

Dr. Kiran Kumar T: Profile Summary



Dr. Kiran Kumar Thoti earned a full-time Doctor of Philosophy (Ph. D.) in Human Resource Management from Universiti Malaysia Kelantan (Government University), Kota Bharu, Malaysia, from 2012 to 2015, as well as an MBA Industry Integrated Full Time (Human Resource) from Madurai Kamaraj University and a Bachelor of Engineering (Production Engineering) from Madras Institute of Management. I have 13 years of experience in teaching at the MBA and Bachelor Degree levels. From June 2009 to August 2012, I worked as a Senior Lecturer and Placement Officer at Don Bosco Institute of Bio-Science and Management Studies, Mysore Road, Bangalore. From December 2014 to September 2016 I worked as Asst Professor (SL) then promoted as Associate Professor from September 2016 to September 2019 at Sree Vidyanikethan Institute of Management, Mohan Babu University, Tirupati. From September 2019 to March 2022, I was worked as Associate Professor at KLH Business School, Koneru Lakshmaiah Education Foundation (Deemed to be University) off-campus Hyderabad. Started to work as Senior Lecturer from March 2022 to present in FKP, Universiti Malaysia Kelantan, Kota Bharu, Malaysia. I have completed 18+ Certificates from IIT, LinkedIn, Google Academy, NPTEL, etc. I have involved in research and had given presentations and chaired workshops and conferences at both the national and international levels. I have actively participated as a guest speaker, resource person, and chairman session for over 76 national and international conferences and 13 FDPs to date, as well as published 77 manuscripts in national and international journals and 4 textbooks. I acted as Industrial Consultant and training for various industries in Hyderabad. I have a proven track record of producing 100 percent results for MBA and BBA students. I promise to give my all effort to institutional growth in the areas of academics, research, and administration.

“Learning is a continuous process, not a single step.”

Dr. KIRAN KUMAR THOTL., B.E., MBA, PhD, AP-SET

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PROFILE SUMMARY:

- ✚ Experiences** : 13 Years: **Teaching:** 158 Months, **Administration:** 92 Months, **Research:** 116 Months: (Asst Professor- 5 Years 4 Months, Teaching Assistant (Malaysia) - 2 Years 3 Months & Associate Professor- 5 Years 7 Months, Senior Lecturer (Malaysia)- 01 Month)
- ✚ Publications** : 78 (50 International Publications, 28 National Publications)
- ✚ Prime Publications** : 12 Scopus, 1 ABDC, 3 Web of Sciences, 13 UGC Listed, 2 Books
- ✚ Funded Sanction** : Rs. 3, 33,000/- (Rupees Three Lakh Thirty Three Thousand Only) By AICTE
- ✚ Certifications** : 18 (IIT, NPTEL, Coursera, Google)
- ✚ Conferences** : 77 (36 National & 41 International)
- ✚ Scopus ID (ORCID No.):** 0000-0002-6678-9425
- ✚ Guiding PhD's** : 06 Scholars
- ✚ Master Level Guided** : 130+ Students
- ✚ Number of Event Organized:** 10+
- ✚ Workshops** : 12
- ✚ FDP's** : 13
- ✚ Patents** : 01
- ✚ Memberships** : 02
- ✚ Editorial Board Member:** 04
- ✚ Name of the Patent** : Secure and Automated Driving Inspector Powered by arduino Raspberry PI Using Deep Learning
- ✚ Roles Handle** : Lecture, Sr. Lecturer, Asst Professor, Sr. Asst Professor, Associate Professor, HOD, Associate Dean, Placement Officer, Research Scholar (Malaysia), Teaching Assistant (Malaysia), Admission Counselors, UG & PG Program Designer as per UGC & AICTE Norms, Certificate Program Designer, Editor, Conference & Workshop Convener, BOS Member, Academic Counsel Member, RPAC Chairman

CAREER OBJECTIVE: Dedicated professional with Thirteen years of experience in teaching and research field from top institutes in India & Malaysia and have managing a full spectrum of academic programs, cultural actives, and functions & proven the success to introducing progress improvements in teaching & presentation skills for the benefit of Institutes & students.

PROFESSIONAL QUALIFICATIONS

- PhD from Universiti of Malaysia Kelantan, Kelantan, Kota Bharu, Malaysia From Sep 2012- Sep 2016- Web Site: www.umk.edu.my
 - Research Scholar, ID No. **A12E016F**, Faculty of Entrepreneurship and Business
 - PhD Thesis title: - **Intervention of Job Stress and Employee Morale on Organization Culture and Employees' Job Efficiency.**
URI: <http://umkeprints.umk.edu.my/id/eprint/6634>
- **Ph.D. Equivalence Certificate:** E.C No: **KIRA01031220**, given by **Association of Indian University** on 15th Jan' 2021.
- Completed Master of Business Administration (MBA- Full Time) from SIET Institute of Management Studies Affiliation to Madurai Kamaraj University- 2007-2009, **72%**

EDUCATION QUALIFICATION

- Bachelor of Engineering –MIT Campus, Anna University, Chennai- 2003-2007, **CGPA- 6.3**
- Pre-university Secondary Education–VIGNAN Co-Operative Jr. College, Guntur- 2001-03, **83.5%**
- Higher Secondary Education –R.R.H. School, Tirupati, Dist- Chittoor,2000-2001, **69%**

PROFESSIONAL PROFILE

- Working as **Senior Lecturer** in FKP, **Universiti Malaysia Kelantan**, Kota Bharu, Malaysia from **March 2022 to Present**, Website: <http://etadbir.umk.edu.my/webpakar/detail2.php?admin=01969A>
- Worked as **Associate Professor & HOD, AICTE Faculty ID: 1-7437314860** in **Koneru Lakshmaiah Education Foundation (KLEF) (Deemed to be University)**, KLH Business School, NAAC A++, UGC Category-I University, (AICTE Institute ID: 1-4262354794), Hyderabad, India from **September' 2019 to March' 2022**: College website: <http://klh.edu.in>; Employee ID: 6146
- Worked as **Associate Professor, AICTE Faculty ID No. 1-2491216913** in Sree Vidyanikethan Institute of Management (AICTE Institute ID: 1-2813358864), **Mohan Babu University**, Tirupati, India Since **September' 2016 to August' 2019**., Website: <https://www.vidyanikethan.edu/>; Employee ID: SVIM70
- Worked as **Asst. Professor (SL)** in Sree Vidyanikethan Institute of Management (AICTE Institute ID: 1-2813358864), **Mohan Babu University**, Tirupati, India Since **Dec' 2014 to September' 2016**: AICTE Faculty ID No. 1- 2491216913, Website: <https://www.vidyanikethan.edu/>; Employee ID: SVIM70
- Worked as **Research Scholar & Teaching Assistant** in Universiti Malaysia Kelantan, Kota Bharu, Malaysia, Since **Sep'2012 to Nov'2014**, Website: <http://www.umk.edu.my/index.php/en/>
- Worked as **Sr. Lecturer & Placement Officer** in Don Bosco Institute Of Bio-Science and Management Studies (AICTE Institute ID: 1-2812417211), Bangalore, Karnataka, Bangalore University (BU), Since **June'2009 to Aug'2012**, Website: <https://donboscobangalore.education>

PROFESSIONAL QUALIFICATION:

- Qualified in **Andhra Pradesh State Eligibility Test (APSET)** conducted in July' 2018 in Management Subject: Hall Ticket no. 061907055

BOOK PUBLICATION:

1. Title of Book: **“Intervention of Job Stress and Employee Morale on Organizational Culture and Employee’s Job Efficiency”**; Published by Advance Academic Publisher, Uttar Pradesh, India in May“ 2017; **ISBN No. 978-93-84698-35-5**
2. Title of Book: **“Active Learning Teaching Pedagogy”**, Published by Digital Amazon Pvt Limited in 4th December“ 2020
3. Title of Book: **“Digital Age Teaching & Learning”**, Published by TechGuru Education Services Group Vijayawada, ISBN No. 978-93-5437-043-4, Available from December’ 2020
4. Title of Book: **“International Virtual Conference E Proceedings on Emerging Trends in Management & Technology”**, ISBN No. 978-93-90631-57-5, Published on 3rd June’ 2021

PATTERN:

- Application Number: **202141038074**, Title: **Secure and Automated Driving Inspector Powered by arduino Raspberry PI Using Deep Learning**, Date of Filing: **23.08.2021**, Submitted to **Intellectual Property India**, Office of the controller general of Patents, designs & trade Marks, department of Industrial Policy and Promotion, Ministry of Commerce & Industry, Government of India

CERTIFICATIONS:

1. **A Service Marketing: A Practical Approach**, Successfully complete the four Weeks Programme (Jan- Feb“ 2017) was certified by IIT Kharagpur on April“ 2017 with 56% and Organized by NPTEL Online Certification: Roll No. NPTEL17MG0926240245FN
2. **Principles of Human Resource Management**, Successfully complete the Eight Weeks Programme (Feb- April“ 2017) was certified by IIT Kharagpur on May“ 2017 with 54% and Organized by NPTEL Online Certification: Roll No. NPTEL17MG13S1471240
3. **Emotional Intelligence**, Successfully complete the Eight Weeks Programme (5th Feb“ 2018 – 30th March“ 2018) was certified by IIT Kharagpur on May“ 2018 with 48% and Organized by NPTEL Online Certification: Roll No. NOC18HS13S4910078
4. **Research Writing**, Successfully complete the Four Weeks Programme (5th Feb“ 2018 – 7th March“ 2018) was certified by IIT Kharagpur on May“ 2018 with 40% and Organized by NPTEL Online Certification: Roll No. NOC18MG13S3910060
5. **Innovation, Business Models and Entrepreneurship**, Successfully complete the Eight Weeks Programme (August“ 2018 – September“ 2018) was certified by IIT Roorkee on Oct“ 2018 with 44% and Organized by NPTEL Online Certification: Roll No. NOC18MG36S21890085
6. **Managing Change in Organizations**, Successfully complete the Eight Weeks Programme (January“ 2019 – March“ 2019) was certified by IIT Kharagpur on March“ 2018 with 45% and Organized by NPTEL Online Certification: Roll No. NPTEL19MG02S21900036
7. **Soft Skills for Business Negotiations and Marketing Strategies**, Successfully complete with Elite- the Twelve Weeks Programme (January“ 2019 – April“ 2019) was certified by IIT Kharagpur on April“ 2019 with 63% and Organized by NPTEL Online Certification: Roll No. NPTEL19MG11S32180078
8. **Design Thinking for Innovation**, Successfully completed an online course authorized by University of Virginia and Offered through Coursera on April“ 2020
9. **Digital Transformation**, Successfully completed an online course authorized by University of Virginia and Offered through Coursera on June“ 2020

