dated: 21st June 2021.

XIME encourages its faculty to participate in various Conferences/MDPs/FDPs/ Business Training/Consulting Programmes (see table G) by defraying the programme fees of programme.

Faculty Retreat Dec 2021

XIME organised a Faculty outbound program “The Faculty Retreat 2021” on 16 Dec 2021. The objective of this proposed retreat was two-fold

1. To provide an occasion for all faculty members to reflect upon the year gone by and
2. To create an opportunity for informal interaction among all Faculty members of the college.

There was a perceived need for the same as there was no event in the institute calendar that allowed for a reflection and free interaction between faculty members. Multiple rounds of discussions were initiated by the Leadership, at various levels and with all stakeholders, on the theme of faculty retreat. The details of the retreat were enumerated based on these discussions and some important decisions were made in the process in the field Faculty Contributions and Core Competencies. One was to plan such a retreat towards the last week of the year so that it also provides an occasion to reflect upon the year gone by and two was to institutionalize this practice as an annual affair by bringing in as part of the annual academic calendar.

The Retreat was broadly divided into two phases, Indoor workshop in the First Half and outdoor activities in the second half.

Prof TV Rao, former professor of IIM Ahmedabad and also the Chairman of TV Rao Consultants conducted a special session which helped the Faculty to realise their Core Competencies and how they can be used for development of pedagogies and Research. A number of indoor and outdoor games were organised to improve Bonding among the Faculty.



Prof TV Rao conducting a Session for the Faculty during the Faculty Retreat on 16 Dec 2021

The table below shows the faculty development activities conducted under all three categories.

G. Faculty Development Activities taken up during 2019-2022

FACULTY DEVELOPMENT ACTIVITIES TAKEN UP DURING 2019-2022								
1. Participation in FDPs/Conferences/Conventions organised by External Agencies								
S . N o	Organizat ion name	Faculty name	Type	Rs	No of Facult y attend ed	Program name	Date	Trav el Cost s
Academic Year 2018-2019								
1	Kristu Jayanti College , Bangalore	Dr, Naseer M Jaffer and Ms. Agnus Baby	Confere nce	3600	2	RD Internatio nal Conferen ce on Building Business Uniquene ss Towards Industry 4.0	06/04/2 019	1000/-
2	CII	Prof S Suryanaraya nan	Confere nce	1000	1	CII Conferen ce at Vallacher y - Chennai	08/08/2 019	1131 2/-
3	Jain University	Dr. Naseer M Jaffer, Dr. Amalanathan	Confere nce	4000	2	paper presentati on	13/06/2 019	1000/-
4	Acharya Institute, Bangalore	Dr Jaffer	Confere nce	1500	1	paper presentati on	10/10/2 019	1000/-
5	Edunivers al	Prof. Anantharama n	Convent ion	6142 0	1	Edunivers al world conventio n 2019, Thailand	26/10/2 019	4655 8/-
6	ACBSP	Prof J Philip & Prof. P. Nandagopal	Confere nce	1120 21	1	ACBSP Annual Conferen ce in Huston - Texas	21/06/2 019	5426 6/-

7	CII	Prof. Swaminathan	Conference	9440	1	7th Edition CII International Brand Summit Southern Region	30/10/2019	
8	CII	Ms. Kavitha Nair, Ms. Subha Krishnamurthy, Mr. Divien Premnath	Seminar	2655	3	Our world in the Next Five Years: How to remote learning changes education techniques	22/05/2020	
9	Prof Kartic Vaidyanathan	Prof Ashwath Shastry, Prof Ramesh Ranjan	FDP	4000	2	Tools and Techniques for interactive online teaching	10/07/2020	-
10	Kandappa n B	All Faculty	FDP	1800		Outcome Based Education	28/07/2020	-
11	Kartic Vidyathan	26 Faculty Members	FDP	26000	26	Tools and Techniques for interactive online teaching	29/07/2020	-
12	CII	4 Faculty Members	Seminar	2000	4	Innovation Summit 2020	08/10/2020	
13	CII	Dr. J. Daniel Inbaraj	Seminar	900	1	Smart & Clean Mobility towards Electrifying Energizing Karnataka	27/10/2020	

14	SEAA Trust	3 Faculty Members	Conference	10000	3	13th International Accreditation conference	05/11/2020	
15	AIMA	Mahesh M V & Raj Kumar S	Quiz	9440	2	21st National Management Quiz 2020	19/12/2020	-
16	International Conference	Dr K A ASRAR AHMED	Conference	3000	1	Leveraging Business Opportunities in the post-COVID-19 world (LBOP)	28/01/2021	
17	University of Mysore	Dr Asraar & Dr Mahesh	Training	21700	2	PhD Guideship Coaching	14/02/2021	-
18	AIMA	Dr Asraar, Mr Anshu Sharma & Dr Mahesh	MDP	17700	3	Business to Business Acumen Workshop	26/03/2021	
19	AIMA	Prof PS Madhukumar	FDP	17700	1	New Age Leadership Workshop	07/06/2021	
20	Quaide Milleth College for Men, Chennai.	Dr Subha Krishnamurthy	FDP	500	1	Paper Presentation and Publication in Journal	07/07/2021	
21	SEAA Trust	Prof.Rajendra Desai, Prof Jaffer	Conference	30000	3	14th International Accreditation conference	16/11/2021	

22	HBS/SPJIMR Workshop	Dr NMK Bhatta, Ashwathnarayana Shastri & D T Muthukumar	FDP	53100	3	Teaching with Simulations Online Workshop	16/11/2021	
23	KAABS		Conference	3000	18	A Seminar on PGDM IN THE NEP ERA	30/11/2021	-
24	Eduniversal, France	Prof Muthukumar T, Prof Madhu KUMAR PS	Convention	276077	2	14th Eduniversal world convention	17/11/2021	-
25	IIM Ahmedabad	Dr Trinley Paldon	FDP	103598	1	FDP on New Teaching Pedagogies	21/05/2022	11309/-

2. Internal Faculty Development Programs Conducted by XIME

S. No	Date of the Program	Subject	Type	Approximate Expenditure Incurred	No. OF Faculty Attended	Conducted by
1.	20/06/2019	Faculty Meet with Alumni at Hotel Oberoi	Faculty Alumni Meet	29000	Senior Faculty	Faculty Workshop
2.	20/06/2019	Bridging Management skills in construction industry	Workshop	18000	Faculty	Faculty Workshop
3.	17/10/2019	Faculty Orientation Program	Workshop	5954	All newly joined Faculty	Orientation Workshop
4.	14/04/2020	Modern Technology Trends	FDP	30000	All Available Faculty	Prof NMK Bhatta
5.	20/05/2020	Case Writing Techniques	Case Writing Workshop	30000	All Available Faculty	Prof J Philip, Prof NMK Bhatta
6.	21/12/2020	Research Methodology	Research Workshop	60000	All Available Faculty	Prof NMK Bhatta
7.	21/06/2021	How to Excel in Publishing Research Papers	Research Workshop	150000	All Available Faculty	Prof Murugan Pof NMK Bhatta Prof Asraar
8.	16/12/2021	Faculty Retreat 2021	Outbound Faculty Activity	56000	All Available Faculty	Prof A Philip Prof TV Rao Prof J Philip
9.	12/02/2022	Teaching with Cases	Case Teaching Workshop	60000	All Available Faculty	Prof J Philip, Prof NMK Bhatta
10.	27/06/2022	Latest Pedagogies	FDP		All Available Faculty	Prof Simon George, Maj Neil Castelino,

		& Research Methods				Prof NMK Bhatta, Prof Roy Abraham
3. Memberships to National & International Industry Bodies for attending their regular Learning Programmes						
S. No	Year	Industry Body	Details	Amount	Remarks	
1.	2019-20	CII	Membership Fees	17700	Theses membership Facilitate our Faculty Members to attend all ongoing Industry / Business Workshops conducted by them	
2.	2019-20	BCIC	Membership Fees	12000		
3.	2020-21	ELCIA	Membership Fees	7080		
4.	2020-21	CII	Membership Fees	17700		
5.	2020-21	BCIC	Membership Fees	17700		
6.	2021-22	Eduniversal	Membership Fees	248469		
7.	2021-22	ELCIA	Membership Fees	13618		
8.	2021-22	CII	Membership Fees	17700		
9.	2021-22	BCIC	Membership Fees	8850		
10.	2019-22	UIA	Membership Fees(Free Membership thru' ABBS)			
11.	2018-19, 2020-21 & 2021-22	AIMA	<i>Membership fees ? (Ms. Reetha to confirm)</i>			

(CFA – WHEREVER FACULTY'S TRAVEL, THE TRAVEL COST HAS TO BE INSERTED)

6.7 VISITING / ADJUNCT FACULTY

Adjunct faculty also includes Industry experts. Provide details of participation and contributions in teaching and learning and /or research by visiting/adjunct/Emeritus faculty etc. for all the assessment years:

- *Minimum 50 hours per year interaction with adjunct faculty from industry/retired professors etc.*

XIME regularly uses industry specialists and former faculty of IIMs as visiting faculty to teach skill - based and domain subjects. These faculties are selected by an Expert Committee based on their Industry experience and communication skills. A list of visiting faculty who have handled courses during the three-year period 2019-2022 is placed in the table below:

List of Visiting Faculty deployed during 2019-2022

	2021-22	2020-21	2019-20
S. No	Faculty	Faculty	Faculty
1.	Dr Ravi Darshini	Dr. Ravi Darshini	Shanmugham
2.	Mr Divien Premnath	Mr. Soumik Bhushan	Vijay Narasimhamurthy
3.	Mr Vijay Narasimhamurthy	Prof. Shanmugam G	Ramesh Ranjan
4.	Ms. Malavika Harita	Dr. L R S Mani	Dhanush Kodi
5.	Prof. Joy Varghese	Dr. Divien Premnath	Mr. LRS MANI
6.	Prof. A. Anantharaman	Prof. Vijay Narasimhamurthy	Ms. Malavika Haritha
7.	Mr. Soumik Bhushan	Prof. Joy Varghese	Anantharaman
8.	Mr Vejay Anand		Rishiraj Das Gupta
9.	Prof. Suryanaranan S	Mr. Ramesh Ranjan	R Swaminathan
10.	Mr. L Surendran	Mr L Surendra	Manohar D Rao

