

CURRICULUM VITAE

CHAYA R



DESIGNATION

Assistant Professor
Department Studies and Research in
Commerce
Karnataka State Open University
Mukthagangothri, Mysuru, Karnataka
India

NATIONALITY

Indian

GENDER

Female

CONTACT ADDRESS

Karnataka State Open University
Mukthagangothri, Mysuru-570006,
Karnataka, India

EDUCATION

- Ph.D., Bangalore University, Bangalore, Karnataka, India 2010
- M. Phil., Sri Venkateshwara University, Tirupati, Andra Pradesh, India, 2007
- M.Com., Bangalore University, Bangalore, Karnataka, India, 2002

AREAS OF SPECIALIZATION

Costing and Taxation
Organizational Behavior and Human Resources
Management
Knowledge Management

RESEARCH INTERESTS

OB/HRM in the Context of India, HR Analytics, Analytics
across the Industries, Applications in HR domain,

Performance Management, Knowledge Management, organizational Diversity Management, Inclusive Business Models, Corporate Social Responsibility, Organization Design, Sustainability and Inclusivity other areas like Green Finance, Stock Market, MSMEs.

WORK EXPERIENCE WITH CURRENT EMPLOYER

- Assistant Professor, Karnataka State Open University, Mysore, Department of Studies and Research in Commerce, Human Resource Management and Organizational Behaviors Area, Dec 2012 – Present.

WORK EXPERIENCE (WITH PREVIOUS/OTHER EMPLOYERS)

- Associate Professor, Sri Gokula College of Arts, Science & Management Studies, Kolar, Security Analysis and Portfolio Management and Financial Accounting Area, April 2011 – December 2012.
- Lecturer, Seshadripuram First Grade College, Bangalore, Accounting and Banking Area, November 2010 – April 2011.
- Lecturer, Sri Gokula College of Arts, Science & Management Studies, Kolar, November 2008 – November 2010.
- Lecturer, Sri Gokula College of Arts, Science & Management Studies, Kolar, April 2003 – November 2004.
- Lecturer, Sivananda Sarma Memorial R.V.College, Bangalore, September 2002 -March 2003.

MEMBERSHIP OF COMMITTEES AND BOARDS

- Member, Board of Studies, Karnataka State Open University, Mysore, PG and Ph.D 2022-25.
- Member, Board of Examination, Karnataka State Open University, Mysore, Commerce PG 2021-22.
- Member, Board of Examination, Karnataka State Open University, Mysore, Commerce UG Examinations of 2021-2022.
- Member, Board of Examiners, Bengaluru City University, Bengaluru, for PG Exams and Ph.D Exams of 2021-22 (M.Com [IB], MTTM, MMS [Integrated], PG Diploma, MTTM [5 Years Integrated])
- Member, Board of Studies, Women Study, Karnataka State Open University, Mysore, 2021-22.
- Chairman, Board of Examination, Karnataka State Open University, Mysore, Commerce UG Examinations of 2020 -2021.

- Member, Board of Examiners, Kuvempu University, Shivamogga for PG Diploma, M.Com, M.Com (Banking and Finance) and distance education for year 2020
- Member, Board of Examination of UG (Commerce), Karnataka State Open University, Mysore, 2019-2020.
- Member (External) Board of Examination, UG and PG program, School of Commerce, REVA University, Bangalore, 2019 – 2020.
- Member, Board of Examination, Karnataka State Open University, Mysore, Ph.D Commerce Course Entrance Examinations of 2019.
- Member, Board of Examination, Karnataka State Open University, Mysore, UG Examinations of 2019.
- Member, Board of Examination, Karnataka State Open University, Mysore, Commerce UG Examinations of 2016.
- Member, Board of Studies, Ph.D., Karnataka State Open University, Mysore, 2015-present
- Member, Board of Examination, Karnataka State Open University, Mysore, Commerce UG Examinations of 2014.
- Chairman, Board of Examination, Karnataka State Open University, Mysore, Commerce UG Examinations of 2013.
- Member, Board of Examiner, Karnataka State Open University, Mysore, B.Com Multispecialization and BBM Course for year 2013, Akash International Business Management College, Bangalore.

MEMBER OF EDITORIAL COMMITTEES

- Member, Editorial Board of Commerce, M.Com, First Semester, Karnataka State Open University, Mysore (2021-2022).
- Member, Editorial Board of Commerce, B.Com, Third Year, **Indian Banking System**, Karnataka State Open University, Mysore (2016-2017).
- Member, Editorial Board of Commerce, B.Com, Second Year, **Financial Accounting –II** Karnataka State Open University, Mysore (2016-2017).
- Member, Editorial Board of Commerce, B.Com, Third Year, **Corporate Accounting** Karnataka State Open University, Mysore (2016-2017).

COURSE CO-ORDINATOR/ COURSE DESIGNER COMMITTEES

- Presently On-Line Bachelor of Commerce Course Coordinator, Karnataka State Open University, Mysore.
- Course Designed for M.Com, Second Semester of the subject **Human Resource Management** (HRM Designed 2021-2022). Karnataka State Open University, Mysore.
- Course Designed for M.Com, First Semester of the subject **Management and Behavioural Process**, Karnataka State Open University, Mysore (2021-2022).
- Course Coordinator, **Company Law**, B.Com, Second Year, Block 3, 4, 5 and 6 (Unit 9-24), Karnataka State Open University, Mysore, (2020-2021).
- Course Coordinator (Revision), **Income Tax**, B.Com Third Year, Karnataka State Open University, Mysore, 2016.

- Course Coordinator, **Corporate Accounting**, B.Com, Third Year, Karnataka State Open University, Mysore, 2013-2014.

