

Assistant Professor, School of Management Studies, CUSAT.

**CAREER OBJECTIVE:**

Looking for an enriching and meaningful career with an organization of repute that demands the best of my professional abilities and helps me in broadening and enhancing my capabilities and vision.

**EDUCATIONAL QUALIFICATION:**

| Level        | Discipline/Specialization | Institution                         | University                  | Year of completion |
|--------------|---------------------------|-------------------------------------|-----------------------------|--------------------|
| PhD          | Human Resource Management | School of Management studies        | Cochin University           | 2017               |
| MBA          | Human Resource Management | Amrita School of Business           | Amrita Vishwa Vidya Peetham | 2010               |
| B.Tech       | Civil Engineering         | Govt. Engineering College, Thrissur | Calicut University          | 2006               |
| Intermediate | Languages + Sciences      | St. Thomas College, Thrissur        | Calicut University          | 2001               |
| Secondary    | Languages + Sciences      | Don Bosco High school, Thrissur     | State Board                 | 1999               |

**OTHER ACADEMIC QUALIFICATIONS:**

1. NET qualified – June 2012.
2. Diploma in Training and Development, Indian Society for training and development (ISTD).
3. MSc Psychology, Madras University.
4. MS in Psychotherapy and counseling, Institute for Behavioral Management Studies (IBMS).
5. MA sociology – Madras University.
6. Certified in Gamification from University of Pennsylvania, US.
7. Certified in Design Thinking from University of Virginia, US.
8. Certified transactional analyst course (Pursuing) – International Transactional Analyst association (ITAA)

## WORK EXPERIENCE:

1. Working as Assistant Professor at School of Management Studies, CUSAT since 24/11/2017.
2. Working as Assistant Professor at SCMS School of Technology and Management, Cochin from 02/01/2017 to 20/11/2017..
3. Held the position of Assistant professor at Ilahia School of Management studies, Muvattupuzha from 01/08/2014 to 23/12/2016.
4. Held the position of Manager – Corporate Training for EMFIL (ESAF Microfinance and Investments (P) Ltd) from 24/05/2010 to 13/07/2012.
5. Completed 100 hours of online video streaming sessions for MBA distance education program.
6. 13 years of experience in Training and Development - Guest Faculty to more than 50 public and private organizations across India and completed 500 hours of professional training.
7. Worked as intern at ACC concrete, Mumbai for two months.

## AWARDS AND HONOURS

1. Won the best paper presentation award for the international conference organized by South Asian Council for Business Schools and Programs (ACBSP) held at SCMS Cochin Business School, Cochin on 24<sup>th</sup> April, 2017.

## BOOK PUBLICATIONS

1. Joy, M.M. (2016). Organizational Behavior – Part I (For Kerala Technical University). 1<sup>st</sup> edition, New Delhi: Kalyani Publishers. (ISBN : 978-93-272-7053-2).
2. Joy, M.M. (2016). Organizational Behavior – Part II (For Kerala Technical University). 1<sup>st</sup> edition, New Delhi: Kalyani Publishers. (ISBN : 978-93-272-7076-3).
3. Joy, M.M. (2017). Fun is the future – A collection of compelling Gamification success stories, 1<sup>st</sup> edition, New Delhi: Educreation Publishers. (ISBN : 978-1-61813-874-3).
4. Joy, M.M. (2018). Human Resource Management (For Kerala Technical University). 1<sup>st</sup> edition, Noida: Vikas Publishers. (ISBN 978-81-937830-0-9)
5. Joy, M.M. (2018). Training and Development (For Kerala Technical University). 1<sup>st</sup> edition, Noida: Vikas Publishers. (In Print).

## CHAPTER CONTRIBUTIONS

1. Joy, M.M. (2018). High Involvement Work Processes: Implications for Employee Withdrawal Behaviors. Multidisciplinary Perspectives on Human Capital and Information Technology Professionals. IGI Global. (ISBN13: 9781522552970|ISBN10: 1522552979|EISBN13: 9781522552987|DOI:10.4018/978-1-5225-5297-0)
2. Joy, M.M. (2016). Environmental Governance: Themes, Terrains and Applications for the Twenty First Century. Emerging Trends in Governance for Sustainable Growth. (ISBN: 978-81-909750-0-1)
3. Joy, M.M. (2016). A study on the impact of High Commitment Work Systems on Organizational Citizenship Behaviors, Emerging Management and technology for economic sustainability, Anuragam (ISBN: 978-93-

5228-080-3).