11.	Prof. George Selvam	Sandip Sen	Padma Srinivas
12.	Dr Maria Nirmala	Anik Saha	Suryanarayan
13.	Dr. L R S Mani	Mr. K Rajasekaran	T J Kuriakose
14.	Mr.Shailendra Kadre	Mr. Krishna Ananthakrishnan	D T Devare
15.	Mr. Sandip Sen	Mr. Stan Lobo	Ankit Saha
16.	Mr. George Selvam	Dr. Butchi Babu	Joy Varghese
17.	Mr.RajaRao	Ms. Malavika Harita	Vaiyapuri
18.	Ms. Lavanya	Ms Lavanya	Giridhar
19.		Prof. S Suryanarayanan	Vinayak Shastry
20.	Mr. Ashok Prasad	Mr. T J Kuriakose	Sunder Viswanathan
21.	Dr. Malini M	Mr. Vinayak Sastry	

(Titles to be addressed within the table columns Mr/Mrs/Ms/Prof)

6.8 ACADEMIC RESEARCH (75)

- *Faculty Paper Publication*
(List of Publications in referred journals, reputed conferences, books, book chapters, case studies in public domain etc.)
- *List of Ph.D. /Fellowship titles(FPM) awarded during the assessment period while working in the institute*

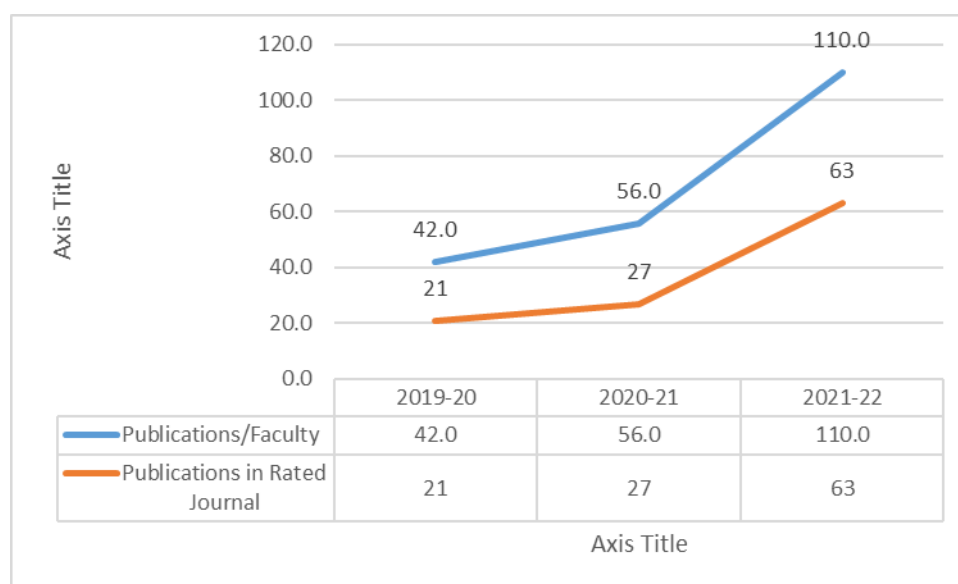
All relevant details shall be mentioned.

Faculty Research

XIME mandates that its faculty members are to excel in the field of academic research on a continuous basis. Each faculty member is required to earn at least 30 workload points in the field of research and they are evaluated by a high powered committee twice a year in the months of December and May. Apart from contributing to their own research, faculty members are required to mentor students in the field of research and also guide Research Scholars in their Ph.D. courses. Details of research contributions by the faculty members' publication of research articles are shown in table below. Full list of publications **had** been shown in Annexures 6.8.1 to 6.8. 3..

Faculty Publications during 2019-20 to 2021-22. Total during the period = 416

Journal Index Category	2019-20	2020-21	2021-22	Total
ABDC / ABS	3	0	2	5
Scopus	9	10	14	33
Web of Science	1	0	1	2
Google Scholar	5	11	9	25
Peer-reviewed	2	6	23	31
UGC	3	6	37	46
Book(s)/ Book chapters	1	2	4	7
Indian citation	2	0	0	2
Teaching Cases	16	21	20	57
Total	42	56	110	208



6.8.2 Faculty awarded Ph.D. during their tenure in XIME

Some of the faculty members have been awarded the degree of Doctor of Philosophy in Management while they were serving in XIME. Details are shown in the Table below.

List of Ph.D. awarded during the assessment period while working in the institute:

S.No	Name of the Faculty	Year of Ph.D Awarded
1	Dr. Chetan Vikas Chitre	2019
2	Dr. Subha Krishnamurthy	2021

INTERNATIONAL INSTITUTE OF JESUITS ?

Annexure 6.8.1. Research Publications during CaY (Year 2021-22)

S. No	Faculty	Other Authors	Title	Journal Name	Rating
1	Lavanya KV		A Study On Dividend Policy And Its Impact On Stock Prices Of Selected Companies With Reference To Bse Sensex 100	PalArch Journal Of Archaeology of Egypt	Scopus
2	Dr. Roshni James	Sanjana Ray, Shashank	Physical Working Vs Remote Working: A Comparative Study With Reference To Stress, Happiness And Work Life Balance	Journal of Chengdu university of technology	Scopus
3	Dr. Ramar Veluchamy	Surbhi Sanvi, Shreya Mitra	Analysis Of Hr Professionals' Readiness Towards Shifting Agile Workforce And Technology	Journal of Chengdu University of Technology	Scopus
4	Dr. Ramar Veluchamy	Abinaya RA, Aditi Maitra	Harnessing Analytics For Future Proofing Human Resource Management	Journal of Chengdu University of Technology	Scopus
5	Dr. Ramar Veluchamy	Archana Srikumar, Arya MK	Green Human Resource Management Practices For Environment-Friendly Organizations:	Journal of Chengdu University of Technology	Scopus

			Future-Proofing Human Resource Management		
6	Mercia Selva Malar	Swarnadeep Maity	Impact Of International Stock Market Indices On The Indian Stock Market Indices During The COVID 19 Pandemic	SCMS Journal of Indian Management	Scopus
7	Dr. Ramar Veluchamy	Sanchari Chattaraj, Surbhi Kumari Gupta	Artificial Intelligence Within Recruitment: Eliminating Biases In Human Resource Management	Journal of Critical Reviews	Google Scholar
8	Dr. Ramar Veluchamy	Komal Sinha, Karishma Sanghai	Comparative Study On HR Practices In Automotive Companies During COVID-19	Journal of Critical Reviews	Google Scholar
9	Dr. Ramar Veluchamy	Avinav Kumar, Badal Dey	Feasibility Study On Implementing HR Practices For Migrant Workers During Pandemics: Futureproofing Human Resource Management	Journal of Critical Reviews	Google Scholar
10	Dr. Ramar Veluchamy	Aishwarya Gokhale, Abinash Mishra	Factors Influencing Purchase Decision And Consumer Behavior In Luxury Cars	Dogo Rangsang Research Journal	Google Scholar

11	Dr. Ramar Veluchamy	Reema K Sans, Parvathy Rajagopal	The Impact Of Youtube Tech Influencers On Consumer Buying Behavior Of Electronic Gadgets	Sambodhi	Google Scholar
12	Dr. Ramar Veluchamy	Rutika Gawande, Saloni Keshwani	Factors Determining Choice Of Newspapers A Reader Buy	Sambodhi	Google Scholar
13	Dr. Ramar Veluchamy	Rajat Gupta, Raj Sagar, Ravisankar Chowdhury	Impact Of Social Issues In Marketing	Impact of current events on the future of business	Google Scholar
14	Dr. Rajkumar S	Chhavi Nahata, Bommana Srija	The Covid-19 Moratorium: A Reprieve And Not A Waiver	Sambodhi	UGC
15	Dr. Rajkumar S	Kamalavani, Manisa Singh	Consumer's Behavior & Attitude Towards 9-Ending Pricing Strategy	Sambodhi	UGC
16	Dr. Trinley Paldon	Gurpreet Bagnal, Kaustubh Kanungo	Psychological Impact Of Covid-19 And Online Learning On Higher Education (Mba/Pgdm) Students In India: An Exploratory Research On Whether Genders Perceive Stress Differently?	Sambodhi	UGC

17	Dr K. Subha	Aishanya Nigam, Anju A.K	Understanding Entrepreneurial Intention Through The Lens Of Gender	Sambodhi	UGC
18	Dr.J.Daniel Inbaraj	Rashi Gaikwad R, Ritu Dhiman	Analysis Of Factors Influencing Brand Love Of Personal Care Product Brands: An Indian Context	Sambodhi	UGC
19	Dr.J.Daniel Inbaraj	Palaparthi Sai Harini, Rachuri Poojitha	Online Grocery Market In India: Purchase Behavior And Consumer Acceptance	Sambodhi	UGC
20	Dr K. Subha	N.Gopika, Naveen C Wilson	A Study On Employee Engagement In It Firms	Sambodhi	UGC
21	Dr K. Subha	Nitya B, Ragini Bose	A Study On The Application Of Hr Analytics On Talent Acquisition, Compensation & Benefits And Employee Turnover In The Indian It Industry	Sambodhi	UGC
22	Dr.J.Daniel Inbaraj	Dhanyatha P D, Shalini Kumari	Online Firestorm: Effect On Brand Attitude	Journal of the Maharaja Sayajirao University of Baroda	UGC

23	Dr. Rajkumar S	Ishwarya Trehan, Mammen Thomas K	Job Burnout & Employee Attrition: A Symbiotic Relationship	Journal of the Maharaja Sayajirao University of Baroda	UGC
24	Dr.J.Daniel Inbaraj	Diksha Singh, Dheeraj Saboo	Comparitive Study On Celebrity And Athelete Endorsement	Dogo Rangsang Research Journal	UGC
25	Dr. Trinley Paldon	VANDANA EASWAR, UMANG BHALLA	A Comparative Study Of Foreign Portfolio Investment And Its Effect On Stock Market In India During Covid- 19	Dogo Rangsang Research Journal	UGC
26	Dr.J.Daniel Inbaraj	Sruti Niranjana S , Stuti Belwal	Capitalizing On Impulse Buying	Kala Sarovar	UGC
27	Dr. Trinley Paldon	Indhu G, Haswini Arthiha M,	Influence Of Gender In Entrepreneurial Intention Based On Motivational Theory	Sambodhi	UGC
28	Dr.J.Daniel Inbaraj	Urvashi Sharma, Utsav	Impact Of Micro-Targeting On Advertising In Social Media Platforms	Journal of the Maharaja Sayajirao University of Baroda	UGC
29	Dr. Trinley Paldon	TANYA GARG, SOMYA KAKRA	Is Gold A Safe Haven For Investors?	Journal of the Maharaja Sayajirao University of Baroda	UGC