10. **Google Analytics for Beginners**, Successfully completed an online course organized by Google analytics academy on 11th June' 2021
11. **Advance Google Analytics**, Successfully completed an online course organized by Google analytics academy on 11th June' 2021
12. **Coaching and Developing Employees**, Successfully completed an online course organized by LinkedIn Learning, Program by Society for Human Resource Management (SHRM), Certificate No. AfOBSqpvBDyZd2869R8WKG-RLKZJ on 13th July' 2021
13. **How to Design and Deliver Training Programs**, Successfully completed an online course organized by LinkedIn Learning on 13th July' 2021
14. **Teacher Tips**, Successfully completed an online course organized by LinkedIn Learning on 15th July' 2021
15. **Human Resources in the On-Demand Economy** Successfully completed an online course organized by LinkedIn Learning, Program HR Certification Institute (HRCI), Certificate No. AS8ULhmj1RgiYnlxTxBRcY0rUmqx on 15th July' 2021
16. **Conflict Resolution Foundations** Successfully completed an online course organized by LinkedIn Learning, National Association of State Boards of Accountancy (NASBA), and Certificate No. ATZJC4RThJzXOu5ZpoMpzVxtJg8x on 16th July' 2021
17. **How to Design Effective Figures for Review articles**, Successfully completed an online course organized by Research Academy in association with Elsevier on 16th July' 2021
18. **Organizational Behavior: Know your People**, Successfully completed an online course organized by **Macquarie University: Sydney- Australia and Coursera.org**, **Certificate number:** coursera.org/verify/HWH2X3AGAF6T
19. **Entrepreneurship Foundation**, Successfully completed an online course organized by Linked In Learning & National Association of State Boards of Accountancy (NASBA), Registry ID: #140940

CONSULTANCY:

1. **Recruitment Strategies** for Apache Footwear Pvt Limited, Sri City, Andhra Pradesh on May 2017
2. **Soft Skills and HR Polices** for Kinnari Information Technology, Bangalore, Karnataka on Aug- 2019
3. **Soft Skills trainer** for Easystepin IT Service Limited, Bangalore, Karnataka on July- September 2021

GRANT SANCTION:

- Sanctions the amount of **Rs. 3.33.000/- (Rupees Three Lakh Thirty Three Thousand Only)** Was sanctioned in the Month of December- 2019 for Organizing Conference under the **Scheme Grant for Organizing Conference (GOC): AICTE** (All India Council for Technical Education)

EDITORIAL BOARD MEMBER:

1. **Editorial board member** for International journal of Research in science and technology, Link: <http://www.ijrst.com/editorboard1.php> , since 2015; **E-ISSN : 2231-6868 | P-ISSN : 2454-468X | Impact Factor: 1.8506**
2. **Editorial board member** for International journal of Transformation in Business Management, Link: <http://www.ijtbm.com/Editorialboard.php> , since 2015; **E-ISSN : 2249-0604 | P-ISSN: 2454 - 180X | Impact Factor : 1.922**
3. **Editorial Board Member** for MBA Journals NOLEGEIN Journal of Information Technology & Management, Publisher: MBA Journals (Imprint of Consortium e-Learning Network Private Limited), from May" 2017 to till now, Link: <http://mbajournals.in/index.php/JoITM/about/editorialTeam>, **e- ISSN: 2581- 6802**
4. **Reviewer** of the journal; Global Journal of Management and Business, from Feb" 2018 to till now, link: <https://premierpublishers.org/gjmb>, **ISSN: 3115-2864**

GUIDING: Ph.D. SCHOLARS

1. P Kranthi, Part Time Scholar, Student ID: 193540008, Enrolled on: Jan 2020, **Topic:** Intervening of Human Capital Management on Sustainability and Strategic HRM (SHRM)
2. Koudagani Mamatha, Part Time Scholar, and Student ID: 2012551001, Enrolled on: July 2020, **Topic:** E-HRM Practices on Employee Performance with reference to Telangana Manufacturing Industries.
3. L Komagan, Part Time Scholar, Student ID: 2012551002, Enrolled on: July 2020, **Topic:** Evaluating strategies for cost reduction in SCM and nullify Dead Inventory
4. Anoosha. G, Part Time Scholar, Student ID: 2012551003, Enrolled on: July 2020, **Topic:** Impact Of Stress On Productivity In Indian IT Sector -Identifying Measurements, Remedies(Concealment of Stress)
5. V. B. Deepthi Jyothi, Full Time Scholar, Student ID: 2012550001, Enrolled on: July 2020, **Topic:** HR Analytics In Pharmaceutical Industry: Organizational Performance, Training And Development, Issues And Challenges

AWARDS:

1. Award for **Outstanding Academic Excellence** given by Andhra Pradesh State Council of Higher Education on 04/08/2018 in Jnanabheri (Knowledge Summit) Workshop held in Sri Venkateshwara University, Tirupati.
2. **Certificate of Appreciation** presented for Contribution as Anchor Faculty in the 10 hours session of the program “Kona Kona Shiksha”, conducted by National Institute of Securities Markets (NISM) under aegis of CSR Program of Kotak Securities Limited on 07-02-2022

MEMBERSHIP:

- International Association of Engineers (IAENG): Membership No: 281688, Website: www.iaeng.org
- Institute of Research Engineers and Doctors (IRED): Membership No. SNM2021045325, Website: <https://www.theired.org/>

ORGANIZED EVENTS:

1. Conducted **One Day Guest Lecturer** By Prof. Dr. Roselina Ahmad Saufi, UTM, Malaysia; Topic: On Global HR Issues on 5th March“ 2017 in Sree Vidyanikethan Institute of Management, Tirupati
2. Conducted **Two Day Workshop** by SEAL – Karvy Stock Broking Pvt Ltd from 4th Dec“ 2017 to 5th Dec“ 2017 in Sree Vidyanikethan Institute of Management, Tirupati
3. Conducted One Day National Level Webinar on 5th Dec“ 2020 on the topic: **Quality Management System in Industries**, organized by KLH Business School
4. Conducted One Day International Level Webinar on 18th Dec“ 2020 on the topic: **Global Higher Education System during COVID- 19** organized by KLH Business School, Resource Person by Professor Roselina Ahmad Saufi, Dean- FKP, University Malaysia Kelantan, and Malaysia.
5. Organized the First Virtual International collaborative Conference with KL University & FKP, Universiti Malaysia Kelantan, Malaysia on **3rd & 4th June’ 2021** with the theme of **Emerging Trends in Management & Technology**, **Resource Person:** Dr. K. Nageshwar Rao, GM-HR, Hindustan Sanitaryware & Industrial Ltd, Hyderabad
6. Organized Five Day Workshop on Financial Education Program sponsored **NISM** (National Institute of Securities Markets) from **1st Feb’ 2022 to 5th Feb’ 2022** in KLH Business School, Hyderabad.

QUESTION PAPER SETTER:

1. RVR & JC COLLEGE OF ENGINEERING (AUTONOMUS), GUNTUR- 522019- II MBA II Semester Regular Examination, May 2019
2. GUDLAVALLERU ENGINEERING COLLEGE (AUTONOMUS), Seshadri Rao Knowledge Village, Gudlavalleru - Krishna District, MBA Exams, May’ 2021
3. LORDS INSTITUTE OF ENGINEEING & TECHNOLOGY (AUTONOMUS), HYDERABAD- I MBA-2022

CONFERENCES: INTERNATIONAL CONFERENCE

1. International Conference held in Don Bosco Institute of Bio-Science and Management Studies, Department of Management Studies, Bangalore, India. 05/01/2012- 07/01/2012 **Web site:** - www.dbims.in; **Theme of International Conference:** - “India Inc. Innovative Management Strategies”. Paper Presented & Publication with **ISBN 93-81361-67-3**. **Page No- 369, Excel India Publishers, New Delhi, India.** Topic Name: - “**Innovation Management for Sustainability**” **Page Number: - 369; Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi, Yogeshwari, Shwetha
2. International Conference held in Rajarambapu Institute of Technology, Department of Management Studies, Islampur, Maharashtra, India. Web site:- www.ritinda.edu, **Theme of International Conference:** - “Mapping Excellence Policies for India”; **Topic Name:-** The Study about the Innovation Changes through Sustainability for Hero Honda Passion Bike; **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi, and Yogeshwari
3. International Conference held in Kristu Jayanti College of Management of Technology, Bangalore, India., web site: - www.kristujayanti.com; **Theme of International Conference:** - “Innovations in Management Practices”- Paper Presentation Topic Name: - A study about the target customers for Hero Honda passion bike with respect to innovation changes for sustainability in the market.; 20/04/2012- 21/04/2012 **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi
4. International Conference held in IFIM Business School, Bangalore, India, 16/05/2013- 17/05/2013; Website: www.ifimbschool.com; **Theme of International Conference:** “Role of Innovation in Business” Paper presentation Topic Name: - Organizational Stress in the Software Industries; **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi
5. International Conference held in Sri Sri Shivalingeshwara Swamy, Govt. First Grade College & P.G.Centre, CHANNAGIRI – 577213; 06/05/2014, Theme of International conference: “EMPOWERING EMPLOYABILITY IN BUSINESS EDUCATION” Presentation, Title of paper: “The Influence of Emotional Intelligence and creativity on work performance and commitment”; **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi
6. International Conference held in Karnataka State Women’s University, Bijapur; 20/06/2014- 21/06/2014; **Theme of International Conference:** “Strategies for Social and Sustainable Competitive Advantage in Globalized Era, Presented, **Topic:** Impact of Organization Culture towards employee’s job efficiency in software industries; **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi
7. International Conference held in Dayananda Sagar Business Academy, 13/02/2015, Bangalore; **Theme of International Conference:** “Challenges and Opportunities for Developing Sustainable Ruban Society”, Presented, **Topic:** The Brand Penetration of Apparel Industry in Rural Area; **Authors:** Kiran Kumar Thoti, Mrs. Roopa Shree
8. International Conference held in Don Bosco Institute of Bio- Science and Management Studies, 27/03/2015, Bangalore; **Theme of International Conference:** “Sustainable Development through Business Strategy and Social Science”, Presented, **Topic:** An Empirical Study on Employees Appraisal Significance in the Software Industries; **Authors:** Kiran Kumar Thoti, Mr. Deepak I
9. International Conference held in Madanapalle Institute of Technology & Science, 06/03/2015, Madanapalle; **Theme of International Conference:** “Innovative Management Strategies”, Presented, **Topic:** Visitor and Contractor Management System in Manufacturing Industry; **Authors:** Kiran Kumar Thoti
10. International Conference held in RNS Institute of Technology; 29-30/04/2015, **Theme of International Conference:** “Research in Business Management and Information Technology”, Presented, **Topic:** Job Stress and Employees Morale Influences the job efficiency in Software Industries in India; **Author:** Kiran Kumar Thoti
11. International Conference held in Sri Venkateshwara University; 13/11/2015- 14/11/2015. **Theme of International Conference:** “Regional Network on Poverty Eradication”, Presented, **Topic:** Impact of Minimum Wage Policy in India and Malaysia for Developing Poverty Eradication; **Author:** Kiran Kumar Thoti