- Joy, M.M (2014). An experimental Model of Intelligence Friendly Classrooms in Indian Schools using Howard Gardner's Multiple Intelligence (MI) Theory. Let's Learn. Bloomsbury India. (ISBN: 978-93-84052-22-5).

## PAPER PUBLICATIONS

### Paper Publications

- Joy, M.M. (2017). An investigation into gamification as a tool for enhancing recruitment process. *Ideal Research*. 3(1). 56-65. ISSN: 2454-857X.
- Joy, M.M. (2017). High Performance Work Systems and Job Satisfaction - A synthesis of research and managerial implications. *International Journal of Multidisciplinary Research Centre (IJMRC)*. 3(1). 1-9. ISSN: 2454-3659 (P), 2454-3861(E).
- Joy, M.M. (2017). Researching Employee Reactions to High Performance Work Systems in the Indian Software Industry The impact on Employee Engagement. *EPRA International Journal of Research and Development (IJRD)*. 2(1). 119-123. ISSN: 2455-7838(Online). SJIF Impact Factor: 4.144.
- Joy, M.M. (2017). Implications of Gender Neutral Workplace on Psychological Wellbeing of employees working in Indian Software Industry. *EPRA International Journal of Multidisciplinary Research (IJMR)*. 3(1). 55-58. ISSN (Online): 2455-3662. SJIF Impact Factor : 3.967.
- Joy, M.M. & Kuriakose, S.P (2016). High Performance Work Systems - An empirical study on implications for Organizational Citizenship Behaviours. *International Journal of Engineering Technology Science and Research*. 3(12).77-82. ISSN 2394 – 3386. Impact factor – 4.116.
- Joy, M.M. & Jabbar, S.K . (2016). A study on the impact of Innovative Human Resource Practices on Employee Engagement in Indian software industry. *International Journal of Engineering Technology, Management and Applied Sciences*. 4(12). ISSN 2349-4476. DIIF Impact Factor :2.24
- Joy, M.M. & Krishnan, R (2016). Importance of innovative human resource practices in controlling counterproductive work behaviors. *International Journal of science, technology and management*. 5(12). 340-347. ISSN(Online) 2394-1537. Impact factor – 2.012.
- Joy, M.M. & Siddique, F (2016). A study on the impact of Innovative Human Resource Practices on Job Satisfaction of employees working in Information Technology Sector. *International Journal of Engineering Technology, Management and Applied Sciences* . 3(12). 26-30. ISSN 2394 – 3386. DIIF Impact Factor :2.24
- Joy, M.M. & Chiramel, M.J. (2016). Importance of Perceived Organizational Support in Controlling Employee withdrawal Behaviors. *International Journal of Engineering Technology, Management and Applied Sciences*. 4(12). 37-41. ISSN 2349-4476. DIIF Impact Factor :2.24
- Joy, M.M. (2016). Importance of Innovative HR Practices in Controlling Employee withdrawal Behaviors. *International Journal of Engineering and Management Research*. 6(4). 303-306. ISSN (ONLINE): 2250-0758, ISSN (PRINT): 2394-6962. Impact Factor - 2.210.
- Joy, M.M., Krishnan, R., Chiramel, M.J & Abbas, B (2016). Importance of innovative HR practices in promoting organizational citizenship behaviors. *International Journal of Marketing and Human Resource Management*. 7(2). 61-66.ISSN Print: ISSN 0976 – 6421 and ISSN Online: 0976 – 643X. Impact factor - 5.5510.
- Joy, M.M. & Kuriakose, S.P (2016). Employee engagement - An empirical study on implications for psychological well being. *International Journal of Management*. 7(5), 183–187. ISSN Print: 0976-6502 and ISSN Online: 0976-6510. Impact factor - 8.1920.
- Joy, M.M. & Chiramel, M.J. (2016). Innovative HR practices - Implications on perceived organizational