30	Dr. Ramar Veluchamy	Priyanka Chowdhury, Palka Marchanda, Saumya Chauhan	Influence Of Positive And Negative Emotions On Impulsive Buying Behaviour	Journal of Management and Entrepreneurship	UGC
31	Dr. Asraar Ahmed	V.S.Damodharan, Haseena T S	Travel In Rental Taxi Services Post Coronavirus – An Empirical Study Of Travellers Perception Post Covid-19 Lockdown In Chennai City	Sambodhi	UGC
32	Mercia Selva Malar	Martin Joshy	Impact Of Dividend Announcement On The Market Price Of Shares	Journal of Management and Entrepreneurship	UGC
33	Dr. Trinley Paldon	Annu Jose	A Study On The Synergy Of Sbi And Its Associates After The Merger	Kala : The Journal of Indian Art History Congress	UGC
34	Dr. Trinley Paldon	Sumayya K P, Supriya Kumari	Forecasting The Volume Of Upi (Unified Payment Interface) Payments In India For The Year 2022	Kala : The Journal of Indian Art History Congress	UGC
35	Dr. Trinley Paldon	Susmita Dhang, Tonmona Lo	Covid 19: Consequence Of Lockdown Announcement On The Indian Stock Market	Dogo Rangsang Research Journal	UGC
36	Dr. Trinley Paldon	Siddhant Dhar, Siddharth Menon	Service Quality Analysis For Subway	Journal of the Maharaja Sayajirao University of Barod	UGC

37	Dr. Roshni James	Hitha Ajith, Ms. Keerthana	Work-Life Balance Of Teachers, Pre And During Pandemic	Sambodhi	UGC
38	Dr K. Subha	MAITREYEE SUNIL AVACHAT, LUBNA JAMAL	Implications And Perceptions Of Workforce Diversity: A Comparative Study In It And Manufacturing Firms	Sambodhi	UGC
39	Dr. Roshni James	Shriya Misra, Tanushree Sarkar	Employee Engagement Process: A Study On IT Industry In Times Of The Pandemic	Dogo Rangsang Research Journal	UGC
40	Dr. N. Meena Rani	Visak K Vinay, Udita Das	Social Media Marketing Strategies Of Healthcare Service Providers And Consumer Adoption	Bengal, Past and Present	UGC
41	Dr K. Subha	Poornashree Haridas, Rahul PR	Impact Of Work From Home Model On The Productivity Of Employees In The It Industry	International Journal Of Innovative Research In Technology	Peer Reviewed
42	Dr. Rajkumar S	Abhinav Sood, Akash Saxena	Stock Market As A Leading Economic Indicator In The Context Of The Indian Economy	Journal of Emerging Technologies and Innovative Research	Peer Reviewed

43	Dr. Rajkumar S	Aditya kapoor, Asha Dalmia	Identifying Determinants That Influence The Customer's Choice Of Using Payment Applications	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
44	Dr K. Subha	Preetisha Sanghmitra, Radhika Jayant Hatwar	A Study On Job Stress Among It Employees	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
45	Dr.J.Daniel Inbaraj	Lekshmi S P, Jacob Mathew	The Effect Of Humor On Marketing Advertisements And Its Impact In Customer Experience	International Journal of Scientific Research in Engineering and Management	Peer Reviewed
46	Dr K. Subha	MAYANK PRATAP SINGH, MANVI MATHUR	Customer Buying Behavior Towards Patanjali Products	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
47	Dr. Rajkumar S	Manisha Tyagi. Krishna Chanchal	Investment Pattern Of Youth In India	International Journal of Scientific Research in Engineering and Management	Peer Reviewed
48	Dr. Rajkumar S	Jigyasa Luthra, Harshit Sharma	An Analysis Of Investor's Perception Towards Different Financial Avenues In The City: Delhi And Jaipur	Journal of Emerging Technologies and Innovative Research	Peer Reviewed

49	Dr K. Subha	MRINAL PANDEY, MIDHUN MOHAN	A Study On Customer Perception Towards Purchase Intention Of Electric Cars In India	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
50	Dr. Rajkumar S	Harsh Garg, Sankara Narayanan Murugaraj	The Effect Of Inflation In Stock Market Returns	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
51	Dr.J.Daniel Inbaraj	Rajeev Aman, Riddhima Srivastava	Key To Capture Customer's Attention: You Tube As An Advertising Platform	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
52	Dr. Asraar Ahmed	Pradeeksha N, Parvathy Krishnan	Effects And Impact Of The Adoption Of E-Recruitment Sites For Job-Seeking	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
53	Dr. Asraar Ahmed	K Sunny Kumar, Ishita Mehrotra	Determinants Of Digital/Mobile Payment Services Adoption In India	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
54	Dr. N. Meena Rani	Subhram Kr Sandilya, Unnati Bisht	A Study On Impulsive Buying Behavior Of Consumers With Reference To Big Bazaar Outlets In Bangalore India	Business Studies Journal	Peer Reviewed

55	Dr. N. Meena Rani	Suman Vineet, Savadam Venkata Swetha,	The Advent Of Virtual Reality In The Future Of E-Commerce	Business Studies Journal	Peer Reviewed
56	Dr. Roshni James	Vasundhara Prakash, Santanu Roy	Sexual Harassment At Workplace	International Journal of All Research Education and Scientific Methods	Peer Reviewed
57	Dr. Roshni James	Chandni Gupta, Ms. Chandni P. D	A Study On Stress And Coping Mechanisms Among Dual Career Couples	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
58	Dr K. Subha	Shristi, Pooja Sunki	Discerning The Factors Influencing The Performance Of It Employees And The Role Of Job Satisfaction As The Mediator	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
59	Dr. Ramar Veluchamy	Pooja Agarwal, Riya Agarwal, Priyanshu Mishra	Influence Of Consumer Behavior Towards Online Shopping	Impact of current events on the future of business	Books
60	Dr. N. Meena Rani	Yash Mehrotra	A Study On Lead Generation Through Digital Platforms In Pandemic Era	INNOVATIONS IN SCM	Books

			With Respect To Financial Services Industry		
61	Dr. Rajkumar S	Ananay Garg, Debarun Dutta	Impact Of Covid On The Automobile Sector In India	Journal of Chengdu University of Technology	Scopus
62	Dr. Roshni James	SHASHANK CINTHRAY	Physical Working Vs Remote Working: A Comparitive Study With Reference To Stress, Happiness And Work Life Balance	Journal of Chegdu university of technology,	Scopus
63	Dr. Asraar Ahmed	JOHN GOLDWIN S, Karkala Anirudh Prabhu	Impact Of Social Media On The Purchase Intention In The Apparel Industry	Journal of Emerging Technologies and Innovative Research	Google Scholar
64	Dr. N. Meena Rani		Ethical Issues In Advertising	Business Studies Journal	Peer Reviewed
65	Dr. Asraar Ahmed	V.S.Damodharan	Antecedents Of Travel Intention In Rental Taxi Services Post Coronavirus-19 Lockdown	International Journal of Managemetn and Enterprise Development	Scopus

66	Dr. Ramar Veluchamy	Rhea R Menon, Sanket Sahu, Sarmistha Roy	Effect Of Cashless Transactions On Consumer Behaviour	International Management Research Review	Peer Reviewed
67	Dr. Trinley Paldon	Navkar Jain, Prateek	Investing In Stock Markets Directly Or Through A Fund - Is Experience An Indicator?	Dogo Rangsang Research Journal	UGC
68	Dr. Trinley Paldon	Sakshi Badaya, Praval Jain	CONSUMER'S PREFERENCE ON INDIA'S BEST TELECOM NETWORK "Airtel Vs Jio"	Dogo Rangsang Research Journal	UGC
69	Dr K. Subha	K.A. Asrar Ahmed, S.Senthil Kumar	Quality Of Work Life And Its Impact On Employee Turnover- A Compative Study With Respect To It And Hospital Sector	Academey of Strategic Management Journal	Scopus
70	Prof. Naseer Mohammed Jaffer	Maria Thomas, Datta Indrani Karanam	Demonetization And Labour	IUJ Journal of Management	Google Scholar
71	Prof NMK Bhatta	Systala Patanjali	An Analysis Impact Of Personality Factors On Productivity: A Study Of Knowledge Workers In India	Journal of Management and Entrepreneurship	UGC

72	Dr. Trinley Paldon	Gayatri Somanchi, Chikakolla Sandeep	Determinant Factors Of Entrepreneurial Social Intention Among Business School Students	Journal of Management and Entrepreneurship	UGC
73	Dr. N. Meena Rani	N Meena Rani, Shivani Kapoor	Association Between Percieved Quality And Customer Quality And Customer Loyalty In The Banking Sector	Journal of Management and Entrepreneurship	UGC
74	Prof NMK Bhatta	Systala Patanjali	Core Self Evaluation, Job Attitudes & Productivity During Work From Home & Covid 19	Journal of Management and Entrepreneurship	UGC
75	Dr. N. Meena Rani	Divya Nair	Team- Role Compatibility In Work Teams: A Vital Factor In The Age Of Workforce Diversity	Journal of Management and Entrepreneurship	UGC
76	Prof NMK Bhatta	Mini Sherino	A Three Pronged Strategy For Emerging In The Next Normal Ahead	SCMS Journal of Indian Management	Scopus