12. International Conference held in The International Centre Goa, By Global Conference World; 07/08/2016. **Theme of International Conference:** “Recent Trends in Engineering Science and Management”, Presented, **Topic:** Emotional Intelligence Levels on Gen X & Gen Y; **Author:** Kiran Kumar Thoti
13. International Conference held in Department of Business Management, Velagapudi Ramakrishna Siddhartha Engineering College, Vijayawada; 30/12/2016. **Theme of International Conference:** “Contemporary Development in Organizational Behavior”, Presented, **Topic:** An Empirical Study on Work Life Balance and Employee Job stress in IT professional in Bangalore; **Author:** Kiran Kumar Thoti
14. International Conference held in VIT Business School, VIT University; 19/01/2017- 20/01/2017. **Theme of International Conference:** “CSR Commitment for Sustainable Development”, Presented, **Topic:** A Study on Organization Culture and Values Practices with reference to OCTAPACE Model; **Author:** Kiran Kumar Thoti
15. International Conference held in Department of Economics, Kakatiya University, Warangal- TS; 28/01/2017- 29/01/2017. **Theme of International Conference:** “25 Years of Economic Reforms in India (IC25YERI)”, Presented, **Topic:** An Empirical Study on Consumer expectation and Satisfaction towards 4G Mobile Phone Service Era; **Author:** Kiran Kumar Thoti
16. International Conference held in Department of Business Management, Sri Padmavati Mahila Visvavidyalayam (Women’s University), Tirupati- AP; 29/03/2017- 31/03/2017. **Theme of International Conference:** “Trends in Innovation and entrepreneurship”, Presented, **Topic:** An Empirical Study on Impact of Organizational Climate in Software Industries; **Author:** Kiran Kumar Thoti
17. International Conference held in ALHOSN University, Abu Dhabi, UAE; 22/04/2017- 23/04/2017. **Theme of International Conference:** “EMERGING MANAGEMENT & TECHNOLOGY FOR ECONOMIC SUSTAINABILITY”, (In-Absentia), **Topic:** An Empirical Study on Impact of Celebrity Endorsements on Purchasing of Soft Drink Brands; **Author:** Kiran Kumar Thoti
18. International Conference held in S V University, Tirupati; 30/07/2017- 31/07/2017. **Theme of International Conference:** “INNOVATIVE TRENDS IN TEACHER EDUCATION: CHALLENGES AND STRATEGIES”, **Topic:** Emerging Innovations (Blended & Flipped) in Education- India; **Author:** Kiran Kumar Thoti
19. International Conference held in Department of Psychology, S V University, Tirupati; 25/09/2017- 26/09/2017. **Theme of International Conference:** “CONTEMPORARY TRENDS IN HEALTH PSYCHOLOGY: ROLE OF PSYCHOLOGISTS”, **Poster Presentation** **Topic:** An Empirical Study on Employees Job Stress in Coca Cola Beverages Pvt Ltd, Tirupati **Author:** Kiran Kumar Thoti
20. International Conference held in Business Academy, Dayananda Sagar Institutions (DSI): Dayananda Sagar Business Academy, Bangalore; 23/02/2018. Website: www.dsba.edu.in; **Theme of International Conference:** “CHALLENGES, OPPORTUNITIES AND TRENDS IN NEW AGE MANAGEMENT EDUCATION”, **Presentation Topic:** A Study on impact of mobile banking services in Indian Private Banking Sector in Tirupati; **Author:** Kiran Kumar Thoti
21. International Conference held in OUCIP, Osmania University Centre for International Programmers“, Osmania University Campus, Hyderabad; 23/09/2018. Website: www.conferenceinfo.org ; **Theme of International Conference:** “Research Trends in Engineering, Applied Science and Management (ICRTE SM)”, **Presentation Topic:** Human Machine Collaboration- The Emerging Business Paradigm; **Authors:** Mr. K Saravanan, Mr. V Narendra, Dr. Kiran Kumar Thoti
22. International Conference held in Department of Management Studies, Narayana Engineering College, Nellore (AP); 06/10/2018. Website: <http://www.necn.ac.in/>; **Theme of International Conference:** “Emerging Trends in Business and Commerce 2018 (ETiBC- 2018)”, **Presentation Topic:** Green Financial Products and Services Experiences of Indian Financial Market; **Authors:** Mr. V Narendra,

Dr. Kiran Kumar Thoti

23. International Conference held in Sri Sairam Engineering College, Department of Management, Chennai; 10/10/2018- 11/10/2018. Website: <http://sairam.edu.in/> ; **Theme of International Conference:** “Innovation, Entrepreneurship & Economy for Sustainable Development”, **Presentation Topic:** An Empirical Study on Employee Exit Management Practices in Software Industries; **Authors:** Dr. Kiran Kumar Thoti
24. International Conference held in SRM University, SRM School of Management, Kattankulathur, Chennai; 25/10/2018- 26/10/2018. Website: <https://www.srmist.edu.in/> ; **Theme of International Conference:** “HR the ERA of CURE (Cross Skills, Up Skilling, Re- Skilling and Empowering)”, **Presentation Topic:** An Empirical Study on Employee Absenteeism in Johnson Control Automotive Limited, Bidadi Industries, Bangalore; **Authors:** Dr. Kiran Kumar Thoti
25. International Conference held in International School of Business & Media, Kolkata; 18/01/2019- 19/01/2019. Website: <http://www.isbm.ac.in/> ; **Theme of International Conference:** “Emerging Socio- Economic Trends and Business Strategy”, **Presentation Topic:** Impact of Stress among the employees working in casting companies with reference to ORS (Organizational Rating Stress) Scale; **Authors:** Dr. Kiran Kumar Thoti, Prof. Roselina Ahmad Saufi
26. International Conference held in RNS Institute of Technology, Department of MBA & MCA; 25/04/2019- 26/04/2019. Website: <https://www.rnsit.ac.in/> ; **Theme of International Conference:** “Research in Business Management and Information Technology (ICRBIT- 2019)”, **Presentation Topic:** An Empirical study on Work Life Balance; **Authors:** Dr. Kiran Kumar Thoti, Ms. Sri Lalitha Devi, Ms. Susmitha
27. International Conference held in International School of Business & Media, Kolkata; 24/01/2020- 25/01/2020. Website: <http://www.isbm.ac.in/>; **Theme of International Conference:** “Emerging Socio-Economic Trends and Business Strategy”, **Presentation Topic:** Effectiveness of Training and Development in the Public Sector Undertaking- BSNL; **Authors:** Dr. Kiran Kumar Thoti, Prof. Dr Roselina Ahmad Saufi
28. International Conference held in School of Commerce, JAIN (Deemed – to – be University), Bangalore; 22/12/2020. Website: <http://www.jainuniversity.ac.in/>; **Theme of International Conference:** “Business and Education in the New Global Realities”, **Presentation Topic:** Teaching Process to Reach the Students during Pandemic Situations; **Authors:** Dr. Kiran Kumar Thoti
29. International Conference organized by Sikkim Manipal Institute of Technology: Sikkim Manipal University, Sikkim, on 5th & 6th March’ 2021. Website: www.smu.edu.in ; **Theme:** Contemporary Issues in Business Management, **Presented topic:** An Empirical Study on Consumer Preference on Usage of 2- stock & 4- Stock Engine Oil in Automobile Sector: Castrol Oil. **Authors:** Dr. Kiran Kumar & Ms. Deepthi
30. International Conference organized by KLH Business School: K L University, Hyderabad on 3rd & 4th June’ 2021. Website: www.klh.edu.in; **Theme:** Emerging Trends in Management & Technology, **Presented topic:** An Empirical Study on Work Life Balance integration with the Manufacturing Industries in India. **Authors:** Ms. K Jaya Bharat Reddy & Dr. Kiran Kumar T
31. International Conference organized by KLH Business School: K L University, Hyderabad on 3rd & 4th June’ 2021. Website: www.klh.edu.in; **Theme:** Emerging Trends in Management & Technology, **Presented topic:** Implementation of Performance Management process in Industries - Impact on employee, **Authors:** Ms. P Kranthi, Dr Kiran Kumar Thoti, Mr. Mohammed Abdul Mateen, Dr. K. Nageswara Rao
32. International Conference organized by KLH Business School: K L University, Hyderabad on 3rd & 4th June’ 2021. Website: www.klh.edu.in; **Theme:** Emerging Trends in Management & Technology, **Presented topic:** An Empirical Study on Service Quality Improves the Customer Satisfaction in Retails Industries with Reference to Heritage Super Market in Hyderabad. **Authors** M. Santhosh Pavan Kalyan, Dr. Kiran Kumar Thoti
33. International Conference organized by KLH Business School: K L University, Hyderabad on 3rd & 4th

- June' 2021. Website: www.klh.edu.in; **Theme:** Emerging Trends in Management & Technology, **Presented topic:** Compensation Management at Heritage Company. **Authors:** Ms. Vangaveeti Lakshmi Keerthana, Dr. Kiran Kumar Thoti
34. International Conference organized by KLH Business School: K L University, Hyderabad on 3rd & 4th June' 2021. Website: www.klh.edu.in; **Theme:** Emerging Trends in Management & Technology, **Presented topic:** An Analysis of Consumer Behavior in Upgrading to Conspicuous Products in Branded Apparels. **Authors:** T. Priya Darshini, Dr. Kiran Kumar T
35. International Conference organized by KLH Business School: K L University, Hyderabad on 3rd & 4th June' 2021. Website: www.klh.edu.in; **Theme:** Emerging Trends in Management & Technology, **Presented topic:** Impact of Promotional Activities on Consumer's Behaviour at Retail Outlets. **Authors:** T. Siva Surya, Dr. Kiran Kumar Thoti
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38. International Conference organized by KLH Business School: K L University, Hyderabad on 3rd & 4th June' 2021. Website: www.klh.edu.in; **Theme:** Emerging Trends in Management & Technology, **Presented topic:** Employee Grievance on Organizational Performance in Pharmaceutical Sector. **Authors:** Mrs. Anoosha.G, Dr. Kiran Kumar Thoti,
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40. International Conference organized by Techno India School of Management Studies, Techno Main Salt Lake Kolkata, West Bengal on 25th & 26th Nov' 2021 Website: <https://www.technoindiagroup.in>; **Theme:** Sustainable Excellence in Business and Entrepreneurship (ICSEBE- 2021), **Presented topic:** The Impact of Loyalty Programs on Consumer Purchase Behavior and Loyalty. **Authors:** Dr. Kiran Kumar Thoti
41. International Conference organized by Institute for Scientific Research and Development (ISRDR), Montenegro & Indian academic researchers association ON 19th Dec' 2021 Website: WWW.IARAININDIA.COM; **Theme:** social science, management and technology in covid era, **Presented topic:** **The Impact of the Digital Platform on Online Lecturers and Classes as well the Collaboration of Organizers.** **Authors:** Dr. Kiran Kumar Thoti

NATIONAL CONFERENCE

- National Conference held in Rajarajeshwari College of Engineering, Mysore Road, Bangalore, India. **Wed Site:-** www.rrce.org **Theme of National Conference:** - "Global Economic Crisis and its impact on Indian Corporate and Government" Date: 15th & 16th March' 2012, Paper Presentation and Accepted for Publication with **ISBN 978-93-5051-634-8**, page no. 324, Himalaya publishing house, Mumbai; **Topic Name:** - the study on global economic crisis and its impact on automotive industry in India; **Authors:** Kiran Kumar Thoti, Yogeshwari Hiremath
- National Seminar in India Academy School of Management Studies, Bangalore, India; **web site:** - www.iasms.in; **Theme of National Conference:** - "Service Management Strategy and challenges in Era of Globalization"; Date: 21st April 2021, Paper Presentation and acceptance for Publication in **ISBN 978-81-920859-1- 3, Page No. 20; Topic Name:** - the study of Human Resource Management Strategies and Practices in Service Industries in India, **Authors:** Kiran Kumar Thoti, Yogeshwari.