THESIS & PROJECT GUIDANCE

- Supervised over 10 (MBA) student projects
- Dissertation Advisory Committee member for 15 PhD Theses (2 graduated, 14 ongoing)
- Research Supervisor for 5 students

HONORS, RECOGNITION, AWARDS

- Dr.Ambedkar Fellowship National Award 2022.
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PUBLICATIONS

BOOKS

- Chaya R, Knowledge Management Strategies Implementation in IT, Manufacturing and Service Sectors, INSC International Publishers ISBN:978-1-68576-118-9, 2021.
- Chaya R, Principles and Practice of Management, INSC International Publishers ISBN:978-1-68576-117-2, 2021.
- K.Ramachandra, B.Chandrashekara and R.Chaya, Law & Practice of Banking, ISBN: 978-81-8488-983-3, Himalaya Publishing House, Mumbai, 2010.

STUDY MATERIAL FOR DISTANCE EDUCATION (KSOU)

- Human Resource Management 2nd Semester M.Com **16 Units** (Block 1-4) for the academic year 2022-2023, Karnataka State Open University, Mysuru.
- Chaya R, Management and Behavioural Process, ISBN:978-93-83739-11-0, Published by Prasaranga, Karnataka State Open University, Mysuru, March 2022.

CHAPTERS IN BOOKS/REPORTS

- Chaya R, 'Enabling Policies for Strengthening Green Finance - A Study in India' Proceedings of the International Conference on International Conference on Climate & Nature-Based Financial Risks: Implications for Indian Banking and Financial Sector for A Net Zero Economy, by IIPM, Bangalore, ISBN: 978-93-95944-41-0 by Paramount Publishing House, 2023, pp No. 33 -42.

- Chaya R, Rakshitha.J, ‘Customer Perception of Green Banking Practices in India’ Proceedings of the International Conference on International Conference on Climate & Nature-Based Financial Risks: Implications for Indian Banking and Financial Sector for A Net Zero Economy, by IIPM, Bangalore, ISBN: 978-93-95944-41-0 by Paramount Publishing House, 2023, pp No. 65 -75.
- Chaya R, ‘The Rationale of Block Chain Technology in Agri-Sector’ in “Agricultural Growth with Sustainability- An Indian Perspective”, Chapter 8, ISBN: 978-81-958242-0-5, by Ambisphere Publications, 2023, Bengaluru, pp No.86-97.
- Chaya R, ‘The impact of Green Marketing Strategy on Organizational Performance Business and Innovation’ in “Business and Innovation Book”, Chapter 28, ISBN: 978-93-90454-72-4, Narain Publications, Chennai, 2021, pp No.129-133.
- Chaya R, Sharada Devi. K. G ‘Growth & Value investment analysis in Indian equity market Business and Innovation’ in “Business and Innovation Book”, Chapter 24, ISBN: 978-93-90454-72-4, Narain Publications, Chennai, 2021, pp No.113-116.
- Chaya R, ‘Mapping High Quality Skills by the Higher Educational Institutions in India to face the Global Challenges’ in “Future Skilling Our People”, Chapter 16, ISBN 978-93-90863-13-6, NPA Publishing Co, New Delhi, 2021, pp No.86-90.
- Chaya R, and Sharada Devi K G (2021) ‘Emerging Issues in Marketing’, Emerging Paradigms in Management and Social Science, (pp.) New Delhi: National Press Association, ISBN No:978-93-90863-44-0,
- Chaya R, ‘India as a Globally Dominant Economy in Future with High Quality Higher Education’, in “Role of Higher Educational Institutions in Pursuit of Achieving TQM” Chapter 10, ISBN: 978-93-5258-257-0, New Horizon College, Bengaluru 2016, pp No.62-64.
- Chaya R, ‘Fostering Higher Education – Reinvent the Skills for meeting Global Competency’, in “Role of Higher Educational Institutions in Reinvesting Skills for Global Competency” Chapter 21, ISBN: 978-93-84935-65-8, Excellent Publishing House, New Delhi 2016, pp No.127-130.
- Chaya R, ‘A Well-Trained and Highly Educated Skilled Workforce Underpins Growth,’ in “Unifying Diversities in Make in India” Chapter 3, ISBN: 978-53-5258-233-4, Sheshadripuram Academy of Business Studies, Bengaluru 2016, pp No.69-71.

- Chaya R, Venkatalakshmi ‘Women Empowerment, Proceeding of National Conference on Contemporary Issues and Challenges in Corporate Excellence’, in “Proceedings of Conference on Contemporary Issues & Challenges in Corporate Excellence” ISBN No.978-81-923332-0-5, Chapter 42, Nagarjuna College Department of Management Studies & Research, Bangalore 2012, pp No.205-208.

CHAPTERS IN BOOKS (KSOU)

- Company Law, 2nd B.Com, Block II and III of 6 Units from 7 to 12, Karnataka State Open University, Mysore 2020.
- International Financial Management, Post Graduate Diploma in Financial Management, 5 Units (Module -1: Unit No.1 and 2, Module -2: Unit No. 2, Module -7:Unit No.1 and 2) Karnataka State Open University, Mysore 2019.
- Corporate Accounting, 3rd Year B.Com, Block I and II of 8 Units from 1 to 8, Karnataka State Open University, Mysore 2014.
- Financial Accounting II, 2nd Year B.Com, Block III of 4 Units from 9 to 12, Karnataka State Open University, Mysore 2013.