77	Prof NMK Bhatta	Muralidhar Deshpande	Predicting Information Technology (IT) Projects Outcome (Success / Failure) Using Logistic Regression	Empirical Economic Letters (ISSN: 1681-8997) Special Issue3, December 2021 (Innovation: Opportunities and Challenges in Digital Business Era)	ABDC
78	Mercia Selva Malar		UN Sdgs: A Foundation For Reimagining Indian Universities	University News	Peer Reviewed
79	Mercia Selva Malar		Business Schools In India: Principles Of Responsible Management Education (PRME) And Radical Transformational Leadership (RTL) To Realize UN Sdgs	University News	Peer Reviewed
80	Dr. Trinley Paldon	Nikhila B Money, Nikhil S Nishanth	Impact Of Price And Service Quality On Customer Satisfaction And Customer Loyalty In The Indian Telecommunication Sector	Sambodhi	UGC

81	Dr. Trinley Paldon	Rishabh Mishra, Rinkesh Kumar Jha	Do Higher Debt Lead To High Growth?	Sambodhi	UGC
82	Dr. Trinley Paldon		Testing For Over- And Under Reaction Of Equity Returns: Evidence From The ASEAN Plus Six Countries And US Indices	Vidyabharati International Interdisciplinary Research Journal	Web of Science
83	Dr. Asraar Ahmed	A.Sahu and A. Surajit	Quantify The Behaviour Attention Of Individual To Control SC Performance By Exploring Cloud Storage Services An Extended UTAUT2 Approach	International Journal of Technology and Human Interaction	ABDC / Scopus
84	Dr. Asraar Ahmed	Prasanna S, Varadarajan Rangarajan, Mohsin Khan	Examining The Factors Influencing Consumers Choice For Electric Vehicles In India	International Journal of Electric and Hybrid Vehicles	Scopus
85	Dr K. Subha	ANANYA GOSWAMI , EBY JACOB	Impact Of Work From Home On Employees Engagement In The Indian It Sector	Sambodhi	UGC

86	Prof Joy Oomen	Prof Joy Oomen	Chapter On ‘ Urban Development And The Pandemic’. In The Book Under The Title ‘Understanding Post Covid -19 Governance Challenges In India’,.	Azim Premji University	Book Chapter
87	Prof NMK Bhatta	Muralidhar Deshpande	A Study Of Critical Success Factors (Csf) For Successful Implementation Of Data Warehousing And Business Intelligence (Dwbi) Projects”	THE JOURNAL OF ORIENTAL RESEARCH MADRAS ISSN : 0022-3301 NOVEMBER 2021 121	Peer Reviewed
88	Prof NMK Bhatta	Systala Patanjali	Work From Home During The Pandemic: The Impact Of Organizational Factors On The Productivity Of Employees In The IT Industry	in.sagepub.com/journals-permissions-india DOI: 10.1177/09722629221074137 journals.sagepub.com/home/vis	Scopus

89	Prof NMK Bhatta	Ashwathanarayana Shastry	Contemporary Changes In Teaching Formats: An Overview	Chaoter 7 in Book "Digital Transformation and Disruption of Higher Education" ISBN: 9781108838900 Published by Cambridge University Press, UK	Book Chapter
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Annexure 6.8.2 Research Publications during CaYm1 (Year 2020-21)

S. No	Faculty	Other Authors	Title	Journal Name	Rating
1	Rajendra Desai		Prediction of Visual Inventory Using Store Display, Channel, and Product Variables	International Journal of Advanced Science and Technology	Scopus
2	Dr. N. Meena Rani	Gurudath m N	Purchase Intention of Electric Vehicles: An Empirical Study in Bangalore	Paalarch's Journal of Archaeology of Egypt/ Egyptology	Scopus

3	Dr. Roshni James		Phenomenological Study of Women Entrepreneurs	Psychology and education	Scopus
4	Prof NMK Bhatta	Ms.MiniSherino	A Renewed Path for Skilling In IT/Ites Sector for Transition to the New Normal	Psychology and Education	Scopus
5	Dr. N. Meena Rani	Shivani Kapoor	Antecedents And Consequences of Brand Equity - A Conceptual Model for Services Sector.	Academy of Strategic Management Journal	Scopus
6	Dr. Trinley Paldon		Assessing the Causality and Co-Movements among the Nifty Large cap, Midcap and Small cap Indices: A New Affirmation	Journal of Huazhong University of Science and Technology	Scopus
7	Dr. K. Subha		Nurse Assertiveness on Ptm and Csf Factors With Exceptional Position To Potential Skill Development In Multi-Speciality Hospitals	Elementary Education Online	Scopus
8	Prof NMK Bhatta	Ms.MiniSherino	Pursuing Growth In Developing Countries Through Community Capacity Building – An Innovative Approach Towards Skills Development	Elementary Education Online	Scopus

9	Dr M Nellaiappan	Dr S Kumaraperumal, Dr M Pradeepa	Educational Industry Challenges During COVID 19 and The Role of ICT	Elementary Education Online	Scopus
10	Prof. Naseer Mohammed Jaffer	Menon Sindhu R	Does Size Matter in Choice of Hospitals? An Empirical Study In Kerala	RVIM Journal of Management Research	Google Scholar
11	Dr. Trinley Paldon		Do the Stock Indices Follow A Random Walk and A Set Pattern	Journal of Accounting Research, Business and Finance Management	Google Scholar
12	Dr. Asraar Ahmed	A. Rekhapriyadharshini, P David Jawahar, Dr. K.A. Asraar Ahmed	Effect of Transformational Leadership on Organizational Citizenship Behavior: Mediating Role of Organizational Learning Culture	LBS Journal of Management and Research	Google Scholar
13	Prof. Naseer Mohammed Jaffer	Sindhu R. Menon	Sustainability Strategies of Small Hospitals in Kerala in Times of COVID 19 Pandemic And Heightened Competition	IJJ Journal of Management	Google Scholar
14	Dr. N. Meena Rani	Bharadwaj Kaithapalli, Ankita Sinha, Apurva Mittal	Does Branding Influence Consumers Preference Of Restaurants	Business Studies Journal	Google Scholar

15	Dr. Puneet Kumar		Risk Optimisation Analytics: A Case Study On Brown Research Associates India	International Journal of Social Ecology and Sustainable Development	Google Scholar
16	Dr. Ramar Veluchamy	Pratulya Reddy, Ragini Pillai, Rashmi Singh	A Study On Work Life Integration Of GIG Workers	An Anthology of Multi-functional perspectives in Business and Management Research	Google Scholar
17	Dr. Ramar Veluchamy	Samuka Choudhury, Sandip Dixit, Sanjali Jha	Impact Of Emotional Intelligence And Work-Life Integration On Job Stress	An Anthology of Multi-functional perspectives in Business and Management Research	Google Scholar
18	Dr. Ramar Veluchamy	Purbayan Paul, Paul Anthony Luke, Saptarshi Pramanik	Factors Of Consumer's Choice On Online Cab Booking	An Anthology of Multi-functional perspectives in Business and Management Research	Google Scholar
19	Dr. Ramar Veluchamy	Rhitam Kalpataru, Prachi Agarwal, Sanjusha Mallareddy	Awareness Of Salaried Employees Towards Investment Portfolios	Business Research and Innovation	Google Scholar
20	Prof. Naseer Mohammed Jaffer	Akansha Poptani	Environmental Protests And Corporate Governance Challenges	Shodh Sanchar	UGC

21	Dr. Asraar Ahmed		Travel In Rental Taxi Services Post Coronavirus - An Empirical Study Of Travellers Perception Post - Covid-19, Lockdown In Chennai City.	Sambodhi	UGC
22	Dr. K. Subha	Ananya Goswami, Eby Jacob	Impact Of Work From Home On Employees Engagement In The Indian IT Sctor.	Sambodhi	UGC
23	Dr. Trinley Paldon	Shibani Padmanjali, Soumik Sarkar	A Comparative Study On The Impact Of Green Practices And The Performance Of The Companies Between The Developed And Developing Nations.	Sambodhi	UGC
24	Dr. Trinley Paldon	Rishabh Mishra, Rinkesh Kumar Jha	Do Higher Debt Lead To High Growth?	Sambodhi	UGC
25	Dr. Trinley Paldon	Nikhila B Money, Nikhil S Nishanth	Impact Of Price And Service Quality On Customer Satisfaction And Customer Loyalty In The Indian Telecommunication Sector.	Sambodhi	UGC
26	Dr. N. Meena Rani	Komal R Doshi	Digital Marketing Communication In FMCG Industry– A Case Of Kaya Youth, Marico Industries Limited, India	International Journal of Innovations in Engineering and Technology	Google Scholar

27	Prof Ramesh Ranjan		Artificial Intelligence & Hr Management	THE JOURNAL OF MANAGEMENT RESEARCH	Peer Reviewed
28	Dr. N. Meena Rani	Aathira, Anant Krishna	Social Enterprise Marketing: An Analysis Of Selected Cases In India	Quest Journals Journal of Research in Business and Management	Peer Reviewed
29	Dr. Trinley Paldon	Kiran G Mohan, Jayesh K Jayarajan	Intention Of People Towards 'Uber' Post Covid -19	Journal of Emerging Technologies and Innovative Research	Peer Reviewed
30	Dr. Trinley Paldon	Raj Priya, Pias Mondal	Understanding The Intentions Of Students To Use OTT Platforms	International Journal of Innovative Research in Technology	Peer Reviewed
31	Prof. Naseer Mohammed Jaffer	Amalanathan Paul, Parul Sharma	Implementation Of Project Management Practices In Aerospace Manufacturing Industry - Challenges In Pandemic Times.	IJJ Journal of Management	Peer Reviewed
32	Dr. Trinley Paldon	Aravinda Kumar K S, Cherian S Cherian	Gap Study Towards Service Quality In QSR Restaurants Using SERVQUAL Model	International Journal for Research in Engineering and Management	Peer Reviewed
33	Dr. Selvam Jesiah		Experiential Learning Pedagogy-A Sustainability Model For Management	International Journal of Management	Scopus

			Institutions In Bridging The Academia-Industry Gap		
41	Prof. Naseer Mohammed Jaffer		The Best Demonetization Black Money Can Buy	Omega Book World	Books
42	Dr. Ramar Veluchamy		The Secret Psychology To Become A Student Superstar	Kindle / Notion Press	Books

Annexure 6.8.3 Research Publications during CaYm2 (Year 2019-20)