3. National Conference held in Global Institute of Management Sciences, Rajarajeshwari Nagar, Bangalore, India. Date: 13th Sep' 2013; **Wed Site:-** www.gimsbengaluru.com; **Theme of National Conference:** - "Competence Management towards agility and Innovative growth", Paper Presentation and Accepted for Publication with **ISBN 978-93-5097-784-2**, page no. 165, Himalaya publishing house Pvt Ltd, Mumbai; **Topic Name:** - Knowledge Management Practices in Indian Software Industries; **Authors:** Kiran Kumar Thoti, Mahadevi
4. National Conference held in Nagarjuna College of Engineering and Technology, Devanahalli, Bangalore, India; Date: 31st March 2012, **Theme of National Conference:** - "Contemporary Issues and Challenges in corporate Excellence"; Paper Presentation **Topic Name:** - The Study of Consumer Behavior of Rural Marketing w.r.to the Urban Marketing and 4 A"s approach of Indian Rural Marketing; **Authors:** Kiran Kumar Thoti, Yogeshwari Hiremath
5. National Conference held in Shridevi Institute of Management Studies, Tum Kur, Date: 12th May 2012, web site:- www.shridevi.org; **Theme of National Conference:** - "Recent advances in Management" Paper Presentation **Topic Name:** - Study about the occupational stress and steps to reduce the stress levels in the organization; **Authors:** Kiran Kumar Thoti, Yogeshwari
6. National Conference held in Sri Siddhartha Institute of Business Management, Tum Kur, web site: - www.ssit.edu.in; **Theme of National Conference:** "Innovation and Research in Commerce and Management"; Date: 28.09.2012, Paper Presentation **Topic Name:** - Impact of Talent Management System in the Software Industries; **Authors:** Kiran Kumar Thoti, Yogeshwari
7. National Conference held in PES Information Technology, South Campus, Bangalore, Web site: www.pes.edu; **Theme of National Conference:** "Challenges, Trends and Opportunities in Organizations"; Date: 29th May' 2013, Paper Presentation **Topic Name:** - Challenges facing by H RM System in Service Industries in India; **Authors:** Kiran Kumar Thoti
8. National Conference held in K S School of Engineering & Management, Bangalore, Web site: www.kssem.edu.in, held on 29/5/2014, **Theme of national conference:** Recent trends in Management", Paper presented **Topic Name:** " Attrition Rate in BPO Industries in Bangalore: Empirical Study", **Authors:** Kiran Kumar Thoti
9. National Conference held in Bapuji B-School, Davangere, Web site: <http://www.bapuji-mba.org/>, held on 29/01/2015- 30/01/2015, **Theme of national conference:** Sustainability in Management", Paper presented **Topic Name:** "Distributions Channel Strategies for Sustainable in the market for Beverages Industries", **Authors:** Kiran KumarThoti
10. National Conference held in Sree Vidyanikethan Institute of Management, Web site: www.vidyanikethan.edu, held on 20/2/2015, **Theme of national conference:** "Contemporary Issues and Challenges of Banking and Financial Services in India", Paper presented **Topic Name:** "An Empirical Study on Investor"s Perception towards Derivative Market", **Authors:** Kiran Kumar Thoti
11. National Conference held in Tumkur University, Web site: www.tumkuruniversity.ac.in , held on 12/2/2015, **Theme of national conference:** " Innovation – An Engine for Inclusive Growth and Sustainable Development", Paper presented **Topic Name:** " Impact of Universal Banking System in India", **Authors:** Kiran Kumar Thoti
12. National Conference held in St. Claret College, Bangalore, Web site: <http://www.claretcollege.edu.in/>, held on 21/10/2015, **Theme of national conference:** " Issues and Challenges of Commerce and Management", Paper presented **Topic Name:** "Marketing trends in brand penetration for Textile Industries in Ramanagar and Kanakapura Location in Karnataka" **Author:** Dr. Kiran Kumar Thoti
13. National Conference held in REVA University, Bangalore, Web site: <http://reva.edu.in/>, held on 29/01/2016- 30/01/2016, **Theme of national conference:** "Disruptive Innovations In Businesses - Lessons For Industry And B-Schools", Paper presented **Topic Name:** "Empirical Study on Recruitment Process Outsourcing in Bangalore" **Author:** Dr. Kiran Kumar Thoti
14. National Conference held in KMM Institute of Technology, Tirupati, Web site:

- <http://www.kmmits.in/>, held on 26/03/2016, **Theme of national conference:** “Sustainable & Innovations In Businesses”, Paper presented **Topic Name:** “An Empirical Study of Motivation programs in Canara Bank Employees” **Author:** Dr. Kiran Kumar Thoti
15. National Conference held in St. Johns College of Engineering & Technology, Yemmiganur, Kurnool, Web site: <http://www.sjcet.ac.in/> held on 19/02/2016, **Theme of national conference:** “Emerging Trends in Business for sustainable competitive advantage: Challenges, Innovations & Strategies”, Paper presented **Topic Name:** “Impact of Motivation Practices with reference Banking employees” **Author:** Dr. Kiran Kumar Thoti
 16. National Conference held in Bangalore Institute of Management Studies, Bangalore, Web site: <http://www.bimsbangalore.org/> held on 30/03/2016, **Theme of national conference:** “Management and Technology on Sustainable Development”, Paper presented **Topic Name:** “A Study on effective training programmers” in Auto mobile Industry” **Author:** Dr. Kiran Kumar Thoti
 17. National Conference held in S V U college of Commerce, Management & Computer Science, Sri Venkateshwara University, Tirupati, Web site: <http://www.svuniversity.ac.in/> held on 06-07/08/2016, **Theme of national conference:** “Service Quality and Customer Relationship Management Practices in 21st Century; Emerging Issues and Challenges: Emerging Issues and Challenges; Paper presented **Topic Name:** “ Empirical Study on Customer Relationship Management in Reliance Mutual Fund” **Author:** Dr. Kiran Kumar Thoti
 18. National Conference held in KGI Koshys Groups of Institutes, Bangalore, Web site: <http://www.kgi.edu.in/> held on 06/10/2016, **Theme of national conference:** “Emerging Trends in Information Technology in Today’s Business Scenario”; Paper presented **Topic Name:** “Empirical Study on Recruitment and Selection process in B2B Technologies” **Author:** Dr. Kiran Kumar Thoti
 19. National Conference held in K S School of Engineering and Management, Bangalore, Web site: <http://www.kssem.edu.in/> held on 05/11/2016, **Theme of national conference:** “Emerging Strategies in Business Management and Economic Growth”; Paper presented **Topic Name:** “An Empirical Study on Impact of the Emotional Intelligence Levels of Employees on Their Job Satisfaction in Cement Industry” **Author:** Dr. Kiran Kumar Thoti
 20. National Conference held in VIT Business School, Vellore, Web site: <http://www.vit.ac.in/> held on 03/12/2016, **Theme of national conference:** “Management and Business Opportunities in the Present Competitive Scenario”; Paper presented **Topic Name:** “An Empirical Study on Impact of Green Marketing Practices on Consumer Behaviour at Bangalore Region” **Author:** Dr. Kiran Kumar Thoti
 21. National Conference held in Department of Economics, Anantapuram Government Degree College (Autonomous), Anantapuram, Web site: <http://www.gdcatp.org/> held on 22- 23/12/2016, **Theme of national conference:** “Make In India Initiative: A SWOT analysis”; Paper presented **Topic:** “Effectiveness of Performance Appraisal System” **Author:** Dr. Kiran Kumar Thoti
 22. National Conference held in Department of Commerce, S V University, Tirupati, Web site: <http://www.svuniversity.ac.in/> held on 10th- 11th /2/2017, **Theme of national conference:** Inclusive growth through startup India- Standup India: Opportunities and Challenges, Paper Presented **Topic:** “Empirical Study On On-Boarding And Induction Training Practices In Software Industry” **Author:** Dr. Kiran Kumar Thoti
 23. National Conference held in Department of Commerce, S V University, Tirupati, Web site: <http://www.svuniversity.ac.in/> held on 18th- 19th /3/2017, **Theme of national conference:** Marketing of Financial Services (MoFS)- Trend and Strategies, Paper Presented **Topic:** “A Study on Inventory Management @ ITL Pipes Nandyal” **Author:** Dr. Kiran Kumar Thoti
 24. National Conference held in Department of Commerce, Government Degree & P G College- Nagari, Chittoor Dist, AP, held on 23rd - 24th /03/2017, **Theme of national conference:** Impact of Welfare and Development Schemes on the Socio- Economic Development of Scheduled Tribes in India, Paper

- Presented **Topic**: “Employment Generation through Mahatma Gandhi National Rural employment Guarantee- with reference to Andhra Pradesh Government” **Author**: Dr. Kiran Kumar Thoti
25. National Conference held in Department of Education, Sri Padmavati Mahila Visvavidyalayam (Women University), Tirupati, Web site: <http://www.spmvv.ac.in/> held on 27th - 28th /3/2017, **Theme of national conference**: Quality in Teacher Education Integration and Duration, Paper Presented **Topic**: “Innovations and Initiatives in Teacher Education- In India” **Author**: Dr. Kiran Kumar Thoti
 26. National Conference held in School of Management, Veltech Dr. RR & Dr. SR University, Chennai, Web site: <http://www.veltechuniv.edu.in/> held on 07/04/2017, **Theme of national conference**: Emerging Trends in Management- Innovation and Value Creation- Path of Success, Paper Presented **Topic**: “An Empirical Study on Employee Attrition in Information Technology Industry i.e., Polaris consulting and Service Limited at Chennai” **Author**: Dr. Kiran Kumar Thoti
 27. National Conference held in Department of Management, S V University, Tirupati, Web site: <http://www.svuniversity.ac.in/> held on 28th August“ 2017, **Theme of national conference**: Service Marketing in Emerging Global Economy, Paper Presented **Topic**: “An Empirical study on brand loyalty of women consumers with respect to brand silk saree in Tirupati” **Author**: Dr. Kiran Kumar Thoti
 28. National Conference held in Department of Commerce, Sri VSSC Govt. Degree College, Sullurpet, Website: <http://www.icbse.com/colleges/sri-vssc-govt-degree-college-sullurpeta> ,SPSR Nellore Dist held on 29th & 30th November“2017, **Theme of national conference**: Special Economic Zones- A Boon Or Bane to Indian Economy, Paper Presented **Topic**: “A Review study on Special Economic Zones in Andhra Pradesh” **Author**: Dr. Kiran Kumar Thoti
 29. National Conference held in Department of Commerce, Vikrama Simhapuri University, Website: <http://www.simhapuriuniv.ac.in/>, P.G. Center, Kavali held on 28th & 29th December“2017, **Theme of national conference**: Demonetization in India- Impact and Prospects, Paper Presented **Topic**: “A Study on Demonetization and its Impact on Various Sectors in India” **Author**: Dr. Kiran Kumar Thoti
 30. National Conference held in Department of Management, KMM Institute of Technology & Science, website: <http://www.kmmits.com/>, Tirupati held on 12th March“2018, **Theme of national conference**: Management Practices in Cooperates, Paper Presented **Topic**: “A Study on E-HRM Practices in Software Industries in India” **Author**: Dr. Kiran Kumar Thoti
 31. National Conference held in Department of Commerce, Sri Krishnadevaraya University, Website: <http://skuniversity.ac.in/>, Anantapuram held on 28th & 29th September“2018, **Theme of national conference**: Changing Dimensions in Marketing Scenario, Paper Presented **Topic**: “Social Networking sites and word of mouth communication as a marketing tool for B-School Promotions” **Author**: Dr. Kiran Kumar Thoti
 32. National Conference held in Emeralds Advanced Institute of Management Studies, Tirupati, Website: <http://www.eaimsedu.in/>, held on 10th Oct“2018, **Theme of national conference**: Contemporary issues, challenges and opportunities in Equity, Paper Presented **Topic**: “A Study on Risk and Return Analysis of Equity Scrip“s of Select Banking Sector” **Author**: Dr. Kiran Kumar Thoti
 33. National Conference held in Vikrama Simhapuri University P.G Centre, Kavali held on 13th & 14th Feb“2019, Website: <http://www.simhapuriuniv.ac.in>, Funded by ICSSR-SRC **Theme of national conference**: Performance Evaluation of Employment Generation and Poverty Alleviation Schemes in India, Paper Presented **Topic**: “A Study on Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU- GKY) for improving employment skills in India” **Author**: Dr. Kiran Kumar Thoti & Mr. V Narendra
 34. National Conference held in VELS Institute of Science, Technology & Advanced Studies (VISTAS), Website: <http://www.velsuniv.ac.in/>, held on 15th Feb“ 2019, Funded By Tamil Nadu State Council for Science and Technology, **Theme of national conference**: Technology Enabled Teaching and