EDITED STUDY MATERIALS (Karnataka State Open University)

- Service Marketing, M.Com 3rd Semester, Block 1 to III of 12 Units, Karnataka State Open University, Mysuru, 2023.
- Labour Legislation, M.Com 3rd Semester, Block I to II of 8 Units (1-8), Karnataka State Open University, Mysuru, 2023.
- Advertising and Sales Promotion, M.Com Second Semester, Block 1-12 of 12 Units, Karnataka State Open University, Mysuru, 2022.
- Financial Management, M.Com Second Semester, Block 2-3 of Unit No. 5 to 12, Karnataka State Open University, Mysuru, 2022.
- Marketing Management, First Semester M.Com, 4 Blocks of 16 Units from 1-16, Karnataka State Open University, Mysuru, 2022.
- Consumer Behaviour and Marketing Strategy, First Semester M.Com 2 Blocks of 6 Units from 7-12, Karnataka State Open University, Mysuru, 2022.
- Business Policy and Environment, 1st Semester M.Com, Karnataka State Open University, Mysuru, 2022.

- Advanced Financial Accounting, 1st Semester M.Com Karnataka State Open University, Mysuru, 2022.
- Indian Financial System, Advanced Financial Accounting, 1st Semester M.Com Karnataka State Open University, Mysuru, 2022.
- Training and Development, 1st Semester M.Com Karnataka State Open University, Mysuru, 2022.
- Personal Financial Planning, 1st Semester M.Com Karnataka State Open University, Mysuru, 2022.

RESTRUCTURING STUDY MATERIAL (Karnataka State Open University)

- Financial Accounting –II, Second Year B.Com 6 Blocks, Karnataka State Open University, Mysore, 2017.
- Indian Banking System, Third Year B.Com 6 Blocks, Karnataka State Open University, Mysore, 2017.
- Corporate Accounting, Third Year B.Com 6 Blocks, Karnataka State Open University, Mysore, 2017.
- Principles of Management, First Year M.Com 6 Blocks, Karnataka State Open University, Mysore, 2017.
- Organizational Behaviour, Second Year M.Com 6 Blocks, Karnataka State Open University, Mysore, 2017.

REVISION OF STUDY MATERIAL (Karnataka State Open University)

- Business Organization and Management, First B.Com, Block I to III for the academic year 2015-2016, Karnataka State Open University, Mysore, 2015.
- Corporate Accounting, Third Year B.Com 6 Blocks, Karnataka State Open University, Mysore, 2016.
- Computer in Business, Third Year B.Com, Blocks No.3 (4 Units), Karnataka State Open University, Mysore, 2016.
- Financial Accounting –II, Second Year B.Com 3 Blocks, I to III, Karnataka State Open University, Mysore, 2015.
- Income Tax, Third Year B.Com, Blocks No.3 (4 Units), for the academic year 2016-17, Karnataka State Open University, Mysore, 2015.

COURSE OUTCOME DESIGNED FOR M.COM PROGRAMME (KSOU) FOR THE ACADEMIC YEAR 2021-2022 UNDER CBCS

- Training and Development
- Industrial Relations
- Labour Legislation
- Human Resource Management
- International Human Resource Management
- Management and Behavioural Process

- Co-ordinated the event of Women Entrepreneur Exhibition dated on 25th June 2022 to 26th June 2022, organized by the Women Study and Research Centre, at KSOU Campus, Karnataka State Open University, Mysuru.
- Co-ordinated inaugural functions of Women Study and Research Centre, Karnataka State Open University, 2022, Mysuru.
- Co-ordinated M.Com Materials revise committee of M.Com, Department of Commerce, Karnataka State Open University, Mysuru.

JOURNAL ARTICLES

UGC-Care List :

- Sharada Devi K.G and Chaya R “Unlocking Hidden Value: Value Investing in Manufacturing Sector Stocks in India”, Indian Journal of Natural Sciences ISSN: 0976 – 0997, UGC Care Group 1, Vol.14 / Issue 79 / Aug / 2023, pp No. 59056- 59064.
www.tnsroindia.org.in ©IJONS
- Sharada Devi K.G and Chaya R “Value Investment In It And Real Estate Equity Market”. Madhya Bharti- Humanities and Social Science”, ISSN: 0974-0066, UGC Care Group 1, Vol 82 No 2, July - December 2022, pp No.245-250.
- Roopa D and Chaya R “Employee Learning in MSMEs” Journal of the Asiatic Society of Mumbai, ISSN: 0972-0766, UGC Care Group 1 Journal Vol. 96, No.10 (I) October 2022, pp No.66-74.
- Chaya R and Rakshitha J “Ensuring the Success of Green Banking Practices of Banks”, Sambodhi, Jan-March 2021, ISSN 2249-6661, pp No.81-86, Vol -44.
https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf
- Chaya R and Mr.Arptha “Role of Women Workers in Unorganized Sector in the Socio-Economic Development-An Empirical Study in K.R.Nagar Taluk”, Journal of Education:

Rabindra Bharati University, ISSN: 0972-7175, Vol.XXIII No.3, 2020-2021, pp No.373-378.
https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Chaya R “Theoretical Perspectives on Green Human Resource Management: A Study”, Wesleyan Journal of Research, ISSN: 0975-1386m Vol.13, No.60, March 2021, pp No.93-105.

https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Dr. Chaya. R Rakshitha .J “Strategies To Raise Satisfaction Levels Of Bank Customers Vis-À-Vis Green Products And Services”, The Journal Of Oriental Research Madras, ISSN : 0022-3301, Vol. XCII-XXXVIII, JULY 2021, pp No.122 -132.

https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Chaya R “Green HRM: A Road Map to Environmental Sustainability Leads to High Organizational Performance”, anvesak A-bi annual Journal 2021, ISSN: 0378-4568, Vol.51, No.1(X) Jan-July 2021, pp No.01-07.

https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Chaya R “Critical Infrastructure Underpins the High Inclusive Growth in a Country”, anvesak A-bi annual Journal 2021, ISSN: 0378-4568, Vol.51, No.1(X) Jan-July 2021, pp No.08-17.