S. No	Faculty	Other Authors	Title	Journal Name	Rating
1	Prof NMK Bhatta	Deepak Chandrashekar	Do Green Initiatives Make Business Sense? The Indian Case	International Journal of Innovation and Technology Management	ABS
2	Dr. N. Meena Rani	Divya Nair	Affective Priming Technique in Advertising- An Empirical study regarding Fast Moving Consumer Goods Sector	Academy of Marketing Studies Journal	ABDC

3	Dr.P.Srinivasan	Dr P. Amalanathan	Impact of foreign aid on economic growth and poverty alleviation in India	Empirical Economics letters	ABDC
4	Padmavati Koride		A Comparison of Borrowing and Default behaviour between Men and Women	Studies in Microeconomics	Scopus
5	Deepak Chandrashekar	Joshi, K. A, Brem, A. and Momaya, K. S.	Foreign Venture Capital Firms in a Cross-Border Context: Empirical Insights from India	Sustainability	Scopus
6	Deepak Chandrashekar	MH Bala Subrahmanya et al	Effect of Innovation on Firm Performance - The case of a Technology Intensive Manufacturing Cluster in India	International Journal of Innovation and Technology Management	Scopus
7	Prof. Naseer Mohammed Jaffer	Ms Agnus Baby, Ms Rashmi Shetty, Mehraj Bhat	Entrepreneurship Challenges in Behavioral Economics Perspectives - Some Insights	Journal of Adv Research in Dynamical & Control Systems	Scopus
8	Prof. Naseer Mohammed Jaffer	Dr. P Amalanathan, Divya Nair and Imon Chakraborty	Climate Change Management-some insights from a recent debate	TEST Engineering and Management	Scopus

9	Dr. N. Meena Rani		Let's Drive Along- Carpooling: Congestion to Convenience (Case)	International Journal of Advanced Science and Technology	Scopus
10	Prof. Naseer Mohammed Jaffer	Mehraj Ud Din Bhat	Personal Selling and Online Media: Correlation to Consumer Technology Vol 29 No: 5S: Scopus Indexed Journal	International Journal of Advanced Science and Technology	Scopus
11	S Kumaraperumal		Adaptive Filtering and Artificial Intelligence Methods On Fetal ECG Extraction	Journal of critical Reviews	Scopus
12	Dr. N. Meena Rani	Divya Nair	A Review of Prominent Models of Team Roles and Conceptualizing a New Model	Humanities and Social Sciences Reviews	Scopus
13	Prof. Naseer Mohammed Jaffer	Vaishnavi Narendra, Divya Nair	Conflict Management and Workers Conditions in context of contributions of Gandhi, Braverman and Graeber	Adalya Journal	Web of Science
14	Prof. Naseer Mohammed Jaffer	Aashi Garg	Labour Market Challenges and the National Education Policy	IUJ Journal of Management	Indian Citation Index
15	Purnima Gupta	Srinivas Bandi,	Performance of Mutual Funds in Indian Context	Delhi Business Review	Indian Citation Index

16	Dr. N. Meena Rani		A study on consumer perception regarding buying fresh produce in organised retail stores in bangalore, India- Do demographics matter ?	Theoretical Economics Letters	Google Scholar
17	Prof NMK Bhatta	Ms.MiniSherino	Disruption to the Skills Ecosystem of India in the Wake of the New Normal Emerging Post 'COVID-19'	Engineering/ AIJR Preprints	Google Scholar
18	Dr. N. Meena Rani	Ms Shivani Manchanda, Ms Sonam Mahnani Mr Tanveer S Shekawat	A Study on Consumer Preference and Perception regarding Snack Products with Specific Reference to Haldirams	Think India Journal	UGC
19	Dr. N. Meena Rani		Admission Fiasco-A case of leading B-school in South India	Think India Journal	UGC
20	Dr. N. Meena Rani		MILLENNIALS AND BUYING PATTERNS	Studies in Indian Place Names	UGC
21	Prof. Naseer Mohammed Jaffer	Mehraj Ud Din Bhat	Effectiveness of Digital Marketing on consumer purchase decision -Some insights from Bangalore based Consumers	Parishodh Journal	Google Scholar

22	Prof. Naseer Mohammed Jaffer	MehrajUd Din Bhat	Understanding Online Consumer Behaviour Through Common Approaches	Parishodh Journal	Google Scholar
23	Dr. K. Subha		Work from Home and Job Satisfaction in Pandemic Covid-19 Situation with Reference to Information Technology Employees	International Journal of Research and Analytical Reviews	Google Scholar
24	Prof NMK Bhatta	Muralidhar Deshpande	A conceptual study of application of Machine Learning Algorithms in IT project	Shanlax International Journal of Management	Peer Reviewed
25	Prof. J.Philip		The Evolution of IIMB: Director's Perspectives-Interview with Prof. J Philip	IIMB	Books

6.9 SPONSORED RESEARCH (25)

(Provide a list with Project Title, Funding Agency, Amount and Duration)

Xime has a constant liaison with industries and other organisations like ACBSP, BCCI CII etc. and takes up research on contemporary topics of mutual interest. The institute also gets grants for conducting research workshops and conferences on critical management subjects and prepares reports on them which are shared with regulatory bodies like AICTE etc for initiating action on the recommendations arrived out of the brainstorming conducted in these seminars.

Sponsored Research at XIME					
Sl. No	Funded by	Details	Sanction Reference Letter	Funding Sanctioned	Present Status
1	AICTE	For conducting a Research Workshop on Writing Research Papers	AICTE letter F. No. 2-23/AICTE/ATALHQ/2021-22/1805 dtd 9 Jun 2021	93000	Research Workshop Conducted in June 2021
2	Volvo Group	Sponsorship Received for Organising a Conference on Management	Volvo Group Mail dated 12 Apr 2019	100000	Conference held as per Schedule in 2019 with AICTE Chairman as Chief Guest

		Education- Time to Transform			
3	AICTE	For Organising a Conferenc e on Manageme nt Education- Time to Transform	AICTE Letter F.No. 67- 47/RIFD/GOC/Policy- I/2018-19 dt 15 Nov 2019	500000	Conference held in 2019 with AICTE Chairman as Chief Guest
4	ACBSP	Sponsorshi p Received for Organising a Conferenc e on Manageme nt Education- Time to Transform	E Mail from ACBSP	42373	Conference held as per Schedule in 2019 with AICTE Chairman as Chief Guest

5	AICTE	Grant for Setting up Design Thinking & IoT Lab for Conducting Research on these Subjects	AICTE Letter F. No. 9-85/IDC/MOD-ASP/Policy-I/2021-22 dt 01/01/2021	839497	Lab Set up Completed
6	Schneider Electric Ltd	Glass Ceiling for Women Managers	Schneider Electric PO Ref PWO-700015454	141600	Developed a conceptual framework for the study. Since a new framework has been developed for the study, further work is going on in the questionnaire framed. Presently, in the process of finalising the variables for the construct career advancement

7	The Triune Group	A study of Impact of COVID 19 on Economically Vulnerable Sections of Rural India	Triune Group E Mail dated 29 Oct 2021	500000	Data received from 4 Institutes. Remaining data is expected soon. PDC 31 July 2022.
8	TVS Motors	For exploring weather Agile Framework of Software Development can be applied to New Product Development in Automotive Sector	TVS Motors Company Letter dated 21 Nov 2021	1298000	Five phases of work completed. Initial coaching of a select group of experts completed. A pilot project taken up and completed and challenges identified. A larger project is being taken up for suitability of Agile Methodology for New Product Development. After the project completion, a

				research report on framework's suitability.
	Total Fund For Sponsored Research		3514470	

6.10 PREPARATION OF TEACHING CASES (30)

(The development and use of cases in teaching and thus promoting learners critical thinking skills)

Case method of Teaching has been embedded into the pedagogy at XIME. As a part of it, the XIME faculty has been encouraged to author teaching cases themselves so that they not only understand the nitty-gritty of teaching with cases. but also write cases of their own to suit specific needs of the subject taught. XIME started a full-fledged Case Centre and published its first compendium of teaching Cases in 2019-20 with 16 cases. Seeing the enthusiasm displayed by XIME faculty members in authoring more and more quality teaching cases, it was decided to bring out the second volume with 21 cases during 2020-21 and a third volume during 2021-22. Some of the complex cases have teaching notes research wing. List of Cases published in the 3 compendia is shown below:

Case studies published by faculty members (Volume – I)

Sl. No.	Title of the Case	Author	Area
1.	Program Management Challenges - Case Study	Prof Ashwathanarayana Shastry	Operations
2.	Case Study: Stakeholder Analysis M&T Limited	Narasimha Murthy Kalanatha Bhatta	
3.	JSD Inc. – Inventory Management or An Accounting Problem?	Prof Rajendra Desai, and Prof Suresh Herur	
4.	Project Management Case Study Talwani Aerospace Ltd: Defence Manufacture Project	Narasimha Murthy Kalanatha Bhatta	
5.	Digitization of Banking System in India: Opportunities and Challenges – An Indian Case	Narasimha Murthy Kalanatha Bhatta	Information Systems

6.	Case Study: Experiences of moving to Agile ILUSS Consultancy Services ILUSS Consultancy Services: Experiences of moving to Agile	Narasimha Murthy Kalanatha Bhatta	
7.	Case Study: Agile Release Planning M/s Doodle Ltd	Narasimha Murthy Kalanatha Bhatta	
8.	Case Study Unification of Personnel Units-IR implications in a Power Utility	Prof M Nellaiappan	HR&IR
9.	Decision Dilemma of the Hospital Director	Prof J Philip	
10.	No Light at the End of the Tunnel	Prof J Philip	
11.	Case Study of a Sustainable Model of a Social Enterprise	Prof Suryanarayanan	Strategy
12.	State Bank of India: Expanding Footprints for Rural Outreach1	Narasimha Murthy Kalanatha Bhatta	
13.	Revival of Orchid Pharma	Prof Suryanarayanan	
14.	Ethical Dilemma Thanjavur Consultancy Corporation	Narasimha Murthy Kalanatha Bhatta	
15.	Nestle Maggie on a comeback trail	Purnima Thampi	
16.	ZEST Motors Passenger Car	Narasimha Murthy Kalanatha Bhatta	