Learning in Higher Education, Paper Presented **Topic:** “A Study on Digital Marketing Strategy Building for Teachonapp.com” **Author:** Dr. Kiran Kumar Thoti & Ms. P Vyshnavi

35. National Conference held in Osmania University (University College for Women, Koti, Hyderabad) Organized by Department of Commerce, Website: <https://www.oucwkoti.ac.in/>, held on 22nd & 23rd Feb^o 2019, Funded By ICSSR- SRC & TSCHE, **Theme of national conference:** New Vistas in Services Marketing with focus on Financial, Business and Community Services, Paper Presented **Topic:** “A Study on Performance Analysis of SBI Magnum Tax Gain Scheme” **Author:** Dr. Kiran Kumar Thoti & Mr. V Suresh Kumar
36. Two day National Conference held in **KKC Institute of P.G. Studies**, Organized by Department of Management, Website: <http://www.kkcmba.org/> , held on 30th & 31st Jan^o2020, Funded By National Commission for Women, **Theme of national conference:** Expurgate of Gender Discrimination at workplace towards inclusive economic growth, Paper Presented **Topic:** “Effectiveness of training and development for women employees in the public sector undertaking – BSNL” **Author:** Dr. Kiran Kumar Thoti

PUBLICATIONS: INTERNATIONAL JOURNALS:

1. “**Study about the organizational Stress in the Software Industry**”, Vidyantikethan Journal of Management and Research, Vol-1, Issue-1, January-June 2013, pp- 19-27, **ISSN 2320-3951 (link: <http://ischolar.in/index.php/Vimr>)**; **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi; **UGC JOURNAL LIST NO. 62914:**
2. “**Reasons for Conflicts between the Employees in Software in Industry**”, Vidyantikethan Journal of Management and Research, Vol-1, Issue-2, pp- 31-43, January-June 2013, **ISSN 2320-3951 (Link: <http://i-scholar.in/index.php/Vimr>)**; **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi; **UGC JOURNAL LIST NO. 62914:**
3. “**The Influence of Emotional Intelligence and creativity on work performance and commitment**” Acme Intellects International journal of Research in Management, Social sciences & technology, **Special issues Vol 1 No.3, May’2014, ISSN 2320-2939 (Print), ISSN 2320-2793 (Online), Page No.215-226**”, Website: <http://www.acmeintellects.org>; **Link: http://acmeintellects.org/index.php?option=com_content&view=article&id=127:6h-may-2014&catid=79&Itemid=497**; **Authors:** Kiran Kumar Thoti: **Impact factor: 1.938 (DIIF)**
4. “**Impact of Motivation Programs on Banking Employees**” Acme Intellects International journal of Research in Management, Social sciences & technology, **Special issues Vol 1 No.3, ISSN 2320-2793 (Online), ISSN 2320-2939 (Print), Page No.215-22**; **Link: <http://acmeintellects.org/images/AILJRMFILES/6thMay2014/44-B2.pdf>**; **Authors:** Kiran Kumar Thoti, Dr. Roselina Ahmad Saufi: **Impact factor: 1.938 (DIIF)**
5. “**A Role Of Small Industrial Development Bank In The Development Of Small Scale Industries At Bangalore: An Empirical Study**” “International Journal of Business and Administration Research”, link: <http://www.ijrcm.org.in/comapp/index.php>, **Volume No. 4 (2014), Issue No. 05 (May), ISSN 2231-1009; Authors:** Kiran Kumar Thoti, Bhavesh Rathod **Impact factor: 4.729**
6. “**Intervention of Job Stress on Organization Culture and Employees’ Job Efficiency in ICT Malaysia**” Intercontinental Journal of Human Resource Research review; **Volume 3 Issue 6 (June 2015), Page No.15, ISSN: 2320-9704 (Online), 2347-1662 (Print); Link: http://www.icmrr.org/cur_human.html** **Authors:** Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi; **Impact factor:4.169**
7. “**Impact of Organization culture on Employee’s Job Efficiency in Software Industries in India.**” Acme Intellects International journal of Research in Management, Social sciences & technology, **Special issues Vol 9 No.9, May’2015, ISSN 2320-2939 (Online), ISSN 2320- 2793 (Print)**”, **Link: <http://www.acmeintellects.org/images/AILJRMFILES/Jan2015/4-1-15.pdf>**; **Authors:** Mr. Kiran Kumar Thoti & Prof. Dr. Roselina Ahmad Saufi, **Impact factor: 1.938 (DIIF)**

8. **"Impact of Microfinance and Micro Credit facilities on Entrepreneurs in Malaysia"** Acme Intellects International journal of Research in Management, Social sciences & technology, Special issues Vol 11 No.11, July'2015; ISSN 2320-2939 (Online), ISSN 2320- 2793 (Print), Page No.17; Link: <http://www.acmeintellects.org/images/AIJRMSST/Jul2015/6-7-15.pdf> ; Authors: Mr. Kiran Kumar Thoti & Prof. Dr. Roselina Ahmad Saufi, **Impact factor: 1.938 (DIIF)**
9. **"A Study on Job Stress in IT Industries"** Journal of Global Management Outlook, Telangana University , Vol 1, Issue- VII, Bi- Annual January-June 2015, ISSN 2277-3789 (Print), Page No.29" Author: **Dr. Kiran Kumar Thoti,**
10. **"Performance Appraisal System in Software Industries in Bangalore"** Journal of Advance in Business Management; Vol 1, Issue. 3, July- Sep'2015; eISSN 2395-7441 (Online), pISSN 2395-7328 (Print), Page No.187- 196; Link: http://www.iadbm.com/data_pdf/Kiran%20kumar%20Thoti%20--%20FINAL.pdf ; Authors: Dr. Kiran Kumar Thoti, **Impact factor: 2.8 (IBI Factor)**
11. **"An empirical study on Corporate Social Responsibility across Indian Industries"** Acme Intellects International journal of Research in Management, Social sciences & technology, Special issues Vol 12 No.12, ISSN 2320-2939 (Online), ISSN 2320- 2793 (Print)" Oct'2015 Link <http://www.acmeintellects.org/images/AIJRMSST/Oct2015/8-10-15.pdf> ; Author: Dr. Kiran Kumar Thoti, **Impact factor: 1.938 (DIIF)**
12. **"Visitor and Contractor Management System in Manufacturing Industry"** MERC Global's International Journal of Social Science & Management, ISSN 2348-5620 (Print) Volume 2, Issue 6, November - 2015, pp. 401-412, Link URL: <http://www.mercglobal.org/ijssm-vol2-issue6.htm> Authors: Dr. Kiran Kumar Thoti, **Impact factor:**
13. **" Organization culture practices towards employee's job efficiency in software industries"** Intercontinental journal of human resource research review; volume 4 issue 2 (February 2016) ISSN: 2320- 9704 (online), 2347- 1662 (Print), PP. 1-8, Author: Dr. Kiran Kumar Thoti; Link URL: <http://www.icmrr.org/global/pdf/files/IJHRRR/H201602001.pdf>; **Impact factor: 4.16**
14. **"A Study on effective training programmes in Auto mobile Industry"** BIMS International Journal of Social Science Research, ISSN 2455-4839 (Print) Volume 1, Issue 2, July - 2016, pp. 39-45, Authors: Dr. Kiran Kumar Thoti; Link URL: <http://bimsbangalore.org/wp-content/uploads/2016/06/e-journal-issue-2-1.pdf>;
15. **"Emotional Intelligence Levels On Gen X & Gen Y "** International Journal of Science and Technology, ISSN 2394-1537 (Online) Volume 5, Issue 8, August" 2016, pp. 01-10, Authors: Dr. Kiran Kumar Thoti; Link URL: http://www.ijstm.com/images/short_pdf/1469885566_110ijstm.pdf; **Impact factor: 1.002 (IIFS)**
16. **" Empirical Study On Work Life Integration Practices In Electronic Industry"** International Journal of Research in Economics and Social Studies (IJRESS), ISSN 2249-7382 (Online) Volume 6, Issue 11, November" 2016, pp. 275-284, Authors: Dr. Kiran Kumar Thoti; Link URL: <http://euroasiapub.org/wp-content/uploads/2016/12/26ESSNov-4165-1.pdf>, Impact Factor: 6.225, **UGC JOURNAL NO. 48858**
17. **" An Empirical study on Impact of the Emotional Intelligence Levels of Employees on their Job Satisfaction in Cement Industry"** Journal of Exclusive Management Science, Print ISSN 2320-866X Special Issue, November" 2016, pp. 38-43, Authors: Dr. Kiran Kumar Thoti; **Impact factor: 2.78**
18. **" An Empirical study on consumer expectation and satisfaction towards 4G Mobile Phone Service Era"** International Journal of Academic Research, ISSN: 2348- 7666, Vol. 4, Issue- 1 (3), January, 2017, Impact Factor: 4.535, PP: 144- 152, Authors: Dr. Kiran Kumar Thoti; **Impact factor: 2.78, Link: [http://ijar.org.in/stuff/issues/v4-i1\(3\)/v4-i1\(3\).pdf#page=154](http://ijar.org.in/stuff/issues/v4-i1(3)/v4-i1(3).pdf#page=154), UGC Journal**
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- (Online): 2347- 856X, Volume 2, Issue 18, April“ 2017, pp. 74-84, Authors: Dr.Kiran Kumar Thoti; Link URL: <http://www.ijbarr.com/downloads/0607201712.pdf>, Impact Factor: 4.729
20. " **An Analytical Study on Impact of E- banking Service on Customer**" Jai Maa Saraswati Gyandyini, An International Multidisciplinary e- journal (JMSG), ISSN 2454-8367 (Print), e- ISSN (Online): A4372- 3118, Volume 3, Issue 1, July“ 2017, pp. 441-452, Authors: Dr. Kiran Kumar Thoti; Link URL: <http://www.jmsjournals.in/uploads/2017730122742ms.pdf> , Impact Factor: 4.032 (IJIF); **UGC JOURNAL NO. 43919**
 21. " **Transforming envision higher education through implementation of innovative interventions in India**" International Journal of Multidisciplinary Educational research (IJMER), ISSN 2277-7881 (Print), Volume 6, Issue 7 (13), July“ 2017, pp. 42-54, Authors: Dr. Kiran Kumar Thoti; Link URL: [http://s3-ap-southeast-1.amazonaws.com/ijmer/pdf/volume6/volume6-issue7\(13\)-2017.pdf](http://s3-ap-southeast-1.amazonaws.com/ijmer/pdf/volume6/volume6-issue7(13)-2017.pdf), Impact Factor: 4.527; IC Value: 5.16, ISI Value: 2.286
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 23. " **Impact of Global Economy Crises on Employee Attrition in BPO Industries in Bangalore**" International NOLEGEIN: Journal of Human Resource Management & Development; Vol 1: Issue 1, PP. 27-14,2018, ISSN No. 2581-9461, Authors: Dr. Kiran Kumar Thoti; Link URL: <http://mbajournals.in/index.php/JoHRMD/issue/view/9>
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 25. " **A Study on E_HRM Practices in Software Industries in India**" International Journal of Exclusive Management Research (IJEMR), ISSN 2249-8672, April“ 2018, Published by Archers & Elevators Publishing House, Bangalore. pp. 339-343, Authors: Dr. Kiran Kumar Thoti; **UGC APPROVAL NO: 49166**, Impact Factor – 5.76
 26. " **Impact of Stress on Employees working in Andhra Pradesh South Power Distribution Limited**" SUMEDHA Journal of Management, Volume 7, Issue No. 3, July- Sep. 2018 Published by CMR, Hyderabad. pp. 40-51, Authors: Dr. Kiran Kumar Thoti; **UGC APPROVAL NO : 46802**, Global Impact Factor – 0.787, ISSN: 2277-6753 (print), 2322-0449 (online), link: <http://cmrcetmba.in/Sumedhs/Sumedha/Vol.%207%20No.%203%20July-October%202018.pdf>
 27. " **Human Machine Collaboration- The Emerging Business Paradigm**" JETIR Journal, Volume 5, Issue No. 9, September“ 2018 published by Academic Science & Conference info; Authors: Mr. K Saravana, Mr. V Narendra & Dr. Kiran Kumar Thoti; **UGC APPROVAL NO : 63975**, Global Impact Factor – 5.87, ISSN: 2349-5162, Link: <http://www.jetir.org/papers/JETIRA006365.pdf>
 28. " **Impact of Social Networking Sites as a Marketing Tool for Business School Promotions**" NOLEGEIN Journal of Information Technology and Management, Volume 2, Issue No. 1, September“ 2018; ISSN: 2581-6810, Authors: Dr. Kiran Kumar Thoti; e-ISSN: 2581-6802, Link: <http://mbajournals.in/index.php/JoMIS/article/view/262>
 29. " **An Empirical Study on Employee Absenteeism in Johnson Control Automotive Limited, Bidadi Industries, Bangalore**": International Journal of Recent Technology and Engineering, web site: <https://www.ijrte.org/> **SCOPUS Journals**; Click on the link for Scopus: <https://suggestor.step.scopus.com/progressTracker/index.cfm?trackingID=E677B1C680139759>; Authors: Dr. Kiran Kumar Thoti; Volume-8 Issue-2S4, July 2019, ISSN: 2277-3878 (Online), Published By: Blue Eyes Intelligence Engineering & Sciences Publication, Link: <https://www.ijrte.org/wp-content/uploads/papers/v8i2S4/B10600782S419.pdf>, page no. 320-326, B impact Factor: 5.92, **UGC APPROVAL NO. 49239**