- Chaya R “A Critical Infrastructure Supports the High Inclusive Growth in a Country”, ISSN: 0378-4568, Vol.51, No.1(X) Jan-July 2021, pp No.01-07.

https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Chaya R “An Empirical Study On The Impact Of Forensic Accounting In Corporate Sector And Its Exponential Growth”, The Journal Of Oriental Research Madras, ISSN : 0022-3301, Vol. XCII-VIII, August 2021, pp No. 52-58.

https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Chaya R “Green HRM Practices: Stimulates Environment Sustainability and Innovation”, Sambodhi Journal, ISSN : 2249-6661, Vol-46, No.-2, January - March (2021), pp No. 382-388.

https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Chaya R “Block Chain Technology In Health Care Sector: An Over View Of Concept” The Journal Of Oriental Research Madras”, ISSN : 0022-3301, Vol. XCII-IX, September 2021 pp No.108-114.

https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

- Chaya R “Evolving Role Of HR Analytics For Success Of Business –A Conceptual Understanding”, NIU International Journal of Human Rights, ISSN: 2394 – 0298, Volume 8(III), 2021, pp No.248-253.
https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf
- Dr.Chaya R “Recent Developments in Accounting Innovations–An Overview”, ANVESAK ISSN : 0378 – 4568, UGC Care Group 1 Journal Vol. 51, No.1(VI) January – June 2021, pp No.272-275.
https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf
- Dr.Chaya R “Challenges Of Online Teaching-Learning During Covid-19 Pandemic: A Study On Learners Point Of View”, Journal Of Education: Rabindrabharati University, ISSN : 0972-7175 Vol. : XXIII, No. :3, 2020– 2021, pp No. 471-477.
https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf

Peer Reviewed:

- Chaya R, Syed Salman “A Study on the Linkage between Age and Education Levels in Adaption of Artificial Intelligence by Banking Customers in Bengaluru”, Journal of Corporate Finance Management and Banking System, Aug-Sept 2023, ISSN: 2799-1059, Vol: 03, No.05, Page No.23-29. <http://journal.hmjournals.com/index.php/JCFMBS>, DOI: <https://doi.org/10.55529/jcfmbs.35.23.29>.
- Chaya R, Syed Salman “The Present State of Artificial Intelligence in the Indian Legal System and its Monitoring”, Journal of Legal Subjects, June-July 2023, ISSN: 2815-097X, Vol : 03 , No. 04, Page No.12-21. <http://journal.hmjournals.com/index.php/JLS> DOI: <https://doi.org/10.55529/jls.34.12.21>
- Chaya R, Sandeep S “Development Significance of REITs and InvITs in India: A Better Fixed Income Instrument for Retail Investors”, International Journal for Multidisciplinary Research, May-June 2023, E-ISSN: 2582-2160, Volume 5, Issue 3, Page No.01-10. <https://doi.org/gr6h79>, <https://doi.org/10.36948/ijfmr.2023.v05i02.2571>.
- Chaya R, Syed Salman “Artificial Intelligence (AI) and Its Application on Banking and Financial Services Sector in India – A Conceptual Study”, International Journal for Multidisciplinary Research, March-April 2023, E-ISSN: 2582-2160, Volume 5, Issue 2, Page No. 01-12. <https://doi.org/gr6h79>, <https://doi.org/10.36948/ijfmr.2023.v05i02.2571>.

- Chaya R and Roopa D “MSME AND SELF RELIANT INDIA - AN EMPIRICAL ANALYSIS”, ISSN 2147-6454. The Online Journal of Distance Education and e-Learning Volume 11 Issue 2b April 2023.
- Chaya R “Higher education institutions role in developing highly skilled women workforce to enhance country’s economic growth”, International Journal of Commerce and Economics, 2021, Online:2664-7540 and Print: 2664-7532, Volume 3; Issue 1; 2021; Page No. 01-03. <https://www.commercejournal.in/archives/2021.v3.i1.68>
- Chaya R “Promoting higher education for sustainable development: A theoretical concept”, International Journal of Multidisciplinary Research and Development, Online: 2349-4182, Print: 2349-5979, Volume 8; Issue 2; 2021; Page No. 43-46. <https://www.allsubjectjournal.com/archives/2021/vol8/issue2/8-2-13>
- Chaya R and Roopa D “Effectiveness of the Lifeline Thrown to MSMES during the Covid-19 Phase”, Empirical Economics Letters, ISSN: 1681 8997, 20 (Special Issue 1), May 2021 Page No. 101-108. https://app.ksoumysuru.ac.in/website_documents/publications/Dr.%20Chaya%20journals.pdf
- Chaya R “Strategic approach of leader in crisis situation of organization”, International Journal of Research in Management, Online: 2664-8806 Print: 2664-8792, Volume 3, Issue 1, 2021, Page No. 09-11. <https://www.managementpaper.net/archives/2021.v3.i1.42>
- Chaya R “A Study Of Human Resource Accounting In The Knowledge Based Economy”, International Journal of Multidisciplinary Educational Research, ISSN: 2277-7881, VOLUME:10, ISSUE:4(6), Online, April 2021, pp No. 40-43. www.ijmer.in [http://s3-ap-southeast-1.amazonaws.com/ijmer/pdf/volume10/volume10-issue4\(6\)/11.pdf](http://s3-ap-southeast-1.amazonaws.com/ijmer/pdf/volume10/volume10-issue4(6)/11.pdf)
- Chaya R “Skills and training for the hospitality sector- A study on issues and challenges”, International Journal of Academic Research and Development, ISSN: 2455-4197, Volume 6, Issue 3, 2021, Page No. 01-03. www.academicjournal.in <file:///C:/Users/commerce/Downloads/6-2-25-769.pdf>
- Chaya R “Diversity Management in the Workplace: A Key to Success”, International Journal of Science and Research (IJSR), ISSN: 2319-7064, Volume 10, Issue 10, October 2021, pp No.520-522. www.ijsr.net, https://www.ijsr.net/get_abstract.php?paper_id=SR211008152138