Case studies published by faculty members (Volume – II)

Sl. No.	Title of the Case	Author	Area
1.	Dismissal of Employees on Disciplinary Ground: Go Ahead or Reverse	Prof M Nellaiappan	HR & IR
2.	Talent Management Frascung India Limited	Prof Ramesh Ranjan	
3.	Employee Engagement in Tough Times	Mrs Tina Roshni Mathew	
4.	Making Madhepur Relevant	Prof R Sridhar	
5.	A Case Study on Leadership: Balaji Electricals	Prof Ramesh Ranjan	
6.	At Crossroads	Prof R Sridhar	
7.	Gender Salary inequities at ABC India	Prof Ramesh Ranjan	
8.	Agile Release Planning M/s Doodle Ltd	Prof Narasimha Murthy Kalanatha Bhatta	Information Systems & Operations
9.	Can Analytics Model help JSD Inc. improve their Inventory Turns Ratio	Prof Rajendra Desai	
10.	Risk Analysis and Decision Making - Indian	Prof Narasimha Murthy Kalanatha Bhatta	
11.	Financial Health Analysis of Bonnitalia Automobile Pvt. Ltd	Ms Purnima Gupta, Mr Nikhil Gupta	Finance
12.	Fledgling Inc.: FinTech Lending and Working Capital	Dr Francis Kuriakose	
13.	Sustainable growth of a chemical company	Prof S Suryanarayanan	Strategy
14.	ABC Bearings- Organisational Turmoil	Prof Narasimha Murthy Kalanatha Bhatta	

15.	Change Management Decision: Ruvan Foods Limited	Prof Ashwath Narayana Shastry	General Management
16.	VILFRESH – Milk as MILK, Revitalizing Rural Economy in Emerging Market	Prof S Suryanarayanan	
17.	Atticus Realty: Creating Corporate Social Responsibility Strategy	Dr Francis Kuriakose	
18.	Value of Business or Business of Values? A case of Tanjore Consultancy Corporation	Prof Narasimha Murthy Kalanatha Bhatta	
19.	The Ethical Dilemma	Mrs Tina Roshni Mathew	
20.	Creating Knowledge Culture at Workplace	Prof Ashwath Narayana Shastry	
21.	Content vs Contextual Leadership: The Tata Saga	Prof A Anantharaman Prof Narasimha Murthy Kalanatha Bhatta, Mr Richin Jose	

Case studies published by faculty members (Volume – III)

S.No	Title of the Case	Author	Area
1	To Strike or Not to Strike	Prof. J Philip	HR/IR
2	Grand reality Pvt Ltd Measuring training effectiveness	Ms. Kavitha Nair	
3	Aside Batteries: managing performance of new employees	Prof. Ramesh Ranjan	

4	Pranav Multi speciality hospital ,High Attrition a new normal?	Dr. Subha Krishnamurthy	
5	No more Overtime Payments	Dr. M Nellaiappan	
6	Toys and smiles – A start up business, Part 1,2,3	Prof. S. Suryanarayanan	Strategy/ Entrepreneurship
7	Dosa Wars- MTR in New Delhi		
8	Jet Airways – Stuck in the middle, a broad differentiator	Prof. S. Suryanarayanan	
9	Strategy implementation : Sehatswad Masalas International	Prof. NMK Bhatta	
10	Telecom Industry revival strategy	Prof. Madhukumar	
11	YES, BANK - Technology Vs Corporate Governance	Dr. B Ashok	Marketing/ Corporate Governance
12	Trust telecoms contact centre order win from Orbit bank: B2B Sales enabled by CRM	Prof. Shanmugam	
13	Corporate Governance Lapses at ICICI Bank	Prof. Manjunath Shettigar	
14	OLA Electric - Marketing Strategy	Dr. B Ashok	
15	Un- anticipated adverse effects of large scale solar power plants – case study of Solar PV Park, Nagalamadike Hobli, Pavagada Taluk, Tumkur	Dr. B Ashok	Sustainability

16	Strategy for an Electric Vehicle Startup-Vaidhyuthi Mobility Ltd	Dr MV Mahesh	
17	MSME funding- Bridging the gap	Dr. Mercia Selva Malar Dr. Rajkumar	Finance
18	Green washing or green bonding	Dr. Mercia Selva Malar	
19	Central Data Science Laboratory Innovation Excellence through Design Thinking	Dr NMK Bhatta	Information Systems / Design Thinking
20	IT resources management ABC automobiles: the CIO's dilemma	Dr NMK Bhatta	

Usage of HBS and other International Published Cases

XIME has subscribed to the HBS Case Centre and encourages its faculty members to regularly use HBS and other international cases for teaching requirements to promote critical thinking in learners. Usage statistics of HBSP cases/articles is give below for the three assessment years

Year	Cases	Articles
2019-20	131	43
2020-21	136	88
2021-22	138	39

Annexure 6.1

Academic Year 2021-2022

S. No	Name of the Faculty Member	Qualification			Association pwith theInstitution	Designation	Date on which Designatedas Professor / Associate Professor	Date of Joining theInstitution	Department	Specialization	Academic Research			Currently Associated Y/Date Of Leaving In	Nature Of Association R/C
		Degree (Highest)	University	Year of Attaining Higher Qualification							Research	Ph.D. Guidance	Faculty Receiving the P.h.D During the Assessment Year		
Regular Faculty															
1	Prof. C.P. Ravindranathan	MA	Madras University	1962	Yes	Professor	02-05-2001	04-05- 2001	Mgmt.	Political Science				Yes	R
2	Dr. M. Nellaiappan	PGDB A and Ph. D	Aligarh Muslim University	28-05-2009	Ye s	Professor	30-05-2020	30-05-2020	Mgmt .	HRM	2	0		12.06 . 2022	R
3	Dr. S. Naseer Mohamed Jaffer	M.Phi l and Ph. D	UniversityOf Madras	30-05-1995	Ye s	Professor	01-06-2009	01-06-2009	Mgmt .	Economics &General Management	4	2		31.05 . 2022	R
4	Dr. N M K Bhatta	MBA and Ph. D	Poona University	30-04-1990	Ye s	Professor	06-04-2018	06-04-2018	Mgmt .	Informatio nSystems	3	5		Yes	R

5	Dr. Muthukumar	MBA and Ph. D	Sathyabama University	20-10-2010	Yes	Professor	19-07-2021	19-07-2021	Mgmt.	Business Analytics	25	5		Yes	R
6	Dr. M. Manjunath Shettigar	MBA and Ph. D	Mangalore University	November 2012	No	Associate Professor	19-07-2021	19-07-2021	Mgmt	Economics	13	0		30-04-2022	R
7	Mr. Madhu Kumar PS	M.Tech	IIT	29-12-1986	Yes	Associate Professor	08-04-2021	08-04-2021	Mgmt	IT & Systems	0	N/A		Yes	R
8	Dr. Mahesh	FPM and Ph. D	IIM Bangalore	14-05-2012	Yes	Associate Professor	11-08-2020	11-08-2020	Mgmt	Operations	0	2		Yes	R
9	Dr. Mercia Selva Malar	M.Com and Ph. D	Manonmaniam Sundranar University	April 2006	Yes	Associate Professor	28-06-2021	28-06-2021	Mgmt	Finance	12	4		Yes	R
10	Dr. Ashok	MBA and Ph. D	Aligarh Muslim University	June 2005	Yes	Associate Professor	22-07-2021	22-07-2021	Mgmt	Operations	8	2		Yes	R
11	Dr. Roshni James	MBA and Ph. D	Bharathiar University	01-02-2019	Yes	Sr. Asst. Prof	15-10-2020	15-10-2020	Mgmt	Human Resources and OB	0	0		Yes	R
12	Dr. Trinley Paldon	MBA and Ph. D	Madras University	30-05-2016	Yes	Asst. Prof	16-12-2019	16-12-2019	Mgmt	Finance	8	0		Yes	R
13	Dr. K. Subha	MBA and Ph. D	Bharathiar University	07-05-2021	Yes	Asst. Prof.	29-02-2020	29-02-2020	Mgmt	Human Resources & Marketing	4	0	2020-2021	Yes	R
14	Dr. K.A. Asraar Ahmed	PhD and MBA, B.Tech	VIT University, Vellore	04-05-2017	Yes	Asst. Prof.	18-07-2020	18-07-2020	Mgmt	Marketing and Analytics	5	2		Yes	R

15	Dr. S. Rajkumar	PhD and MBA	Anna University	12-12-2018	Yes	Asst. Prof	31-08-2020	31-08-2020	Mgmt.	Finance	0	0		Yes	R
16	Dr. Daniel Inbaraj	PhD and MBA	NIT Trichy	12-08-2017	Yes	Asst. Prof	28-08-2020	28-08-2020	Mgmt.	Marketing	4	2		Yes	R
17	Mr. B.C. Thomas	PGDM	XIME	07-05-2005	Yes	Asst. Prof	18-01-2021	18-01-2021	Mgmt.	Finance	0	0		Yes	R
18	Mr. K. Subramanian	M.Sc, M.Phil	Alagappa University	11-06-2008	Yes	Asst. Prof	09-07-2021	09-07-2021	IT	IT & Systems	5	0		Yes	R
19	Mr. Vallinayagam	MBA	Anna university	August 2009	Yes	Asst. Prof	05-07-2021	05-07-2021	Mgmt.	Operations	3			Yes	R
20	Dr. Kumaraperumal S	MBA and Ph. D	Anna University	23-05-2017	Yes	Assistant Professor	19-08-2019	19-08-2019	Mgmt.	Marketing	2	0		21-06-2022	R
Contract Faculty															
1	Prof. Ashwath Narayana Sastry	M.E/ M.Tech	PSG College	28-02-1992	No	Associate Professor (Adjunct Faculty)	07-01-2019	07-01-2019	Mgmt.	HRM	0	N	A	No	C
2	Prof. Joy Oommen	MA	Kerala University	15-06-1974	Yes	Associate Professor (Adjunct Faculty)	13-07-2020	13-07-2020	Mgmt.	Finance	0	N	A	Yes	C
3	Prof. Suryanarayanan Srinivasan	PGDM	IIM Ahmadabad	30-04-1976	Yes	Associate Professor	01-07-2019	01-07-2019	Mgmt.	Marketing	0	N	A	Yes	C