30. " An Empirical Study on Employee Exit Management Practices in Software Industries": **International Journal of Engineering and Technology (UAE)**, 7 (4.39) (2018) 875-879, **SCOPUS Journals**; March 2019, Click on the link for Scopus: <https://www.scopus.com/sourceid/21100805731?origin=sbrowse>; Authors: Dr. Kiran Kumar Thoti; ISSN: 2227-524X, Link: <https://www.sciencepubco.com/index.php/ijet/article/view/26765>
31. "A Study on Digital Marketing Strategy Building for Teachonapp.com" **International Journal of Research in Engineering, IT and Social Sciences (IJREISS)** Journal, Volume 9, Number special (Feb- 2019) published by Indus Foundation for Education, Research and Social Welfare; Authors: Dr. Kiran Kumar Thoti & P. Vyshnavi; **UGC APPROVAL NO : 42301**, Global Impact Factor – 4.10, ISSN: 2250-0588, Page No. 556, Link: http://www.indusedu.org/pdfs/IJREISS/IJREISS_2778_79518.pdf
32. "Impact of Stress Among the Employee Working in Casting Companies With Reference to Ors (Organizational Role Stress) Scale" published in **International Journal of Research and Analytical Reviews (IJRAR)** Journal, Special Edition (Jan- 2019) published by Atman Publishing Academy; Authors: Dr. Kiran Kumar Thoti & Prof. Dr. Roselina Ahmad Saufi; **UGC APPROVAL NO : 43602**, COSMOS Impact Factor – 4.236, E-ISSN: 2348-1269, ISSN: 2349-5138, Page No. 152 - 160, Link: http://ijrar.com/uploads/conference/ijrar_32.pdf
33. "An Empirical Study on Work Life Balance" in **International Journal of Management and Social Sciences (IJMSS)** Journal, Volume 8 (April - 2019) published by SPEAK Foundation, Delhi; Authors: Dr. Kiran Kumar Thoti, Ms. Sri Lalitha Dev & Ms. Susmitha; **UGC APPROVAL NO : 63251**, Impact Factor – 2.5, E-ISSN: 2349-9761, P-ISSN: 2249-0191, Page No. 19-26, Link: <https://journals.foundationsspeak.com/index.php/ijmss/article/view/830>
34. "AN EMPIRICAL STUDY ON CUSTOMER RELATIONSHIP MANAGEMENT AT HOTEL INDUSTRIES, TIRUPATI" in the "NOLEGEIN Journal of Management Information Systems" (eISSN: 2581-6810) got published online in Volume 2 Issue 1 July' 2019; Authors: Dr. Kiran Kumar Thoti; Link: <http://mbajournals.in/index.php/JoMIS/article/view/262>
35. "A STUDY ON PERFORMANCE ANALYSIS IN MUTUAL FUNDS" in the NOLEGEIN Journal of Financial Planning and Management" (eISSN: 2581-4087) got published online in Volume 2 Issue 1" July 2019; Authors: Dr. Kiran Kumar Thoti, Link: <http://mbajournals.in/index.php/JoFPM/article/view/278>
36. "Development of Pay Package and Intellectual Capital through Human Resource Audit" March- April 2020, ISSN: 0193-4120, Page No. 9146-9160, **SCOPUS Journals**: TEST Engineering and Management Journals, Authors: Dr Kiran Kumar, Dr Ch Shankar, Dr T Shanmugapriya, Link: <http://www.testmagazine.biz/index.php/testmagazine/article/view/5270>
37. "Customer Preferences for Selecting the Dairy Products in COVID 19 Circumstances with Reference to Andhra Pradesh" ISSN NO. 2394-5125, Volume 7, Issue 5, 2020, Page No. 2022-2027; **SCOPUS Journals**: Journal of Critical Reviews, Authors: Dr O Surya Soma Sankar, Dr Kiran Kumar Thoti, Link: <http://www.jcreview.com/fulltext/197-1597754775.pdf?1601880798>
38. "Customer Awareness on FOREX Exchange Currency activities in India with Reference to South Andhra Pradesh (Rayalaseema) Location", ISSN: 2394-5125, Volume 7, Issue 6, 2020, Page No. 2089-209; **SCOPUS Journals**: Journal of Critical Reviews, Authors: Dr Ch Shankar, Dr Kiran Kumar Thoti, Link: <http://www.jcreview.com/fulltext/197-1597754931.pdf?1601881195>
39. "Study on Role of Human Resource Management (HRM) in Implementing Total Quality Management (TQM) with Reference to Banking Sector", **UGC Care Approved Group II Journal, Web of Sciences, NOVYI MIR Research Journal**, Scientific Journal Impact Factor- 6.1 and ISSN NO. 0130-7673, Volume 5, Issue 10, Oct 2020-**Manuscript ID: NMRJ/2597**, **Link:** <http://novyimir.net/VOLUME-5-ISSUE-10-October-2020/>

40. **“Role of Psychological Wellbeing accomplishments for employees in enhancing Performance-Sustainable HRM”**; **SCOPUS Journals**; Psychology and Education, ISSN: 0033-3077, Issue: 57, Volume9, Page No. 4345-4349,, December’ 2020, Link: <http://psychologyandeducation.net/pae/index.php/pae/article/view/1686/1456>
41. **“Motivating Students & Teachers In Higher Education With Reference To Pandemic Situations”**; Accepted for Publication in **SCOPUS Journals**; & **UGC** PalArch's Journal of Archaeology of Egypt/ Egyptology (1567-214X), Volume: 17, Issue 9, December 2020, Link: <https://archives.palarch.nl/index.php/jae/article/view/3744/3709>
42. **“A Study on Financial Performance of BSNL by using Ratios”**, Published in NOLEGEIN Journal of Performance Management & Retention Strategies, December’ 2020, Page No. 22-29, Volume 3 Issue 2, eISSN: 2581-5067, Link: <http://mbajournals.in/index.php/JoPMRS/article/view/622>
43. **“Teaching Process to Reach the Students during Pandemic Situations”**; Accepted for Publication in **UGC- CARE List Journal**, Wesleyan Journal of Research, Publisher: Bankura Christian College, ISSN: 0975-1386, December 2020
44. **“Impact of Service Environment for effective Consumer Behavior in Retails Industry with reference to Heritage Super Market”** Accepted for Publication in **Scopus Journal**: Turkish Journal of Computer and Mathematics Education, Volume No. 12, Issues No. 3, Year of Publication: 2021, Page No. 4357- 4364, ISSN No. 1309-4653. Link: <https://turcomat.org/index.php/turkbilmamat/article/view/1727/1473> , Authors: Mr. Komagan & Dr. Kiran Kumar Thoti
45. **“An Empirical Study on Compensation Management System at Heritage Company”** Accepted for Publication in **ABDC Journal**: Empirical Economics Letters, ISSN No. 1681-8997, June- 2021, Website: <http://www.eel.my100megs.com/volume-20-number-6-4-special-issue.htm>
46. **“An Empirical Study on recreation of brand of telecom services through advertising & improving the consumer buying behavior (CBB) with special reference to Airtel”** Accepted for Publication in **Scopus Journal** & **Web of Sciences**: Turkish Journal of Physiotherapy and Rehabilitation, ISSN No. 2651-446X, Volume: 32, Issue: 03, Page No. 16700-16709; Authors: L. Komagan & Dr Kiran Kumar Thoti, Website: <https://turkjphysiotherrehabil.org/pub/pdf/321/32-1-2048.pdf>
47. **“A Multi-dimensional study on Stress & Conflict of IT Sector employees in and around Hyderabad”** Accepted for Publication in **Scopus Journal** & **Web of Sciences**: Turkish Journal of Physiotherapy and Rehabilitation, ISSN No. 2651-446X, Volume: 32, Issue: 03, Page No. 16693-16699; Authors: Anoosha. G & Dr Kiran Kumar Thoti Website: <https://turkjphysiotherrehabil.org/pub/pdf/321/32-1-2047.pdf>
48. **“A Study on India's Small, Micro, and Medium-Sized Enterprises”** Accepted for Publication in **Scopus Journal**: Natural Volatiles & Essential Oils, ISSN No. 2148-9637, Volume: 8, Issue: 05, Page No. 8362 - 8366; Nov’ 2021, Authors: Dr Kiran Kumar Thoti, Burra Lasya, Kondapalli Navya and Vakiti Achyuth Ram, Website: <https://nveo.org/index.php/journal/article/view/2213>
49. **“THE IMPACT OF THE DIGITAL PLATFORM ON ONLINE LECTURERS AND CLASSES, AS WELL AS THE COLLABORATION OF ORGANIZERS”** Accepted for Publication in **UGC Journals**: International Journal of Research in Management & Social Science, ISSN 2322 - 0899, Volume: 9, Issue: 04, Page No. 45 -51; October’2021- December’ 2021, Authors: Prof Dr Mohammad Asif Pasha and Dr. Kiran Kumar Thoti, Website: <http://www.empyreal.co.in/journal.html>
50. **“The HR Analytics and Metrics with Reference to Banking Sector: “A Study on Oragnizational Performance, Training and Development and Recruitment”** Accepted for Publication in **Scopus Journal** & **Web of Sciences**: INTERNATIONAL JOURNAL OF SPECIAL EDUCATION, ISSN 0827-3383, Volume: 37, Issue: 03, Page No. 508-514; December’ 2021, Authors: V. B. Deepthi Jyothi and Dr. Kiran Kumar Thoti, Website: <https://www.internationaljournalofspecialeducation.com/submission/index.php/ijse/article/view/174/90>

