

JESSY JOHN, PhD

CAREER OBJECTIVE

To obtain a demanding leadership role that effectively leverages my expertise in community development, human resource management, life skills, and behavioral research. I aim to contribute innovative thinking, unwavering zeal, boundless energy, rational capabilities, and a strong commitment to ethical behavior.

PROFESSIONAL QUALIFICATIONS:

- **Post Graduate Diploma in Business Administration (PGDBA) SCDL, Pune, (2012). (74%).**
Specialization – Human Resource Management.
- **PhD in Social Work**, Kerala University, Trivandrum (2007)
Topic- *'The impact of life skills development programme on the psychosocial competence of juveniles in juvenile homes in Kerala, India.'*
- **Master of Social Work (MSW) Mahatma Gandhi University, Kottayam, Kerala, (1997-1999)**

ACADEMIC QUALIFICATIONS:

- **Bachelor of Arts (B.A) in Psychology, Mahatma Gandhi University, Kottayam, Kerala, India. (1994-1997)**
- **Higher Secondary, Bharat Mata College Thrikkakaraa, Cochin, Mahatma Gandhi University, Kottayam, Kerala, (1992-1994)**
- **Secondary, St. Josephs EMHS, Kerala Board of Education, (1992)**

ADDITIONAL QUALIFICATIONS:

- **Certificate in Structural Equation Modelling using SmartPLS 4** by EdMaestro Private Limited with support from SmartPLS GmbH, Germany (March 2023)
- **Certificate in Research Methodology and Academic Writing with Hands-on SPSS**, by EdMaestro Private Limited (March 2023).
- **Certificate in Advanced Excel Formulas**, Skill Nation, April 2023
- **Certification in Brand Management: Aligning Business, Brand and Behaviour**, University of London, Coursera (2020).
- **Certification in Research Methods** from University of London, Coursera (2020).
- **Certification in “Financial Markets”** from Yale University, Coursera (2020)
- **UGC/ NET with Junior Research Fellowship** (*University Grants Commission, New Delhi, India, 1999 & 2000*)
- **Certificate in Guidance and Counseling** (Indira Gandhi National Open University, New Delhi, 2005)
- **“What and Why” of Reproductive Health-** (Distance learning programme on population issues- UNFPA, New York, 2006).
- **Certificate in MS Office** (Rajagiri College of Social Sciences, Kerala, India)
- **Certificate in Transactional Analysis** (Rajagiri College of Social Sciences, Kerala, India)

ACADEMIC EXPERIENCE

- 1. Professor, BSSS-Institute of Advanced Studies, Bhopal (September 2021-Continuing)**
- 2. Director, Institute of Rural Management (IRM), Jaipur. (October 2016- August 2021).**

Job Profile

- Instrumental in getting NBA accreditation for the institute as the NBA Committee team leader
- Dynamic instructor and thought leader, focused on providing students with a rigorous and challenging education along with the needed confidence, tools and skill sets required to build and advance towards a framework of success.
- Delivering knowledge with a calculated partnership of curriculum, teaching materials and an optimal use of real life examples. Conventional as well as modern tools of teaching are invariably used for delivering lectures and leading the discussions.
- Areas of Teaching: Instruct students on subjects like principles and Practices of Management, Organizational Behaviour, Training and Development, Performance Management and Reward System, Organizational Change and development, Research Methods and Human Resource Management.

Research and Consultations

- Areas of research: Employee engagement, Life skills, HRM, Corporate Social Responsibility.
- Guidance for PhD and PG Research
- Consultations for New Business Incubation (MSME), CSR initiatives and Functional Reengineering.
- Played a key role as the leader of evaluation team of Rajasthan CSR Summit 2018 and 2019.

2. Professor and Placement Coordinator, Institute of Rural Management (IRM), Jaipur. (July 2012- October 2016)

3. Associate Professor, Maharishi Arvind Institute of Science and Management, Ambabari, Jaipur (April 2010 – April 2012)

4. Senior Faculty member, ICFAI National College, Jaipur,(August 2007- April 2010)

5. Lecturer, Mahatma Jyoti Rao Phoole College, Jaipur (June 2006- July 2007)

6. UGC Research Scholar, University of Kerala, (2002-2006)

CORPORATE EXPERIENCE

1. Project Officer, Partnership in Sexual Health (PSH) Prison Project, Kerala, funded by DfID, UK. (1999-2000)

Work profile

- Project preparation including formulation of budget.
- Project management from planning to implementation and evaluation.
- Advocacy.
- Need assessment and risk assessment (area of STD/HIV).

Achievement: Developed a project on “adolescent health education” for **Department of Education, Government of Kerala (2000)**

PROFESSIONAL MEMBERSHIP

- Life member of Indian Council of Social Workers (ICSW), New Delhi
- The Indian Society for Training and Development (ISTD), New Delhi
- International Society for Development and Sustainability (ISDS) Japan

PROFESSIONAL DEVELOPMENT

PhD External Examiner: ICFAI University, Dehradun

PhD Research Guide: IIS University, Department of Sociology

INTERNATIONAL PUBLICATIONS

Book

Life skills- A Tool For Developing Neglected Juveniles, September 2010

LAP Lambert Academic Publishing, AG & Co. KG. ISBN No. 978-3-8383-9036-9

Research paper.