- support in information technology sector. *International Journal of science, technology and management*. 5(9). 1-6. ISSN(Online) 2394-1537. Impact factor – 2.012.
14. Joy, M.M. & Gopinath, B.V (2016). The impact of perceived organizational support on counterproductive work behaviors - An empirical study in Indian information technology sector. *International Journal of Commerce, Business and Management*. 5(4). 58-63.e-ISSN: 2319–2828. Impact factor – 2.133.
  15. Joy, M.M. & Krishnan, R (2016). High performance work systems - Implications for perceived organizational support of employees in information technology sector. *International Journal of science, technology and management*. 5(8). ISSN(Online) 2394-1537. Impact factor – 2.012.
  16. Joy, M.M. & Abbas, B (2016). Gender Equality at work place - Implications for innovative HR practices in information technology sector. *International Journal of science, technology and management*. 5(8). 347-353. ISSN(Online) 2394-1537. Impact factor – 2.012.
  17. Joy, M.M. (2016). Workplace gender neutrality - Implications on perceived organizational support of employees in information technology industry. *EPRA International Journal of Multidisciplinary Research*. 2(8). 66-69. ISSN: 2455 - 3662. Impact factor - 3.395.
  18. Joy, M.M. & Siddique, F (2016). A study on the impact of perceived organizational support on organizational citizenship behaviors in software industry. *International Journal of science, technology and management*. 5(8). 243-250. ISSN(Online) 2394-1537. Impact factor – 2.012.
  19. Joy, M.M. (2016). Promoting gender diversity at work place - Implication of high performance work systems in software industry. *Asian Journal of Innovative Research in Science, Engineering and Technology*. 1(7), 1-5. ISSN No: 2455-8826.
  20. Joy, M.M. (2016). A study on the impact of High Performance Work Systems on Employee Withdrawal Behaviors. *EPRA International Journal of Economic and Business Review*, 4(7), 213-218 e-ISSN : 2347 - 9671, p- ISSN : 2349 – 0187, Impact factor – 5.509.
  21. Joy, M.M. (2016). Gender Sensitization at workplace Impact on Deviant Workplace Behaviors in Information Technology sector in India. *International Journal of Management, IT & Engineering*, ISSN: 2249-0558 , Impact factor – 6.6
  22. Joy, M.M. (2016). Gender inclusivity at workplace: Impact on Organizational Citizenship Behaviors in Information Technology Industry. *Imperial Journal of Interdisciplinary Research (IJIR)*, 2(7), ISSN: 2454-1362. Impact Factor – 3.75.
  23. Joy, M.M. & Chiramel, M.J. (2016). Creating a Gender Neutral Workplace: Implications on Employee Withdrawal Behaviors in Information Technology Industry. *EPRA International Journal of Economics, Business and Management Studies*. 4(1), ISSN: 2347-4378. Impact Factor: 3.957.
  24. Manalel, J & Joy, M.M. (2016). A study on the impact of Job Satisfaction on Employee Withdrawal Behaviours in Information Technology Industry. *The International Journal of Business and Management*. 4(5)340-343. Impact Factor: 1.112.
  25. Manalel, J & Joy, M.M. (2016). Influence of Gender on High Involvement Work Processes in IT Sector. *International Journal of Engineering Technology, Management and Applied Sciences*. 4 (5). 156-160. ISSN 2349-4476. Impact Factor: 2.24.
  26. Joy, M.M. (2015). Team Retention – Exploring a new dimension of Employee Retention. Ilahia Imprint.
  27. Joy, M.M. (2015). Motivated Retention – An Alternative to Turnover. *IFRSA Business Review*. 5(1), 66-72. e-ISSN: 2249 - 5444, p-ISSN: 2249- 8168.
  28. Joy, M.M. (2015). Job Withdrawal Behavior – A Researcher’s Perspective of What Matters. *International Journal on Research in Computer Application and Management*. 5(4), 80-83. ISSN: 2231-1009.
  29. Joy, M.M. (2015). Trends in Employment Turnover – A Paradigm Shift in Research Perspective. *Journal of Commerce, Management and English Literature*. 3(1), 184-193. ISSN: 2321-8053.