NATIONAL PUBLICATION:

1. **"Job Stress and Employees Morale influence the Job Efficiency in Software Industries in India"** Journal of Asia Pacific journals, Vol 2, Annual 2015, ISSN 978-81-930411-5-4 (Online)/ ISBN 978-81-930411-5-4 (Print), Page No.277"; Author: Dr. Kiran Kumar Thoti
2. **"Grievance Settlement System at Small Scale Polymers Industries"** International Conference proceedings organized by Karnataka State Women's University, Bijapur, Thematic Publications Pvt Ltd, ISBN 978-93-83192-49-6; Vol 1, Page no. 26; Authors: Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi
3. **"Innovation Management for Sustainability"** International Conference organized by Don Bosco Institute of Bio-Science and Management Studies, Bangalore, Excel India Publishers, New Delhi, India; ISBN 93-81361-67-3. Page No- 369; Authors: Kiran Kumar Thoti, Prof. Dr. Roselina Ahmad Saufi, Mrs. Yogeshwari Hiremath, Mrs. Shwetha
4. **"The study on global economic crisis and its impact on automotive industry in India"** National Conference organized by Rajarajeshwari College of Engineering, Mysore Road, Bangalore, Himalaya publishing house, Mumbai, India; ISBN 978-93-5051-634-8, Page No. 324-328; Authors: Kiran Kumar Thoti, Mrs. Yogeshwari Hiremath
5. **"Knowledge Management Practices in Indian Software Industries"** National Conference organized by Global Institute of Management Sciences, Rajarajeshwari Nagar, Bangalore, India, Himalaya publishing house, Mumbai, India; ISBN 978-93-5097-784-2, Page No. 165; Authors: Kiran Kumar Thoti, Mrs. Mahadevi
6. **"Impact of Universal Banking System in India"** National Conference organized by Tumkur University, Tumkur, India, Niruta Publication, Bangalore, India; ISBN 978-93-84262-06-8, Page No. 86; Authors: Kiran Kumar Thoti
7. **"Service Management Strategy and challenges in Era of Globalization"** National Seminar organized by India Academy School of Management Studies, Bangalore, India; ISBN 978-81-920859-1-3, Page No. 20; Authors: Kiran Kumar Thoti
8. **"Distributions channel strategies for sustainable in the market for Beverages Industries"** National Conference organized by Bapuji B- School, Davangere, India; ISBN 978-81-923654-1-1, Page No. 45-55; Authors: Kiran Kumar Thoti
9. **"Marketing trends in brand penetration for Textile Industries in Ramanagar and Kanakapura Location in Karnataka"** National Conference organized by St. Claret College, Bangalore, India; ISBN 978-93-5254-016-7, Page No. 01-08; Author: Dr. Kiran Kumar Thoti
10. **"Emotional Intelligence Levels on Gen X & Gen Y"** International Conference organized by The International Centre Goa, By Global Conference World, GOA, India; ISBN 978-93-86171-01-6, Page No. 01-10; August' 2016; Author: Dr. Kiran Kumar Thoti: Link: <http://data.conferenceworld.in/ICRTESM4/INDEX.pdf>
11. **"Empirical Study on Customer Relationship Management in Reliance Mutual Fund"**; National Conference organized by Department of Commerce, S V University; ISBN 978-93-80509-84-6, Page No: 126-136, First Edition, August' 2016; SELP Publication, Tamil Nadu, India; Author: Dr. Kiran Kumar Thoti
12. **"An Empirical Study on Work Life Balance and Employee Job Stress in IT Professionals in Bangalore"**; International Conference organized by Department of Business Management, Velagapudi Ramakrishna Siddhartha Engineering College, Vijayawada; ISBN 978-93-85640-87-2, Page No: 07-13, First Published, December' 2016; Archers & Elevators Publishing House, Bangalore, India; Author: Dr. Kiran Kumar Thoti
13. **"An Empirical Study on Employee Attrition in Information Technology Industry i.e., Polaris Consulting & Service Limited at Chennai"**; National Conference organized by School of Management, Veltech Dr RR & Dr. SR University, Chennai; ISBN 978-93-80530-93-2, Page No: 94-100, Agasthiar Noolagam Publication, April' 2017; Author: Dr. Kiran Kumar Thoti
14. **"An Empirical Study on Impact of Celebrity Endorsements on Purchasing of Soft Drink Brands"**;

- International conference theme of Emerging Management & Technology for Economic Sustainability organized by ALHOSN University, Abu Dhabi, UAE. **ISBN 978-93-5228-080-3, Page No: 254-264**, Anuragam Publication, **May’ 2017**; Author: Dr. Kiran Kumar Thoti
15. **“A Study on Demonetization and its impact on various sectors in India”**; National conference theme of Demonetization: Impact and Prospects organized by Vikrama Simhapuri University PG Centre, Kavali. **ISBN 978-93-83823-26-0, Page No: 413-416**, Jyoti Granthamala Publication, Hyderabad; **December’ 2017**; Author: Dr. Kiran Kumar Thoti
 16. **“A study on performance analysis of SBI Magnum Tax gain scheme”**; National conference theme of New Vistas in Services Marketing organized by department of commerce, University of Women, Osmania University, Koti, Hyderabad. **ISBN 978-93-888080-57, Page No: 395-414**, Paramount Publishing House, **New Delhi & Hyderabad; Feb’ 2019**; Author: Dr. Kiran Kumar T
 17. **“An Empirical Study on Consumer Preference on Usage of 2-stock & 4-stock engine oil in automobile sector with reference to Castrol Oil”**; International conference theme on Contemporary Issues in Business Management organized by SMIT: Sikkim Manipal University, Sikkim. **ISBN 978-81-951108-9-6, Page No: 46**, Eureka Publications, **New Delhi; March’ 2021**; Author: Dr. Kiran Kumar T & Ms. Deepthi
 18. **“The Impact of Loyalty Programs on Consumer Purchase Behavior and Loyalty”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June’ 2021. **ISBN: 978-93-90631-57-5, Page No: 1-4**, Eshaan Publication House, Hyderabad; **June’ 2021; Author: Mr. Sai Krishna & Dr. Kiran Kumar T**
 19. **“Employee Grievance on Organizational Performance in Pharmaceutical Sector”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June’ 2021. **ISBN: 978-93-90631-57-5, Page No: 23-30**, Eshaan Publication House, Hyderabad; **June’ 2021; Author: Mrs. Anoocha G & Dr. T. Kiran Kumar**
 20. **“Sales Promotion Strategy by Masqati Dairy Milk”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June’ 2021. **ISBN: 978-93-90631-57-5, Page No: 31-37**, Eshaan Publication House, Hyderabad; **June’ 2021; Author: Mr. Anwar & Dr. T. Kiran Kumar**
 21. **“A Customer Satisfaction Towards Honda Active in Hyderabad”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June’ 2021. **ISBN: 978-93-90631-57-5, Page No: 54-58**, Eshaan Publication House, Hyderabad; **June’ 2021; Author: Mr. Chenna Reddy & Dr. T. Kiran Kumar**
 22. **“A Study on Customer Relationship Management at Radisson Hyderabad”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June’ 2021. **ISBN: 978-93-90631-57-5, Page No: 190-194**, Eshaan Publication House, Hyderabad; **June’ 2021; Author: Mr. Jagadeeshwar Reddy & Dr. T. Kiran Kumar**
 23. **“An Empirical Study on Employee Retention in Manufacturing Industries”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June’ 2021. **ISBN: 978-93-90631-57-5, Page No: 234-239**, Eshaan Publication House, Hyderabad; **June’ 2021; Author: Mrs. Koudagani Mamatha & Dr. T. Kiran Kumar**
 24. **“Impact of Promotional Activities on Consumer’s Behavior at Retail Outlets”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June’ 2021. **ISBN: 978-93-90631-57-5, Page No: 261-265**, Eshaan Publication House, Hyderabad; **June’ 2021; Author: Mr. T Siva Surya & Dr. T. Kiran Kumar**
 25. **“An Analysis of Consumer Behavior in Upgrading to Conspicuous Products in Branded Apparels”**; International conference theme on Emerging Trends in Management & Technology

- organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June' 2021. **ISBN: 978-93-90631-57-5, Page No: 266-270**, Eshaan Publication House, Hyderabad; **June' 2021**; Author: Ms. T Priya Darshini & Dr. T. Kiran Kumar
26. **“An Empirical Study on Service Quality Improves the Customer Satisfaction in Retails Industries with Reference to Heritage Super Market in Hyderabad”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June' 2021. **ISBN: 978-93-90631-57-5, Page No: 418-424**, Eshaan Publication House, Hyderabad; **June' 2021**; Author: Ms. T Priya Darshini & Dr. T. Kiran Kumar
 27. **“Implementation of Performance Management process in Industries - Impact on employee sustainability”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June' 2021. **ISBN: 978-93-90631-57-5, Page No: 531-534**, Eshaan Publication House, Hyderabad; **June' 2021**; Author: Ms. P Kranthi, Dr Kiran Kumar Thoti, Mr. Mohammed Abdul Mateen, Dr. K. Nageswara Rao
 28. **“An Empirical Study on Work Life Balance integration with the Manufacturing Industries in India”**; International conference theme on Emerging Trends in Management & Technology organized by KLH Business School, KL University, Hyderabad on 3rd & 4th June' 2021. **ISBN: 978-93-90631-57-5, Page No: 578-587**, Eshaan Publication House, Hyderabad; **June' 2021**; Author: Mr. K Jaya Bharat Reddy, Dr Kiran Kumar Thoti,

ACHIEVEMENTS

1. **Best Research Paper Award: “The Influence of Emotional Intelligence and creativity on work performance and commitment”** Acme Intellects International journal of Research in Management, Social sciences & technology, **Special issues Vol 1 No.3, ISSN 2320-2793 (Online), Page No.215-226**, Link: http://acmeintellects.org/index.php?option=com_content&view=article&id=127:6h-mav-2014&catid=79&Itemid=497; **Authors: Kiran Kumar Thoti**
2. **Best Faculty** award for achieving 100% results in MBA results in Don Bosco Institute of Bio-Science and Management Studies, Bangalore
3. Best Placements record in Don Bosco Institute of Bio-Science and management Studies in the year 2011-2012
4. Best Placements record in Sree Vidyanikethan Institute of Management, Tirupati in the year 15-17.