4	Mr. Vijay Narasimha Murthy	M.E/ M.Tech	George Tech Atlanta, USA	15-12-2010	Yes	Contract Faculty	01-07-2020	01-07-2020	Mgmt .	Analytics	0	N A		Yes	C
5	Mr. Divien Premnath	PGDB A	Loyola Institute of Business Administration	1999	Yes	Contract Faculty	21.02.2020	21.02.2020	Mgmt .	Sales & Marketing, Business Development, Leadership & Team Mgmt.	0	N A		Yes	C
6	Ms. Malavika Haritha	PGD M	IIM Bangalore	31-05-1982	Yes	Contract Faculty	02-07-2018	02-07-2018	Mgmt .	Marketing	0			Yes	C
7	Dr. Ravi Darshini	PhD	Bharathiyar University	19-07-2019	Yes	Contract Faculty	02-08-2020	02-08-2020	Mgmt .	General Management	0	0		Yes	C
Additional Contract Faculty															
1	Prof. A. Anantharaman	AMP and Ph.D	Harvard Business School	1991	Yes	Contract Faculty	28-01-2017	30-01-2017	Mgmt .	HR				Yes	C
2	Prof. Joy Varghese	MBA	University Of Ljubljana , Slovenia	31-05-1993	No	Contract Faculty	24-06-2019	24-06-2019	Mgmt .	HRM	0	N A		Yes	C

Academic Year 2020-2021

S. No	Name of the Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designated as Professor / Associate Professor	Date of Joining the Institution	Department	Specialization	Academic Research			Currently Associated Y/N Date Of Leaving In Case "No"	Nature Of Association R/C
		Degree (Highest)	University	Year of Attaining Higher Qualification							Research Paper Publication	Ph.D. Guidance	Faculty Receiving P.h.D During the Assessment Year		
Regular Faculty															
1	Prof. C.P. Ravindranathan	MA	Madras University	1962	Yes	Professor	02-05-2001	04-05-2001	Mgmt.	Political Science				Yes	R
2	Dr. M. Nellaiappan	PGDBA and Ph. D	Aligarh Muslim University	28-05-2009	Yes	Professor	30-05-2020	30-05-2020	Mgmt.	HRM	2	0		Yes	R
3	Dr. S. Naseer Mohamed Jaffer	M.Phil and Ph. D	UniversityOf Madras	30-05-1995	Yes	Professor	01-06-2009	01-06-2009	Mgmt.	Economics & General Management	4	2		Yes	R
4	Dr. N M K Bhatta	MBA and Ph. D	Poona University	30-04-1990	Yes	Professor	06-04-2018	06-04-2018	Mgmt.	Information Systems	3	5		Yes	R

5	Dr. Meena Rani	MBA and Ph. D	Jawaharlal Nehru Technological University	27-02-2015	Yes	Assistant Professor	21-04-2014	21-04-2014	Mgmt.	Marketing	20	2		Yes	R
6	Mr. Raja Rajan	PGDM	XIME	29-04-2000	Yes	Assistant Professor	09-09-2019	09-09-2019	Mgmt.	HRM	0	NA		30.05.2021	R
7	Dr. Kumaraperumal S	MBA and Ph. D	Anna University	23-05-2017	Yes	Assistant Professor	19-08-2019	19-08-2019	Mgmt.	Marketing	2	0		Yes	R
8	Prof. Suryanarayanan Srinivasan	PGDM	IIM Ahmadabad	30-04-1976	Yes	Associate Professor	01-07-2019	01-07-2019	Mgmt.	Marketing	0	NA		31.05.2021	R
9	Mr. Divien Premnath	PGDBA	Loyola Institute of Business Administration (Autonomous)	1999	Yes	Sr.Asst.Prof	21-02-2020	21-02-2020	Mgmt.	Sales & Marketing, Business Development, Leadership & Team Mgmt.	0	NA		30.04.2021	R
10	Dr. K. Subha	MBA	ICFAI University, Dehradun	2007	Yes	Asst.Prof.	29-02-2020	29-02-2020	Mgmt.	Human Resources & Marketing	4	0	2020-2021	Yes	R
11	Dr. Trinley Paldon	MBA and Ph. D	Madras University	30-05-2016	Yes	Assistant Professor	16-12-2019	16-12-2019	Mgmt.	Finance	8	0		Yes	R
12	Prof. Shanmugam Gnanasambandam	PGDM	Indian Institute of Advance Management	30-06-1995	No	Associate Professor	13-07-2020	13-07-2020	Mgmt.	Telecom, It, CRM (Marketing, Sales And Service)	0	NA		30.04.2021	R
13	Dr. K.A. Asraar Ahmed	PhD, MBA and B. Tech	VIT University, Vellore	04-05-2017	Yes	Asst. Prof.	18-07-2020	18-07-2020	Mgmt.	Marketing and Analytics	5	2		Yes	R

14	Mr. Ranjit Singh	MBA, PGDBA	Pondicherry University	29-04-1992	No	Asst. Prof	23-07-2020	23-07-2020	Mgmt	Human Resources and OB	0	NA		30.04.2021	R
15	Dr. Mahesh	FPM and Ph. D	IIM Bangalore	14-05-2012	Yes	Associate Professor	11-08-2020	11-08-2020	Mgmt	Operations	0	2		Yes	R
16	Dr. S. Rajkumar	PhD and MBA	Anna University	12-12-2018	Yes	Asst. Prof	31-08-2020	31-08-2020	Mgmt.	Finance	0	0		Yes	R
17	Ms.Nair Kavitha Viswambharan	MBA	Manonmania Sundaranar University Tirunelveli	2008	Yes	Asst.Prof	24-02-2020	24-02-2020	Mgmt.	Human Resource & Learning & Development	0	NA	-	06-03-2021	R
18	Mr. T. J Kuriakose	MBA	IGNOU	30-06-1979	No	Assistant Professor	01-10-2018	01-10-2018	Mgmt.	Finance	0	NA		31-03-2022	R
Contract Faculty															
1	Prof. Ashwath Narayana Sastry	M.E/ M.Tech	PSG College	28-02-1992	Yes	Associate Professor (Adjunct Faculty)	07-01-2019	07-01-2019	Mgmt.	HRM	0	NA			C
2	Prof. Joy Oommen	MA	Kerala University	15-06-1974	Yes	Associate Professor (Adjunct Faculty)	13-07-2020	13-07-2020	Mgmt.	Finance	0	NA			C
3	Dr. L R S Mani	PhD		01-05-2014		Contract Faculty	01-07-2017	01-07-2017	Mgmt.	Operations	0	NA		Yes	C
4	Mr. Vijay Narasimha Murthy	M.E/ M.Tech	George Tech Atlanta, USA	15-12-2010	Yes	Contract Faculty	01-07-2020	01-07-2020	Mgmt.	Analytics	0	NA		Yes	C

5	Dr. Ravi Darshini	PhD	Bharathiyar University	19-07-2019	Yes	Contract Faculty	02-08-2020	02-08-2020	Mgmt.	General Management	0	0		Yes	C
6	Ms. Malavika Harita R	PGDM	IIM Bangalore	31-05-1982	Yes	Contract Faculty	02-07-2018	02-07-2018	Mgmt.	Marketing	0			Yes	C
Additional Contract Faculty															
1	Mr. Puneet Kumar	PGDM	Jaipur School Of Business	31-05-2004	No	Contract Faculty		26-09-2017	Mgmt.	Business Analytics	0	NA		No	C

Academic Year 2019-2020

S.No	Name Of The Faculty Member	Qualification			Association with the Institution	Designation	Date on which Designated as Professor / Associate Professor	Date of Joining The Institution	Department	Specialization	Academic Research			Currently Associated Y/Date of Leaving In	Nature of Association R/C
		Degree (Highest)	University	Year of Attaining Higher							Research	Ph.D. Guidance	Faculty Receiving P.h.D during the		
Regular Faculty															
1	Prof. C.P. Ravindranathan	MA	Madras University	1962	Yes	Professor	02-05-2001	04-05-2001	Mgmt.	Political Science				Yes	R
2	Prof. A. Anantharaman	AMP and Ph.D	Harvard Business School	1991	Yes	Professor	28-01-2017	30-01-2017	Mgmt.	HR				30.04.2020	R

3	Dr. R Sridhar	PGDM and Ph.D	XLRI Jamshedpur	30-03-2009	No	Professor	12-03-2019	12-03-2019	Mgmt.	HRM	0	0		21.05.2020	R
4	Dr. S.Naseer Mohamed Jaffer	M.Phil and Ph.D	University Of Madras	30-05-1995	Yes	Professor	01-06-2009	01-06-2009	Mgmt.	Economics & General Management	0	0		Yes	R
5	Prof. Rajendra Desai	MS	Virginia Tech, Blacksburg ,US	31-03-2008	Yes	Associate Professor	17-09-2018	17-09-2018	Mgmt.	MPEFB	0	NA		31.01.2021	R
6	Dr. N M K Bhatta	MBA and Ph.D	Poona Univesity	30-04-1990	Yes	Professor	06-04-2018	06-04-2018	Mgmt.	Information Systems	3	5		Yes	R
7	Prof. Joy Varghese	MBA	University Of Ljubljana , Slovenia	31-05-1993	No	Associate Professor	24-06-2019	24-06-2019	Mgmt.	HRM	0	NA		30.04.2020	R
8	Dr. Meena Rani	MBA and Ph.D	Jawarharlal Nehru technological University	27-02-2015	Yes	Assistant Professor	21-04-2014	21-04-2014	Mgmt.	Marketing	0	1		Yes	R
9	Dr. Ravi K R	PGDBA and Ph.D	Visweswaraya Technical University Karnataka	09-01-2018	Yes	Assistant Professor	07-09-2018	07-09-2018	Mgmt.	Marketing	0	0		04.07.2020	R
10	Prof. R. Swaminathan	PGDM	IIM Ahmadabad	03-04-1982	Yes	Associate Professor	22-08-2019	22-08-2019	Mgmt.	Business & Marketing Strategy	2	NA		30.04.2020	R
11	Dr. Deepak Chandrashekar	PGDBM and Ph.D	Indian Institute Of Science , Karnataka	22-12-2018	Yes	Assistant Professor	17-06-2019	17-06-2019	Mgmt.	Economics & General Management	2			Yes	R