30. Joy, M.M. (2014). Back to future – The evolution of High Involvement Work Processes. Research Scholar. 4(4), 195-203. ISSN: 2249-6696.
31. Joy, M.M. (2014). Research on the Past, Present and Future of Employee Turnover. Global Research Review, 4(2), 60-68. ISSN: 2250-2521.
32. Mathew, P & Joy, M.M (2014). Sustainable Development and Corporate Social Responsibility – An ITC model. Indo Asian Journal of Advanced Management, 4(1), 44-49. ISSN: 2250-1266
33. Mathew, P & Joy, M.M. (2012). Community Radio as a tool for Rural Communication. Journal of Science, Technology and Management, 5(2), 41-48. ISSN: 0974-8334.

### **Conference Proceedings**

1. Joy, M.M. & Kuriakose, S.P (2017). High Performance Work Systems - An empirical study on implications for Organizational Citizenship Behaviours. International Conference on Recent Development in Engineering, Science, Management and Humanities(ICRESMH-2017). India International Center, Max Muller Marg, Delhi, India. ISBN: 978-81-932712-3-0
2. Joy, M.M. & Jabbar, S.K . (2016). A study on the impact of Innovative Human Resource Practices on Employee Engagement in Indian software industry. International Conference on Innovative Research in Engineering Science and Management (ICIRESM-16), IETE, Delhi, India. ISBN: 978-81-932712-2-3.
3. Joy, M.M. & Krishnan, R. (2016). Importance of innovative human resource practices in controlling counterproductive work behaviors. International Conference on recent innovations in Engineering, Science and Management (ICRTESM), Wogholi, Pune, India. ISBN: 978-93-86171-12-2.
4. Joy, M.M. & Sidhique, F (2016). A study on the impact of Innovative Human Resource Practices on Job Satisfaction of employees working in Information Technology Sector. 4th International Conference on Recent Innovation in Science, Technology and Management (ICRISTM-16). Indian Federation of United Nation Association, IFUNA, Qutub Institutional Area, Delhi, India . ISBN: 978-81-932712-0-9.
5. Joy, M.M. & Chiramel, M.J (2016). Importance of Perceived Organizational Support in Controlling Employee withdrawal Behaviors. International Conference on Recent Innovation in Science, Technology and Management (ICRISTM-16), YMCA , Jai Singh Road, Delhi, India. ISBN:978-81-932712-9-2.
6. Joy, M.M. & Chiramel, M.J (2016). Innovative HR practices - Implications on perceived organizational support in information technology sector. International Conference on recent innovations in Science, Technology and Management (ICRISTM), Aurangabad, Maharashtra, India. ISBN:978-93-86171-05-4.
7. Joy, M.M. & Krishnan, R. (2016). High performance work systems - Implications for perceived organizational support of employees in information technology industry. International Conference on recent innovations in Science, Management, Education and Technology(ICRISMET), Sirsa, Haryana, India. ISBN:978-93-86171-04-7.
8. Joy, M.M. & Abbas, B (2016). Gender Equality at work place - Implications for innovative HR practices in information technology sector. International Conference on recent innovations in Science, Engineering and Management (ICRISEM), Greater Noida, Uttar Pradesh, India. ISBN:978-93-86171-03-0.
9. Joy, M.M. & Sidhique, F (2016). A study on the impact of perceived organizational support on organizational citizenship behaviors in software industry. International Conference on recent innovations in Engineering, Science, Humanities and Management (ICRIESHM), Vishakhapatnam, Andrapradesh, India. ISBN:978-93-86171-02-3.

## INVITED TALKS/KEY NOTE SPEECHES

1. Joy, M.M (2016, September) (Key note speaker – Video Presentation). High Involvement Work Processes – Implications for employee withdrawal behaviors in Information Technology Industry. 2<sup>nd</sup> International Conference on Accounting, Management and Innovation in business. California Lutheran University. Rasht, Guilan, Iran.

## CONFERENCES/SEMINARS/WORSHOPS ORGANIZED

1. Joy, M.M & Abrham S (2017 - 18, November) Two weeks FDP on “Data Science and Decision Making Processes” organized by SCMS School of Technology and Management in association with AICTE.
2. Joy, M.M & Nair D S (2017 - 18, February) National Seminar on “Assistive Technology for Specially Abled Persons” organized by SCMS School of Technology and Management in association with Kerala State Council for Science, Technology and Environment.