WORKSHOP

1. Workshop held in Bangalore University (Central Campus), Bangalore, Topic: **Research Methodology**.
2. Workshop held in Universiti Malaysia Saba, Malaysia, Topic: **Research Methodology approaches to towards PhD**.
3. Participated in two day workshop held in Sree Vidyanikethan Engineering College, Tirupati held on 26-27/02/2016, Topic: **Research Methodology & Technical Paper Writing**.
4. National Seminar in Sree Vidyanikethan Institute of Management, Tirupati; **web site: - www.vidyanikethan.edu**; **Theme of National Conference: - “Management thoughts from Bhagavad Gita”**; Sep“ 2015
5. Participate in One day workshop held in IIT Tirupati, held on 30/06/2016, Topic: **Awareness on NPTEL (National Programme of Technology Enhanced Learning)**.
6. National Seminar in Sree Vidyanikethan Institute of Management, Tirupati; **web site: - www.vidyanikethan.edu**; **Theme of National Conference: - “Management thoughts from Bhagavad Gita”**; Sep“ 2016
7. Indian Science Congress Association in Sri Venkateshwara University, Tirupati; **web site: - www.isc104.com**; **Theme of National Conference: - “104th Indian Science Congress”**; January 3 to

7, 2017

8. Participate in Two day National Level workshop on Financial Derivate held in Sree Vidyanikethan Institute of Management, Tirupati, held on 04/12/2017 - 05/12/2017, Topic: **Indian Financial Markets by Karvy Stock Broking Pvt Ltd.**
9. Participate in Three day National Level workshop held in Sree Vidyanikethan Institute of Management, Tirupati, held on 12/04/2018 - 14/04/2018, Topic: **Research Tools and Techniques for Research Scholars and Faculty.**
10. Participate in Two day National Level Sponsored by MCX-IPF Workshop held in Sree Vidyanikethan Institute of Management, Tirupati, held on 23/04/2018 - 24/04/2018, Topic: **Capacity Building Programme on Commodity Derivatives Market.**
11. Participate in One day State Level workshop on Global Competitiveness JNANABHERI (Knowledge Summit) Sponsored by Andhra Pradesh State Council of Higher Education held in Sri Venkateshwara University, Tirupati, held on 04/08/2018, Topic: **Global Competitiveness.**
12. Participate in **Two day Capacity Building programme on commodity Derivatives Market** in association with MCX-IPF and organized by Sree Vidyanikethan Institute of Management, Tirupati held on 24-04-2019 & 25-04-2019.
13. Participate in **Research Paper Writing and Journal Selection** organized by SGT University, Gurugram, Delhi- NCR held on 27-08-2021 & 28-08-2021.

FACULTY DEVELOPMENT PROGRAMME

1. **One Week Online Faculty Development Program** on Risk Management for Micro, Small and Medium Enterprises (MSMEs) from **16th Nov' 2020 to 21st Nov' 2020** was successfully completed and Organized by SSN School of Management- ACITE Funded.
2. **One Week Online Faculty Development Program** on Risk Management for Micro, Small and Medium Enterprises (MSMEs) from **12th Oct' 2020 to 17th Oct' 2020** was successfully completed and Organized by SSN School of Management- ACITE Funded.
3. **One Week National Level Online Faculty Development Program on Innovation to Academicians** from Ramachandra College of Engineering (NewGen IEDC- RCE Eluru) funded by National Science & Technology Entrepreneurship Development Board (NSTEDB) from **11th May' 2020 to 16th May' 2020.**
4. **One and Half Week (NPTEL- FDP): "Soft Skills for Business Negotiations and Marketing Strategies"** from (January" 2019 – April" 2019) was successfully completed and Organized by NPTEL- AICTE (Funded by the Ministry of HRD, Govt. of Indian- Certificated by IIT Kharagpur: Roll No. NPTEL19MG11S32180078
5. **One Week (NPTEL- FDP): "Managing Change in Organizations"** from (January" 2019 – March" 2019) was successfully completed and Organized by NPTEL- AICTE (Funded by the Ministry of HRD, Govt. of Indian- Certificated by IIT Kharagpur: Roll No. NPTEL19MG02S21900036
6. **One Weeks Faculty Development Programme (NPTEL-FDP): "Innovation, Business Models and Entrepreneurship"** Organized by NPTEL- AICTE (Funded By the Ministry of HRD, Govt. of Indian) from August"18 – September" 18, 2018. Link: https://nptel.ac.in/noc/E_Certificate/FDP/noc18-mg36/NPTEL18MG36S21890085.jpg
7. **Two Weeks Faculty Development Programme on FDP 201x: "Pedagogy for Online and Blended Teaching-Learning Process"** Organized by Indian Institute of Technology, Bombay from April"18 – July" 18, 2018. Link: <https://courses.iitbombayx.in/dashboard>
8. **Two Weeks Faculty Development Programme on FDP 101x: "Foundation Program in ICT for Education"** Organized by Indian Institute of Technology, Bombay from August 3rd, 2017 to September 7th, 2017. Link: <https://courses.iitbombayx.in/dashboard>
9. **One Day Faculty Development Programme on "Blended MOOCs in Management Education"** Organizer by IIM Bx Team, India Institute of Management Bangalore on December 17th, 2016.

10. **Two Day** Faculty Development Programme on “**Emerging Trends in Big Data**” organizer by the department of computer science and engineering, Sree Vidyanikethan Engineering College, Tirupati on July 1st & 2nd, 2016.
11. **One Day** Faculty Development Programme on “**Minimum Wage Act**” by Prof. Raymond Markey, from Macquarie University, organizer by Universiti Malaysia Kelantan, City Campus, Malaysia on Oct“2014
12. **One Day** Faculty Development Programme on “**Impact Journals**” by Prof. Raymond Markey, from Macquarie University, organizer by Universiti Malaysia Kelantan, City Campus, Malaysia on Oct“2014
13. **One Day** Faculty Development Programme on “**Case Study Analysis and Methodology**” By Prof. A.M. Suresh in Don Bosco Institute of Bio-Science and Management Studies, Bangalore on Nov“2013

SOFTWARE SKILLS

- MS OFFICE
- MS EXCEL OPERATION (filters, Vlookups, analysis...)
- SPSS 20, SPSS AMOS 20 & GOOGLEDODS

SUBJECTS HANDLED

Learning & Development	Human Values and Professional Ethics
Business Research Methods	Organization Design & Development
Marketing Research	Business Research Methodology
Knowledge Management System	Human Resource Management
Project Management	Business Perspective
Production and Operation Management	Soft Skills, Business Environment
Managerial Organizational Behavior	Information Technology

ACADEMIC PROJECTS

Project Title: Intervention of Job Stress and Employee Morale on Organizational Culture and Employees Job Efficiency.

Degree: Ph. D

Organization: Universiti Malaysia Kelantan, Malaysia

Duration: Sep“12-Nov“14

Description: This project was based on Impact of job stress and employees morale on organizational culture and employee performance. In this research we added employees“ intervention program and employee’s conflict to balance the relationship between organizational culture and employee job efficiency. The research was targeted to the software employees working in Malaysia.

Project Title: An Empirical Study on Training and Development in Hero Honda Pvt Ltd.

Degree: Master of Business Administration (Industry Integrated)

Organization: Sai Hero Honda Showroom, Tirupati

Duration: Aug“08-Jan“09

Description: This project was based on Market Research work and making employee aware of various skill development methods through training in Hero Pvt Ltd company in Bangalore.

Project Title: Stress Analysis in the Micro Drill Bit Using FEM

Degree: Bachelor of Engineering (Production Engineering)

Organization: Spare Micro Drilling, Chennai

Duration: Dec“06-May“07

Description: This project involved finding out the life of drill bit and according to that Employed Finite Element Methods; for designing the drill bit CAD / CAM, SOLID WORKS and PRO-E were used & for analysis purpose ANSYS software was applied.

INDUSTRIAL TRAINING

- Milltech CNC Machines, Chennai (1st Dec⁰⁴-14th Dec⁰⁴)
- Mando Breaks Systems India Ltd., Chennai (8th Jun⁰⁵-29th Jun⁰⁵)
- Pee Vee Precision Works, Chennai (26th M ay⁰⁶-10th Jun⁰⁶)

SKILLS

- Excellent teaching abilities
- Understanding the students' abilities
- Self-motivation skills
- Comprehensive problem solving abilities
- Event managing skills in the institutes
- Good in negotiation skills
- Ability to deal with people diplomatically
- Staff recruitment and retention
- Employee development and training
- Students and employee counseling

BEYOND CURRICULUM

- Placement Committee coordinator in Sree Vidyanikethan Institute of Management, Tirupati from Dec²⁰¹⁴ to Dec²⁰¹⁷
- Research Monitoring Activities Committee member in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2017 – 2018
- Human Resource Club Convener in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2017 – 2018
- Internal Examination Convener in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2016 – 2017
- Academic Committee member in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2016 – 2017
- Grievances Redressal Committee member in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2015 – 2016
- Library Stock Verification Committee member in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2016 – 2017
- Social Activities committee coordinator in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2014 – 2016
- Gen "Y" forum committee member in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2015 – 2016
- Event management committee coordinator in Sree Vidyanikethan Institute of Management, Tirupati for the academic year 2015 – 2016
- Placement Committee coordinator in Don Bosco Institute of Bio-Science and Management Studies from June²⁰⁰⁹ to August²⁰¹²
- Parent & Guidelines Committee, Faculty member in Don Bosco Institute of Bio-Science and Management Studies from June²⁰⁰⁹ to August²⁰¹²
- Hostel development Committee, Coordinator in Don Bosco Institute of Bio-Science and Management

Studies from June“ 2009 to August“ 2012

- Faculty Advisor and Member for Indian Society for Technical Education (**ISTE**)
- National Assessment and Accreditation counsel (**NAAC**) consultant
- Executive Member of Youth Red Cross (2005).
- Organized NSO activities at College level.
- Got Topper in MBA in 2007-2009
- Was School Pupil Leader in 2001
- Conducted 1 day District Level students study camp in youth Red Cross 2004.

SPORTS

- Kho-kho Winners (Intra College Level 2006).
- 2nd prize in Relay Winners (Pakala Zonal Level-2001).
- 3rd prize in Short Put (Pakala Zonal level-2001)
- Kabaddi Runner Up (Chennai Zonal Level- 2005)
- Kabaddi Competition Runners up (Intra College Level 2004, 2005, 2006, 2007).
- General Secretary of Youth Red Cross (2007).
- Public Relation Officer Youth Red Cross (2006).

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- **Spouse Name** : Smt. A Jonitha
- **Child Name** : Chi. Eshaan Deep
- **Date of Birth** : 01-03-1985
- **Hobbies/ Interest:** - Doing Research Work, Social Service, Playing Cricket
- **Languages Know:** - Telugu, Tamil, English, Sanskrit, Kannada, and Hindi
- **My Strength** : - Leadership Qualities, Patience, Punctuality and Believe in Time Management
- **Passport Number:** - F7666268
- **Malaysian Student Pass Ref. no.:-** B V P/ST U/14012/BK A RJ4045383/1
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