12	Dr. Kumaraperumal S	MBA and Ph.D	Anna University	23-05-2017	Yes	Assistant Professor	19-08-2019	19-08-2019	Mgmt.	Marketing	1			Yes	R
13	Mr. Vijay N	M.E/M.Tech	George Tech Atlanta , USA	15-12-2010	Yes	Assistant Professor	21-08-2019	21-08-2019	Mgmt.	Computer Science	0	NA		30.04.2020	R
14	Prof. Suryanarayanan Srinivasan	PGDM	IIM Ahmadabad	30-04-1976	Yes	Associate Professor	01-07-2019	01-07-2019	Mgmt.	General Management and Marketing	0	NA		Yes	R
15	Mr. Raja Rajan	PGDM	XIME	29-04-2000	Yes	Assistant Professor	17-06-2019	09-09-2019	Mgmt.	HRM	0	NA		Yes	R
16	Mr. T. J Kuriakose	MBA	IGNOU	30-06-1979	No	Assistant Professor	01-10-2018	01-10-2018	Mgmt.	Finance	0	NA		31-03-2022	R
Contract Faculty															
1	Prof. Ramesh Ranjan	M.A. (Social Work)	Bangalore University	05-04-1984	Yes	Associate Professor (Adjunct Faculty)	16-08-2019	16-08-2019	Mgmt.	HRM	0	NA		30.04.2020	C
2	Prof. Joy Oommen	MA	Kerala University	15-06-1974	Yes	Associate Professor (Adjunct Faculty)	13-07-2020	13-07-2020	Mgmt.	Finance	0	NA		Yes	C
3	Mr. Anik Saha	PGDM	IIM Bangalore	30-04-2009	Yes	Assistant Professor	01-07-2017	01-07-2017	Mgmt.	Marketing	0			Yes	C

4	Mr. O. P Swaminathan	M.Sc (Statistics)	Aligarh Muslim University	30-11-1999	Yes	Assistant Professor	03-07-2018	03-07-2018	Mgmt. Operations	0			Yes	C
5	Ms. Padma Srinivasan	PGDBA	XIME	31-08-1998	Yes	Assistant Professor	01-01-2003	01-01-2003	Mgmt. HRM	0			Yes	C
6	Mr. CN Uday Sankar	M.Phil and Ph.D	Bharathiyar University	30-09-2011	Yes	Assistant Professor	25-09-2018	25-09-2018	Mgmt. Operations	0			Yes	C
Additional Regular Faculty														
1	Prof. Ashwath Narayana Sastry	M.E/M.Tech	PSG College	28-02-1992	Yes	Associate Professor (Adjunct Faculty)	07-01-2019	07-01-2019	Mgmt. HRM	0	NA			R
2	Prof. Shanmugam Gnanasambandam	M.Tech., PGDM	Indian Institute of Advance Management	30-06-1995	Yes	Associate Professor (Adjunct Faculty)	01-07-2019	01-07-2019	Mgmt. Telecom, It, CRM (Marketing, Sales And Service)	0	NA		31-05-2020	R
Additional Contract Faculty														
1	Mr. L R S Mani	Ph.D.	Karnatak University	01-05-2014	Yes	Contract Faculty	01-07-2017	01-07-2017	Mgmt. Operations	0	NA		Yes	C
2	Mr. Dhanushkodi	CA (ICAI)	CA-II Group	31-05-1989	Yes	Assistant Professor	02-07-2018	02-07-2018	Mgmt. Finance	0			Yes	C

3	Ms. Malavika Harita R	PGDM	IIM Bangalore	31-05-1982	Yes	Assistant Professor	02-07-2018	02-07-2018	Mgmt.	Marketing	0			Yes	C
4	Mr. Sandip Sen	MBA	XLRI, Jamshedpur	01-05-1989	Yes	Assistant Professor	13-08-2018	13-08-2018	Mgmt.	Marketing And Finance	0			Yes	C
5	Mr. Sunder Viswanathan	Executive MBA	ISB, Hyderabad	30-01-1986	Yes	Assistant Professor	06-02-2019	06-02-2019	Mgmt.	Finance	0			Yes	C
6	Mr. Sriram Prabakaran	PGDBA		30-05-1998	Yes	Assistant Professor	01-07-2019	01-07-2019	Mgmt.	HRM	0			Yes	C
7	K.Rajasekaran	CA (ICAI)	ICAI	30-01-1981	Yes	Assistant Professor	02-07-2019	02-07-2019	Mgmt.	Finance	0			Yes	C
8	Mr. Naveen Joseph Fernandes	MA		28-02-2009	Yes	Assistant Professor	03-07-2019	03-07-2019	Mgmt.	Economics	0			Yes	C
9	P.Giridhar	CA (ICAI)		25-07-1985	Yes	Assistant Professor	01-08-2019	01-08-2019	Mgmt.	Finance	0			Yes	C

Annexure 6.2- Faculty Cadre:

Year	Professors	Associate Professors	Assistant Professors
2021-22	<ol style="list-style-type: none"> 1. Prof. C.P. Ravindranathan 2. Dr. M. Nelliappan 3. Dr. S. Naseer Mohamed Jaffer 4. Dr. N M K Bhatta 5. Dr. Muthukumar 6. Dr. M. Manjunath Shettigar 	<ol style="list-style-type: none"> 1. Mr. Madhu Kumar PS 2. Dr. Mahesh 3. Dr. Mercia Selva Malar 4. Dr. Ashok 	<ol style="list-style-type: none"> 1. Dr. Roshni James 2. Dr. Trinley Paldon 3. Dr. K. Subha 4. Dr. K.A. AsraarAhmed 5. Dr. S. Rajkumar 6. Dr. Daniel Inbaraj 7. Mr. B.C. Thomas 8. Mr. K. Subramanian 9. Mr. Vallinayagam 10. Dr. Kumaraperumal S
2020-21	<ol style="list-style-type: none"> 1. Prof. C.P. Ravindranathan 2. Dr. M. Nelliappan 3. Dr. S. Naseer Mohamed Jaffer 4. Dr. N M K Bhatta 	<ol style="list-style-type: none"> 1. Prof. Suryanarayanan Srinivasan 2. Prof. Shanmugam Gnanasambandam 	<ol style="list-style-type: none"> 1. Dr. Meena Rani 2. Mr. Raja Rajan 3. Dr. Kumaraperumal S 4. Mr. Divien Premnath 5. Ms. K. Subha 6. Dr. Trinley Paldon 7. Dr. K.A. AsraarAhmed 8. Mr. Ranjit Singh 9. Dr. Mahesh 10. Dr. S. Rajkumar 11. Mr. T. J. Kuriokose 12. Ms. Kavitha Nair
2019-20	<ol style="list-style-type: none"> 1. Prof. C.P. Ravindranathan 2. Prof. Anantharaman 	<ol style="list-style-type: none"> 1. Prof. Rajendra Desai 2. Prof. Joy Varghese 	<ol style="list-style-type: none"> 1. Dr. Meena Rani 2. Dr. Ravi K R

	<ol style="list-style-type: none"> 3. Dr. R Sridhar 4. Dr. S. Naseer Mohamed Jaffer 5. Dr. N M K Bhatta 	<ol style="list-style-type: none"> 3. Prof. R. Swaminathan 4. Prof. Suryanarayanan Srinivasan 	<ol style="list-style-type: none"> 3. Dr. Deepak Chandrashekar 4. Dr. Kumaraperumal S 5. Mr. Vijay N 6. Mr. Raja Rajan 7. Mr. T. J. Kuriokose
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Annexure 6.3- Faculty Qualification

Year	X (No of Faculty with PhD.)	Y (No of faculty with MBA)	Y (No. of faculty with M.Tech/ MS/M.Sc (IT)/ MA – Economics, Political Science,)
2021-22	<ol style="list-style-type: none"> 1. Dr. M. Nellaiappan 2. Dr. S. Naseer Mohamed Jaffer 3. Dr. N M K Bhatta 4. Dr. Muthukumar 5. Dr. Mahesh 6. Dr. Mercia Selva Malar 7. Dr. M. Manjunath Shettigar 8. Dr. Ashok 9. Dr. Roshni James 10. Dr. Trinley Paldon 11. Dr. K. Subha 12. Dr. K.A. Asraar Ahmed 	<ol style="list-style-type: none"> 1. Mr. B.C. Thomas 2. Mr. Vallinayagam 	<ol style="list-style-type: none"> 1. Prof. C.P. Ravindranathan 2. Mr. Madhu Kumar PS 3. Mr. K. Subramanian

	13. Dr. S. Rajkumar 14. Dr. Daniel Inbaraj 15. Dr. Kumaraperumal S		
2020-21	1. Dr. M. Nellaiappan 2. Dr. S. Naseer Mohamed Jaffer 3. Dr. N M K Bhatta 4. Dr. Meena Rani 5. Dr. Kumaraperumal S 6. Dr. Trinley Paldon 7. Dr. K.A. Asraar Ahmed 8. Dr. Mahesh 9. Dr. S. Rajkumar	1. Mr. Raja Rajan 2. Prof. Suryanarayanan Srinivasan 3. Mr. Divien Premnath 4. Ms. K. Subha 5. Prof. Shanmugam Gnanasambandam 6. Mr. Ranjit Singh 7. Mr. T. J. Kuriokose 8. Ms. Kavitha Nair	1. Prof. C.P. Ravindranathan
2019-20	1. Prof. A. Anantharaman 2. Dr. R Sridhar 3. Dr. S. Naseer Mohamed Jaffer 4. Dr. N M K Bhatta 5. Dr. Meena Rani 6. Dr. Ravi K R 7. Dr. Deepak Chandrashekar 8. Dr. Kumaraperumal	1. Prof. Joy Varghese 2. Prof. R. Swaminathan 3. Prof. Suryanarayanan Srinivasan 4. Mr. Raja Rajan 5. Mr. T. J. Kuriokose	1. Prof. C.P. Ravindranathan 2. Prof. Rajendra Desai 3. Mr. Vijay N