- Chaya R “A Study on Implementing a Digital Transformation in Manufacturing Industries”, International Journal of Advances in Engineering and Management (IJAEM), ISSN: 2395-5252, Volume 3, Issue 10 Oct 2021, pp: 505-509. www.ijaem.net
https://ijaem.net/issue_dcp/A%20Study%20on%20Implementing%20a%20Digital%20Transformation%20in%20Manufacturing%20Industries.pdf
- Chaya R “Study on green human resource management practices: A conceptual framework”, International Journal of Research in Management, Online: 2664-8806 Print: 2664-8792, Volume 3, Issue 2, 2021, Page No. 13-15. www.managementpaper.net
<https://www.managementjournal.in/archives/2021.v3.i2.69>
- Chaya R “Advanced technology underpins the corporate governance: A study”, International Journal of Humanities and Social Science Research, ISSN: 2455-2070, Volume 7, Issue 5, 2021, Page No. 87-90.
<https://www.socialsciencejournal.in/archives/2021/vol7/issue5/7-5-29>
- Chaya R “Green HRM – A way to Environmental Sustainability”, International Journal of Engineering, Management and Humanities (IJEMH), Volume 2, Issue 5, Oct 2021, pp: 277-283.www.ijemh.com
https://ijemh.com/issue_dcp/Green%20HRM%20A%20way%20to%20Environmental%20Sustainability.pdf
- Chaya R “A study of alternative financing in India- Crowdfunding”, International Journal of Finance and Commerce 2021, Online: 2664-715X Print: 2664-7141, Volume 3, Issue 2, Nov 2021, Page No. 44-47.
<https://www.commercejournals.com/archives/2021.v3.i2.64>
- Chaya R “A theoretical understanding block chain technology impact”, International Journal of Management and Commerce, Online: 2664-6854 Print: 2664-6846, Volume 3, Issue 2, 2021, Page No. 17-19
<https://www.managementjournal.in/archives/2021.v3.i2.69>
- Chaya R “An Analysis Of Value Stocks In Indian Equity Market In 2020”, International Journal of Management (IJM) Print:0976-656502 ISSN Print: 0976-6502 and ISSN Online: 0976-6510 DOI: 10.34218/IJM.11.12.2020.292, IAEME Publication, Scopus Indexed, Volume 11, Issue 12, December 2020, pp.3123-3128, Article ID: IJM_11_12_292, Available online at <http://www.iaeme.com/IJM/issues.asp?JType=IJM&VType=11&IType=12>

- Chaya R “Understanding Global Financial Market Trends from the Strategic Perspectives”, Online International Interdisciplinary Research Journal, {Bi-Monthly}, ISSN:2249-9598, ISSN 2249-9598, Volume-09, May 2019 Special Issue (04) <http://oiirj.org/oiirj/may2019-special-issue04/30.pdf>
- Chaya R “India’s New Farms Bills of 2020- A Study of Pros and Cons”, International Refereed Research Journal, ISSN: 2319-9318, Vol-01, Jan to March 2021, pp No.102-106. <http://www.printingarea.blogspot.com>
- Chaya R “Role of Effective Communication in the Hotel Industry”, Ripples, Department of Hotel Management, Garden City College of Science and Management Studies, Bangalore, ISSN :2229-6794, Aug 2014, pp No.34-40.
- Chaya R and Manjunatha J K “Professional Ethics Approach to Corporate Governance”, the Management Accountant, ISSN: 0972-3528, Vol 49, No.6, JUNE 2014, pp No.20-26. https://iaeme.com/MasterAdmin/Journal_uploads/IJM/VOLUME_11_ISSUE_12/IJM_11_12_292.pdf
- Chaya R “Role of Knowledge Management to bring Creativity and Innovation”, International Research Journal of Research in Management, Social Sciences & Technology, Vol. I, No.1, May 2014, pp No.1-7.
- Chaya R “Organizational Learning, Knowledge Management and Organization Performance: Integrative Conceptual Model”, International Research Journal of Commerce, Business and Social Sciences (IRJCBSS), Vol. II, Issue 11(VI), Feb 2014, pp No.45-48.

PAPER PRESENTATIONS (CONFERENCES, SEMINARS, WORKSHOPS)

International:

- “The Roadmap for Transformation Finance A Comprehensive Study on Sustainable Banking Practices of Foreign Banks”, on ‘Bridging the Gap: On the Intesection of Science, Technology, Education, Commerce and Management’, De Paul College, Mysore, from 15th to 16th July 2023.
- “A Study on Customer Perception towards the use of Artificial Intelligence in Banking with special reference to Bengaluru”, DON BOSCO College, Bengaluru in the Artificial Intelligence, Innovation sustainability (ICAIS 2023) on 28th and 29th April 2023.