## ACADEMIC PURSUITS:

### Conference papers presented

1. Joy, M.M. (2018 – 21,22 March). Gamification: Impact on learning and development with special reference to Deloitte Leadership Academy. 2nd International Conference on HRD (ICHRD-2018) "Technology led economy - Prospects and challenges for Human Capital" organized by Deen Dayal Upadhyay Kaushal Kendra (DDUKK), CUSAT.
2. Joy, M.M. (2018 – 14 March). The potential and challenge of using Neuromarketing as a marketing tool. National conference of New Age Marketing organized by School of Management Studies, CUSAT.
3. Joy, M.M. (2017 – 24 April). Application and Impact of gamification on education and adult learning. International conference organized by South Asian Council for Business Schools and Programs (ACBSP) held at SCMS Cochin Business School, Cochin, Kerala, India.
4. Joy, M.M. (2017 – 4 April). A study on the impact of High Commitment Work Systems on Organizational Citizenship Behaviors, Emerging Management and technology for economic sustainability, Alhosn University, Abu Dhabi, UAE.
5. Joy, M.M. (2017 – 24-25 February). A study on green HR practices and It's effective implementation in the organization. First International Conference on Innovations in Engineering, Technology and Science (ICIETS – 2017). K.Ramakrishnan College of Engineering, Samaypuram, Tiruchirappalli, Taminadu, India.
6. Joy, M.M. (2017 – 11-13 January). Personal meaning and successful ageing – Implications for a age sensitive society. International conference on aging well – Managerial and social challenges (ICAW-2017). SCMS Cochin School of Business, Cochin, Kerala, India.
7. Joy, M.M. & Kuriakose, S.P (2017, 8<sup>th</sup> January). High Performance Work Systems - An empirical study on implications for Organizational Citizenship Behaviours. International Conference on Recent Development in Engineering, Science, Management and Humanities(ICRESMH-2017). India International Center, Max Muller Marg, Delhi, India.
8. Joy, M.M. & Jabbar, S.K. (2016, 18 December). A study on the impact of Innovative Human Resource Practices on Employee Engagement in Indian software industry. International Conference on Innovative Research in Engineering Science and Management (ICIRESM-16), IETE, Delhi, India.
9. Joy, M.M (2016, 9-10 December). Importance of innovative human resource practices in controlling

counterproductive work behaviors. International Conference on recent innovations in Engineering, Science and Management (ICRTE SM), Wogholi, Pune, India.

10. Joy, M.M (2016, December). Importance of Perceived Organizational Support in Controlling Employee withdrawal Behaviors. International Conference on Recent Innovation in Science, Technology and Management (ICRISTM-16). YMCA, Jai Singh Road, Delhi, (India).
11. Joy, M.M (2016, September). Lifelong learning - Implications for challenges faced by developing countries in global knowledge economy. International Conference on HRD. Cochin University of Science and technology. Cochin, Kerala, India.
12. Joy, M.M (2016, August). Innovative HR practices - Implications on perceived organizational support in information technology sector. International Conference on Recent Trends in Science, Technology and Management. CSMSS College of Polytechnic, Aurangabad, Maharashtra (India).
13. Joy, M.M (2016, August). High performance work systems - Implications for perceived organizational support of employees in information technology sector. International Conference on Recent innovations in Sciences, Management, Education and Technology. JCD Vidyapeeth, Sirsa, Haryana (India).
14. Joy, M.M (2016, August). Gender Equality at work place - Implications for innovative HR practices in information technology sector. 6th International Conference on Recent Innovations in Science, Engineering and Management. IIMT College of Engineering, Greater Noida, Uttar Pradesh (India).
15. Joy, M.M (2016, August). A study on the impact of perceived organizational support on organizational citizenship behaviors in software industry. Two Day International Conference on Recent Innovations in Engineering, Science, Humanities and Management. Gayatri Vidya Parishad College. Visakhapatnam, Andhra Pradesh (India).
16. Joy, M.M (2016, May). Influence of gender on High Involvement Work Processes in IT Sector. International Journal of Engineering Technology, Management and Applied Sciences. Conference info and academic science, New Delhi (India).
17. Joy, M.M (2014, December). Environmental Aesthetics and Psychological Well Being – A study on the Therapeutical implications of Horticulture an people with Disability. International symposium on Assistive Technology for Rehabilitation and Disability Management. Centre for Disability Studies. Trivandrum, Kerala (India).
18. Joy, M.M (2014, September). Patterns of Self and group discounting in transactional analysis. International Conference of South Asian Transactional Analyst Association. Coimbatore, Tamil Nadu (India).
19. Joy, M.M (2014, March). An experimental Model of Intelligence Friendly Classrooms in Indian Schools using Howard Gardner’s Multiple Intelligence (MI) Theory. HR Summit, Indian Institute of Management – Kozhikode, Cochin, Kerala (India).
20. Joy, M.M (2014, March). Responsible Tourism at Kumarakom – An Effective Mechanism to Achieve Millennium Development Goals. National Conference on Millennium Development Goals – Challenges and Future. Indian Council of Social Science Research. Chennai, Tamil Nadu (India).
21. Joy, M.M (2014, February). Sustainable Development and Corporate Social Responsibility – AN ITC model. International Conference on Competency Building Strategies in Business and Technology for Sustainable Development. Salem, Tamil Nadu (India).
22. Joy, M.M (2014, January). Triple Bottom Line Approach in Achieving Responsible Growth. National Seminar on Alchemy of Management Excellence. Chinmaya Institute of Management and Technology. Thrissur, Kerala (India).
23. Joy, M.M (2014, January). Expanding Ethical Standards of HRM through Ethical Frameworks and Ethical