- “Driving Sustainability: Exploring Global Green Banking Initiatives for a Green Future”, Vivekanand Education Society’s Institute of Management Studies and Research, Mumbai from 10th to 14th April, 2023.
- “MSME And Self Reliant India - An Empirical Analysis", Conference on "Resilient and Sustainable Organizations for Economic Growth and Development" organized by GURU NANAK COLLEGE (AUTONOMOUS) Affiliated to the University of Madras, Chennai, PG & Research Programme of Commerce on 15th & 16th March 2023.
- “MSME-A growing sector-Pros & Cons”, Saibalaji International Institute of Management Sciences International Institute of Management & Human Resource Development (W), ANVESH 2K23, in Role of Sustainability & Innovation in the Era of Disruption_ A Global Challenge held on Jan 20th & 21, 2023.
- “A Study on Green Banking Initiatives in The Public and Private Sectors Banks of India”, Shri Dharmasthala Manjunatheshwara Institute for Management Development, Mysore, Jan 19-20, 2023.
- “Women Education on 19th Century”, on Bharathiya Bhakthi Sahityam, organized by School of Languages & Akka Mahadevi Peeta, Karnataka State Open University, Mysuru, 27th and 28th June 2022.
- “The Impact of Green Marketing Strategy on Organizational Performance”, Sri Ramakrishna College of Arts and Science, Department of MBA, Coimbatore on 15th Sept 2021.
- “Innovative Teaching Pedagogy for the Dynamic World”, Jain School of Commerce, Bangalore, in the conference Redefining and Transforming the Role of Higher Education for sustainable Development, 30th Sept 2021.
- “A Critical Infrastructure Supports the High Inclusive Growth in a Country” in Reimagining Engineering Entrepreneurship and Corporate Governance in the Digital Era (ICRECGDE), Jain School of Commerce, Bangalore, India on 29th Jan 2021.
- “Understanding Global Financial Market Trends from the Strategic Perspective” -Avant Grade -2019 Multidisciplinary International Conference, Seshadripuram First Grade College, Bangalore, 8th May 2019.
- “An Empirical Analysis on the Knowledge Management to support Creativity and Innovation”, on New Horizons of Industrial Revolution 4.0 conducted by BIMS, University of Mysore, India on 28th and 29th March 2019.

- “Human Resource Accounting in the Knowledge Economy”, on Emerging Trends in Global Accounting and Finance in International conference conducted by Kristu Jayanthi college Bangalore on 7th -8th Jan 2016.
- “Public policy to tackle economic stress in India with special reference to Banking sector- An Empirical Study”, on Ethics and Values in Resource Management in Faculty of Management Studies, Pacific University and International Research Institute of Relative Economics, November 1-2, 2014.
- “Role of effective communication in the Hotel Industry”, on contemporary scenario in Tourism and Hospitality industry, organized by Garden city college, Bangalore India, 28th Aug 2014.
- “Knowledge management for enabling creativity and innovation”, on Empowering employability business education in International conference conducted by Jointly organized by Sri Sri Shivalingeshwara Swamy Govt First Grade college and P G Centre and Acme Intellects International Journal, May 6th 2014.
- “The Role of Leadership in Time of Crisis: An Empirical Study” on Managing uncertainty and complexity, Kristu Jayanti College, Bangalore, India, 3rd and 4th April, 2014.
- “Training and Development practices in Star Hotels- An Evaluation”, on Achieving sustainable global economy in International conference held in India, Bangalore Sri Krishna Degree College, 7th March 2014.
- “Role of Effective Communication in an Organization – An Empirical Study”, on Achieving sustainable global economy, Sri Krishna Degree college, Bangalore, India, 7th March 2014.
- “Organizational Learning Knowledge Management and Organization Performance: Integrative Conceptual Model”, on Emerging Trends in Commerce and Social Sciences in International Conference held in India, Jointly organized by PEDTA –Pune, the Global Open University-Nagaland and Indo Global Chamber of Commerce, Industries and Agriculture, Pune, 22nd Feb 2014.

Special Presentation:

- “The Linkage Between Environmental, Social and Governance (ESG) Factors on the adoption of Green Banking”, on Public Policy and Management, **Indian Institute of Plantation Management**, Bangalore, from 22nd to 24th August 2023.

- “Enabling policies for strengthening green finance – A study in India”, **Indian Institute of Plantation Management Bengaluru**, (An Autonomous Organization of the **Ministry of Commerce & Industry, Govt. of India**) in the International Conference titled 'Climate and Nature-based Financial Risks – Implications for Indian Banking & Financial sector for a Net Zero Economy' held between January 24-25, 2023 at IIPMB.
- “Green Banking and Customer Satisfaction - An Empirical Analysis”, **Indian Institute of Plantation Management Bengaluru**, (An Autonomous Organization of the **Ministry of Commerce & Industry, Govt. of India**) in the International Conference titled 'Climate and Nature-based Financial Risks – Implications for Indian Banking & Financial sector for a Net Zero Economy' held between January 24-25, 2023, at IIPMB.
- “Globalizing Indian CG: Balances with International change as a Driver” on Globalizing Indian Thought in International conference conducted by **Indian Institute of Management Kozhikode** India on 5th -8th Nov 2014.
- “The Role of Knowledge Management Strategy in Enhancing Organizational Performance- An Empirical Study”, on Excellence in Research and Education, CERE-2014, International conference held in **Indian Institute of Management, Indore**, India on 8th to 11th May, 2014.
- “Knowledge Management Strategy Implementation and It’s Impact on Organizational Performance” in International conference on Location Thought Current and Thought Leadership in Governance, Business and Society, Indus Business Academy, Bangalore, 29th-31th March 2012.
- “Quality of Work Life of Employees in Health Care Industry- Issues and Solutions” in International conference on Gender and Health, Mother Theresa Women’s University, Kodaikanal, Tamil Nadu, 25th to 27th March, 2009.

NATIONAL/ STATE:

- “Role Of Artificial Intelligence In Value Investing”, Bharath (Institute of Higher Education and Research, 10th May 2023.
- “Green Banking Practices and Initiatives for a Sustainable Future”, Govt Arts and Science College, Sivakasi, affiliated to Madurai Kamaraj University, 6th April 2023.

Special Presentation:

- **“Coming to terms with Challenges to Banks Pursuit of Green Practices”, Atmanirbhar Bharat: Building Resilience, Sustainability and Global Competitiveness, Central university of Jharkhand, Ranchi, Nov 11-12, 2022.**
- “MSME (Micro Small & Medium Enterprises”, Emerging Business Trends: Opportunities and Challenges, Kuvempu University, Shivamogga, March 19th 2022.
- “Leader Influencing Knowledge Creation and Mobilization -A Study”, Emerging Business Trends: Opportunities and Challenges, Kuvempu University, Shivamogga, March 19th 2022.
- “Impact of India’s New Farm Act 2020- A Study”, New Agriculture Acts 2020: Problems and Prospects, Department of Economics, Kai Bapusaheb Patel Ekambekar Mahavidyalaya, Udgir, 15th March 2020.
- “Economic Thoughts of Dr.B.R.Ambedkar for Indian Economy”, Dr. B.R Ambedkar’s Thoughts on Socio-Economic Development of India: A Revisit, Karnataka State Open University, Mysuru, Karnataka 20-21, Jan 2020.
- “Empowering Women Workforce to Contribute to the Nation’s Economic Growth in Collaboration with the Higher Educational Institutions – A Study”, in Centre for Study of Social Exclusion and Inclusive Policy, University of Mysore, Mysore, 9th and 10th Jan 2020.
- “Higher Educational Institutions role in making India as World’s fastest growing Economy in Future”, on Innovative Teaching and Sustainability of Business Education in India Seshadripuram First Grade College, Bangalore, India, 10th and 11th December 2019.
- “Highly skilled women work force supports countries economic growth; The role of higher education institutions –Conceptual frame work”, on Women Empowerment and Economic Development in India – The Road Map Ahead, Sri K. Puttaswamy First Grade College, Mysuru, India on 11th Oct 2019.
- “A Study on Socio-Cultural and Economic Development during Nalwadi Krishnaraja Tenure”, on Life and Achievements of Sri Jayachamaraja Wodeyar, Karnataka State Open University, Mysore, 20-21th August 2019.

- “Strategy Establishments Changes in International Financial Structure and Investment Movements” on Sustainable Development Priorities: The Role of Green Banking and Finance, Kuvempu University, Shankargatta, Shimoga, India, 26th March, 2019.
- “Highly Educated Skilled Workforce underpins Country’s Economic Growth” on Innovative Strategies for Inclusive Growth and Sustainable Economic Development: Opportunities and Challenges, Tumkur University, University, India on 22 & 23rd March 2019.
- “India as globally dominant economy with high Quality Higher Education in the knowledge Era”, Multi-disciplinary Seminar on Re- Inventing Indian Higher Education, Maharani women’s Arts Commerce and Management College. Bangalore, India on 21st Feb 2019.
- “A study on demonetization impacts in India” on Impact of central government’s recent policies on Indian economy, Tumkur University, Tumkur, India, on 6th May 2017.
- “Knowledge management process is organizational creativity and innovation” on Emerging trends in global and Indian business scenario, St. Joseph’s Evening college, Bangalore, 27th Feb 2016.
- “India as a globally dominate economy in future with high quality higher education on Total quality management in higher educational institution” on Total Quality Management in Higher Educational Institution, New Horizon college, Bangalore India on 24th-25th Feb 2016.
- “A Well trained and highly educated skilled work force underpin growth” on Unifying diversities in Make in India in National Conference conducted by Sheshadripuram Academy of Business studies in association with ICSI and BUTCCM Bangalore India on 13th Feb 2016.
- “Fostering Higher Education- Reinvent the skills for meeting Global Competency”, on Role of Higher Educational Institutions in Reinventing Skills for Global Competency, Kristu Jayanti College, Bangalore, Jan 21 & 22 2016.
- ”The Role of knowledge leaders in service sector- An Empirical Study”, on Developing a Holistic Indian Management System, Institute of Management Studies and Reseach, Jnana Sahyadri, Kuvempu Univeristy, Nov 22nd and 23rd 2013.

- “Women Empowerment”, on Contemporary Issues and Challenges in Corporate Excellence, Department of Management Studies and Research, Nagarjuna College, Bangalore, 31st March 2012.
- “Creation of Knowledge Worker in Knowledge Economy”, on Knowledge Economy Paradigm-Panacea for Organization’s high performance, Soundarya Institute of Management & Science, State Level Conference March 3rd 2012.
- “Knowledge Management in the Current Competitive Scenario”, on Repositioning Business Education- Compulsions and Strategies, Bangalore University, Bangalore, 21st and 22nd Feb 2006.
- “Enhancing Indirect Tax Base through VAT”, on Value Added Tax, R C College Bangalore, 27th and 28th Jan 2005.

TRAININGS / INVITED LECTURES SEMINARS /WORKSHOPS/ ATTENDED

Orientation Programme:

- Orientation Programme attended in Mysore University for 28 days from 31.08.2013 to 27.09.2013.

Refresher Course:

- Teaching Learning Centre, Ramanujan College University of Delhi under the aegis of Ministry of Education Pandit Madan Mohan Malaviya National Mission On Teachers And Teaching Two - Week Interdisciplinary Refresher Course In “Advanced Research Methodology” from 22 September – 06 October, 2022.
- UGC HRDC, Bangalore University on ‘Cognitive Economics and Business’ from 04/01/2021 to 18/01/2021.
- Teaching Learning Centre, Ramanujan College University of Delhi under the aegis of Ministry Of Education Pandit Madan Mohan Malaviya National Mission, “Advanced Research Methodology Tools and Techniques”, two weeks from 15-30 April 2021.
- Teaching Learning Centre, Ramanujan College University of Delhi under the aegis of Ministry Of Education Pandit Madan Mohan Malaviya National Mission, from 01 Oct to 15th, 2020.

- UGC HRDC, University of Mumbai on ‘Commerce & Accountancy’ from 30/09/2020 to 13/10/2020.
- UGC HRDC, Bangalore University on ‘Cognitive Economics and Business’ from 01/12/2015 to 21/12/2015.