Humanism. National Conference on Rejuvenating Management Strategies for Emerging Market. SJ CET School of Management. Kottayam, Kerala (India).

24. Joy, M.M (2013, June). Relevance of multiple intelligence concept in the context of employee recruitment and selection in information technology sector. International conference on Mathematical modeling in Computer, management and medical sciences. Department of Computer Applications, MACFAST, Thiruvalla, Kerala (India).

#### **Conferences attended**

25. Joy, M.M (2016, November 12). HR Conference on employee engagement trends, techniques and strategies. XIME Kochi in association with NIPM Kerala chapter, Cochin, Kerala (India).
26. Joy, M.M (2016, November 5). KMA Management Students Convention 2016. Kerala Management Association. Cochin, Kerala(India).
27. Joy, M.M (2014, February). International Conference on India's External Sectors: Challenges and Strategies. Kochi Business School, Cochin, Kerala (India).
28. Joy, M.M (2002, September). Pinnacle – 2002, Department of production engineering, Government engineering college, Thrissur, Kerala (India).
29. Joy, M.M (2002, September). Initiatives of energy conservation. Energy conservation society, Thrissur Chapter, Thrissur, Kerala (India).

#### **Workshops attended**

30. Joy, M.M. (2018 – 20 to 24 February). FDP on Academic Leadership and Institution Building organized by Deen Dayal Upadhyay Kaushal Kendra (DDUKK), CUSAT.
31. Joy, M.M. (2017 – 8 December). Workplace Collaboration - Looking beyond the truism. organized by Kerala Management Association .Cochin. Kerala. India.
32. Joy, M.M (2013, September 21 & 22). Saying Hello – Regional meeting on transactional analysis and human development. Asha counseling and training services. Coimbatore, Tamil Nadu (India).
33. Joy, M.M (2013, February 23& 24). Certificate course in Vocology, Chetana National Institute of vocology, Thrissur, Kerala (India).
34. Joy, M.M (2013, February 16 & 17). Transactional Analysis – 101. Asha counseling and training services. Coimbatore, Tamil Nadu (India).
35. Joy, M.M (2011, November 28 – December 9). National Faculty development program. Entrepreneurship Development Institute of India – Ahmadabad, Trivandrum, Kerala (India) .
36. Joy, M.M (2008, February 11-14). Certificate course on mental health at margins. University College London, Kovalam, Tamil Nadu (India).
37. Joy, M.M (2005, January 26-30). 32<sup>nd</sup> ICTA annual conference and the national conference on transactional analysis, Thrissur, Kerala, (India).

#### **EDITING WORKS**

1. Editorial board member of A R Research Publication & Conference World (2016-17) for five peer reviewed journals.
2. Did editing work for personnel review (Emerald)



## INNOVATIVE PROGRAMS INTRODUCED

1. **Let's Talk:** This program is a unique initiative aimed at improving the oral and written communication of students through a series of structured, scientifically designed process. Apart from providing students with a platform to chisel public speaking skills, it helps in fine tuning their way of presentation through continuous drills and exercises.
2. **Talent Incubator:** It is all about cultivating a culture of innovative leadership and fresh thinking to build a talented, diverse and collaborative group of individuals. This is a place where students are constantly challenged to think different and consider a range of possibilities or approach a problem from a new direction.
3. **Let's Smile:** This is a unique initiative with a goal of instilling social responsibility among management students and provide a helping hand to the marginalized people. Through a wide range of activities spanning across the academic calendar, students are given a social perspective of business.