Short Term Course:

- Short Term Course attended at UGC-HRDC, Gujarat University for 7 days on the topic ‘E-Content Development from 25/06/2020 to 01/07/2020.
- Short Term Course attended at Jawaharlal Nehru Technological University, Hyderabad for 7 days on ‘Outcome based Education: Curriculum Design, Teaching, Learning and Assessment Strategies’ from 21/07/2020 to 27/07/2020.
- Short Term Course attended in Dr.B.R.Ambedkar National Institute of Technology Jalandhar for 5 days on ‘Intellectual Property Rights’ from 07/09/2020 to 11/09/2020.

Faculty Development Programme:

- EASWARI ENGINEERING COLLEGE An Autonomous Institution (An unit of SRM group of educational institutions), on “ESSENTIALS OF RESEARCH AND PUBLICATIONS”, organized by Department of Management Studies, Easwari Engineering College, Chennai in partnership with “Infrastructure University, Kuala Lumpur” from 13.03.2023 to 17.03.2023.
- Karnataka State Open University, on Financial Statement Analysis of one day held on Jan 25th, 2023.
- Jain Business School, Bangalore in collaboration with Institutue of Analytics, London on “Data Analysis using SPSS” One Week from 26- 30th April, 3rd -4th May 2021.
- St.Joseph’s College of Commerce, Bangalore, One Week “Data Analysis with R” from 05/04/2021 to 09/04/2021.
- Amity University, School of Economics, Kolkata for 6 days on ‘Contemporary Research in Economics’ from 17th June 2020 to 22nd June 2020.
- Dayan Prabodhini Mandal’s Shree Mallikarjun & Shri. Chetan Manju Desai College, Canacona for 7 days on ‘Institutional Benchmarking of Best Practices’ from 8th June to 14th June 2020.

- Ministry of Electronics and Information Technology, Govt of India Indian Institute of Technology Guwahati for 8 days on 'E-Learning Platform' from 06/07/2020 to 13/07/2020.
- Sydenham Faculty Development Centre (SFDC), Mumbai, under the Pandit Madan Mohan Malviya National Mission for Teachers and Teaching, MHRD New Delhi for 5 days on 'Advancing Towards Sustainable Teaching Learning & Evaluation Methods' from 10/08/2020 to 14/08/2020.
- Ramanuja College, University of Delhi, MHRD for 8 days on 'ICT Enhanced Teaching Learning and Creating MOOCs' from 18/08/2020 to 25/08/2020.
- Teaching Learning Centre, Ramanujan College, University of Delhi for 2 weeks on 'Research Methodology' from 01/10/2020 to 15/10/2020.

WORKSHOPS (PARTICIPATED):

- 'Five Days Workshop on Upgradation of Syllabus- Ph.D. Coursework', organized by Department of Post Graduate Studies and Research in Commerce, Karnataka State Open University, Mysuru from 02/12/2022 to 06/12/2022.
- 'Radio Program Production as a Method in Pedagogy', conducted by the Karnataka State Open University, Karnataka, Mysore 01/07/2020 to 06/07/2020.
- 'Curriculum Development for BBA held from 15/03/2021 to 21/03/2021 at Department of Studies and Research in Management, Karnataka State Open University, Mysuru.
- 'Use of Technology and OER for Online Content Development for Better Learning', conducted by Karnataka Open University, Mysuru 22nd March 2021 to 26th March 2021.
- 'Choice Based Credit System' conducted by Karnataka State Open University on 19th July 2019.
- 'How to bring computational thinking in your classroom' conducted by Cambridge University Press India Private Limited, India Didactics Association in associate with Niti Aayog, MHRD, Skill India, department of education Karnataka, 24-26 Sept 2019.
- 'Possibilities of implementing recommendations on education' conducted by National Institute of open schooling of 11 edition of DIDAC India, 24-26 Sept 2019.

- ‘Transforming education pedagogy to enable the creator economy’ conducted by Unity technologies, India Didactics Association in associate with Niti Aayog, MHRD, Skill India, department of education Karnataka, 24-26 Sept 2019.
- ‘Collaborative learning strategies’ conducted by Academy for creative teaching India Didactics Association in associate with Niti Aayog, MHRD, Skill India, department of education Karnataka, 24-26 Sept 2019.
- ‘Learners as producers (LeaP) not merely consumers of ICT Resources’, conducted by Tata Institute of Social Science (TISS), 24-26 Sept 2019.
- ‘The great british classroom – Teaching and Learning for the 21st century’, conducted by the UK-Companies, 24-26 Sept 2019.
- ‘Choice Based Credit System’, conducted by Karnataka State Open University, Mysore, Karnataka, 19th July 2019.
- ‘Thoughts and Philosophy of Mahatma Gandhi’, Karnataka State Open University, 16th Oct 2018, Mysuru.
- ‘New Regimes of Indian Business Environment’, Department of Studies in Commerce, University of Mysore, 15th Sept 2017, Mysore.
- ‘New Regimes of Indian Business Environment’, Department of Studies in Commerce and The Institute of Company Secretaries of India, 15th Sept 2017, Mysore.
- ‘Constitution-Democracy-Equality: Karnataka A Role Model’, Govt of Karnataka, 26-27th Sept 2017, Mysuru.

Special Duty Discharged in General Election to Karnataka Assembly as:

- Presiding Polling Officer, General Elections to Karnataka Assembly Segment -2023, Election Commission, on May 10th 2023, Mysore.
- Presiding Polling Officer, General Elections to Karnataka Assembly Segment -2018, Karnataka.
- Presiding Polling Officer, General Elections to Karnataka Assembly Segment -2013, Karnataka.

INVITED LECTURES

1. Resource Person on “Women Safety and Security”, Nov 16th 2022, organized by World Youth Centre, New Delhi and Vikasana Gramina in collaboration with Urban Development Corporation in Mandya University Campus, Mandya.