## PROFESSIONAL TRAINING SESSIONS HANDLED

13 years of experience in Training and Development - Guest Faculty to more than 50 public and private organizations across India and completed 1000 hours of professional training – Some of them are given below:

| SI NO | Organization   | Date             | Participants         | Duration | Topic                                    |
|-------|--|------------------|----------------------|----------|--|
| 1     | The Hindu Group                                      | 15-04-2019       | 20                   | 1 Day    | Gamification in Learning and Development |
| 2     | Federal Bank   | 11-03-2019       | 20                   | 1 Day    | Gamification in Learning and Development |
| 3     | Apollo Tyres   | 08-02-2019       | 25                   | 1 Day    | Gamification for Employee Engagement     |
| 4     | Indian Society for Training and Development          | 18-01-2019       | 25                   | 1 Day    | Gamification in Learning and Development |
| 5     | G L Bajaj Institute of Science and Technology, Noida | 4,5-07-2018      | 60                   | 2 days   | Gamification in Learning and Development |
| 6     | Bapuji Institute of Management                       | 28-06-2018       | 80                   | 2 days   | Gamification in Learning and Development |
| 7     | Institute of management in government (IMG)          | 4,5,6-04-2018    | Government Employees | 3 days   | Gamification in Learning and Development |
| 8     | Kerala Veterinary and Animal Sciences University     | 26-01-2018       | Teachers             | Half Day | Gamification in Learning and Development |
| 9     | Additional Skill Acquisition Programme (ASAP)        | 2 to 5-12-2017   | Trainers             | 4 days   | Train the Trainer                        |
| 10    | Additional Skill Acquisition Programme (ASAP)        | 16 to 19-11-2017 | Trainers             | 4 days   | Train the Trainer                        |

|    |   |                  |                      |          |                                |
|----|---|------------------|----------------------|----------|--------------------------------|
| 11 | Additional Skill Acquisition Programme (ASAP)                           | 28 to 31-07-2017 | Trainers             | 4 days   | Train the Trainer              |
| 12 | KSEB PETARC (Power Engineers Training and Research Centre), Moolamattom | 30-01-2016       | 25 Sr. Engineers     | Half Day | Transactional Analysis         |
| 13 | College of Forestry, Vellanikkara                                       | 15-01-2016       | 60 students          | Half Day | Transactional Analysis         |
| 14 | College of Horticulture, vellanikkara                                   | 24-01-2015       | 60 students          | Half Day | Transactional Analysis         |
| 15 | The Institute of Chartered Accountants of India (ICAI)                  | 19- 03- 2014     | 60 students          | Full Day | Research Methodology           |
| 16 | Bharat Matrimony Pvt Lt   | 17-12-2013       | 30 Regional Managers | Half Day | Professional Excellence        |
| 17 | College of Dairy Science, Mannuthy                                      | 04-11-2013       | 10 students          | Half Day | Professional Excellence        |
| 18 | School of Management Studies. CUSAT                                     | 18-10-2013       | 60 students          | Half Day | Interview and Group Discussion |
| 19 | Marthoma College of Management and Technology                           | 13-06-2013       | 100 students         | Half Day | Professional Excellence        |
| 20 | Staff Training College, Calicut University                              | 17-05-2013       | 60 Teachers          | Half Day | Interpersonal Excellence       |
| 21 | Entrepreneurship Development institute of India                         | 29-04-2013       | 30 Entrepreneurs     | Half Day | Decision Making                |
| 22 | John Mathai Centre for economics  | 19-01-2013       | 30 students          | Half Day | Professional Excellence        |
| 23 | Pathfinder academy  | 29-09-2012       | 30 students          | Half Day | Interview and Group Discussion |
| 24 | Architect and Engineers, Thrissur                                       | 29-02-2012       | 30 Sr. Engineers     | Half Day | Transactional Analysis         |
| 25 | Lead College of management  | 05-12-2011       | 100 students         | Half Day | Professional Excellence        |
| 26 | Srelakam Medicals Limited   | 12-08-2010       | 30 Sales executives  | Half Day | Professional Excellence        |
| 27 | National Coir board   | 26-04-2010       | 30 Employees         | Half Day | Interpersonal Excellence       |
| 28 | PWD Department  | 21-05-2008       | 30 Clerical Staff    | Half Day | Interpersonal Excellence       |
| 29 | Extension Training Centre, Mannuthy                                     | 11-5-2008        | 30 Employees         | Half Day | Interpersonal Excellence       |
| 30 | Kerala State Financial Enterprise                                       | 25-2-2008        | 30 Employees         | Half Day | Interpersonal Excellence       |
| 31 | Khadi Board of India  | 27-3-2007        | 30 Employees         | Half Day | Interpersonal Excellence       |

#### **ASSOCIATION WITH PROFESSIONAL BODIES:**

1. Life Member of Kerala Management Association (KMA).
2. Life time member of Indian Society for Training and Development (ISTD).
3. Member of International Transactional Analyst Association (ITAA).

4. Member of South Asian Transactional Analyst Association (SAATA).
5. Member of Kerala Toast Masters chapter of Toast Masters International (TMI).
6. Member of Thrissur Pooram city chapter of Junior Chamber International (JCI).
7. Life time member of Architects and Engineers Association, Thrissur (A&E).

### **OFFICIAL POSITIONS HELD IN PROFESSIONAL BODIES**

1. Served as the secretary of Kerala Toastmasters Club, Kochi of Toastmasters International during the FY 2014-2015.
2. Served as the secretary of Architects and Engineers Association, Thrissur (A&E) during the FY 2013-2014.
3. Served as the secretary of Pooram City Chapter, Thrissur of Junior Chamber International during the FY 2009-2010.

### **ONLINE PRESENCE**

1. Completed 100 hours of online video streaming sessions for MBA distance education program.
2. Reached 1 million views in slideshare on power point presentations related to HR, TA and management related topics.

### **AWARDS AND ACHIEVEMENTS**

1. Accomplished Competent Communicator, Advanced Competent Communicator and Advanced competent leader titles of Toast Masters International.
2. Accomplished the "Zonal Trainer" title of Junior Chamber International in the year 2013.
3. Won Divisional Level humorous speech contest organized by Toastmaster international at the semiannual conference conducted at Riveria Suits, Cochin.

### **EXTRA CURRICULAR ACTIVITIES:**

4. Advanced Competent Communicator Graduate of Toast Masters International.
5. Certified Zonal Trainer of Junior Chamber International.
6. Represented Kerala state in 1999 National Soft Ball Championship held at Indore, Madhya Pradesh.
7. Achieved fourth position in 2002 Kerala state weightlifting Championship held at Kollam.
8. Published more than 35 letters and articles in 'People Speak' and 'Letters to Editor' in THE HINDU newspaper.
9. Handling a column titled "Chaya" in Sradha, an e- magazine.
10. Associated with NGOs like 'Banyan' working for mentally ill women and 'Snehadan' working for AIDS patients.
11. Won Divisional Level humorous speech contest organized by Toastmaster international.

## PERSONAL DETAILS

1. Date of Birth: 19-05-1984
2. Phone: 0487 2370424,9744551114
3. E-mail Address: manu\_melwinjoy@yahoo.com
4. Marital status: Married
5. Place: Cochin.

## REFERENCES

1. Prof. Mohammed Ali, Director, Ilahia School of Management Studies, Muvattupuzha.
2. Mr. K Paul Thomas, Founder and MD, ESAF Microfinance and Investments Private Ltd, Mannuthy.
3. Prof. Shobana Madhavan, Professor, Amrita School of Business, Ettimadai.
4. Dr. K. Alexander, Director, Extension Training Centre, Kerala Agricultural University, Mannuthy.
5. Prof. Jayakumari, Head of the Department, Civil Engineering, Govt. Eng College, Thrissur.

## DECLARATION:

I hereby declare that the statements made above are true, to the best of my knowledge and I bear the responsibility for the particulars.

**Place: Cochin**

**Date: 01/11/2019**

**Yours Sincerely**

**Dr. Manu Melwin Joy**