- An analysis on the customer loyalty in telecom sector: Special reference to Bharath Sanchar Nigam limited, India, *African Journal of Marketing Management* Vol. 3(1),pp 1-5, January, 2011, ISSN 2141-2421, <http://www.academicjournals.org/AJMM>

CITATIONS

<https://scholar.google.co.in/citations?user=vc2QPSsAAAAJ&hl=en>

Citations	294
h-index	4
i10-index	3

NATIONAL PUBLICATIONS

Book

Lexicon of Management Terms (2022), Asian Press Books, ISBN No.978-93-94636-08-0.

Research Paper

- A Comparative study on the audit quality attributes and perception of the audit partners and financial statement users. Conference proceedings au virtual international conference 2022 entrepreneurship and sustainability in the digital era, assumption university of Thailand; ISBN: 978-616-7695-34-1, Oct 2022.
- The Psychological Impact of Social Isolation Due to Covid-19 Pandemic on the Emotional Wellbeing of Adolescents In Rajasthan, India. **Shodhasamhita** Vol .No .IX, Issue- I (VI) January – June 2022 pp: 114-121 UGC- Care Group- I

- Effect of Organizational Communication on Employee Satisfaction, **IIMS Journal of Management Science**” Vol. 9, No. 3, September-December, 2018, pp- 227-235 Vol. 9 ISSN (Print): 0976-030X, ISSN (Online): 0976-173X Indexed with "Index Copernicus (2011, ICV-5.22), Indian Science Abstract, Indian Citation Index, Google Scholar-Gate, EBSCO Discovery, SUMMON (Pro-Quest).
- “Study on the effectiveness of employee-engagement activities carried out by a leading oil company of India” **IIMS Journal of Management Science**” Vol. 7, No. 3, Sep-Dec 2016 ISSN (Print): 0976-030X, ISSN (Online): 0976-173X Indexed with "Index Copernicus (2011, ICV-5.22), Indian Science Abstract, Indian Citation Index, Google Scholar-Gate, EBSCO Discovery, SUMMON (Pro-Quest).
- “Employee engagement: exploring its relationship with career development and employee retention”- **International Journal of Management Issues and Research**, Vol.3, Issue-1 June 2014. pp: 64-69, ISSN2320-1177.
- “Social networking sites as an innovative way for brand building strategy”-**Innovation: New paradigm for Holistic and sustainable Advancement in Business** - Excel India Publishers, New Delhi, 2014, pp: 36-42. ISBN: 978-93-83842-36-0
- “Framing parameters for auditing effectiveness of HR systems of emerging enterprises in India”- **International Journal of Management Issues and Research**, Vol.2, Issue-1 July 2013. pp: 26-33 ISSN2320-1177.
- “A study on challenges faced by rural women entrepreneurs in Rajasthan”- **OORJA Vol.11/ No. 2 May-August 2013, pp. 103-110, ISSN : 0974-7869**
- “Study on Talent Management Strategies Adopted by Major Indian Companies”- **Changing Paradigms of Business in India- texts and cases**, Excel India Publishers, New Delhi, 2013, pp: 1-8. ISBN: 978-93-82880-14-1.
- “Changing Trends in Indian Rural Retailing- an Exploratory Study”- **Retailing in India- only business or beyond**. Excel India Publishers, New Delhi, 2012 pp: 231-238 ISBN
- “The Prospects of i-Marketing: Analysis of current Scenario” **Business Strategies and Economic Growth –The Way Forward**. Excel Books- 2012. ISBN 978-93-5062-089-2
- “An empirical analysis of factors causing stress to cottage industry workers in India” **International journal of innovation, creativity and management**, Vol.1, issue 21, 2011, pp: 1-8.
- “Relevance of Employee development plans in employee performance management” **IMR- Management Speak**, Vol.4.No.2, July- December, 2011.ISSN: 22311467
- An Analysis on the customer loyalty of BSNL” **Journal of Development Research** Vol.2, No.2, July- September, 2010. **ISSN: 2229-7561**
- “Study on the nature of impact of Soft Skills Training programme on the soft skills development of management students”. **Pacific Business Review**, Oct- Dec 2009.ISSN:09744-438X
- “Impact of the Life Skills Development Programme on the Behavioural Aspects of Children in Need of Care and Protection”, **Loyola Journal of Social sciences**, Vol. XXIII, No.2, Jul - Dec 2009, ISSN 0971-4960.
- “Role of life skills development programme in improving the mental health of Juveniles”, **Loyola Journal of Social sciences**, Vol. XXII, No.2, July – Dec 2008. ISSN 0971-4960.

Books/Monographs (Authored/Edited)

- Jessy John (2011) “Reinforcement and Personality”, Organizational Behaviour module (BBA 14) Vardhaman Mahaveer Open University, Kota, Unit 5 and Unit 6

- **Written modules for Vardaman Mahaveer Open University, Kota.** Subject- Human Resource Management. (2011), Organizational Behavior (2012).

Consultancies Undertaken

- Analyzing the level of awareness, acceptance, usage, and other behavioural practices related to menstrual cups among Women in Kerala, with special reference to Kochi Municipality, Kerala” for HLL Management Academy (2022)
- Analyzing the level of awareness, acceptance, usage, and other behavioral practices related to menstrual cups among Women in Kerala, with special reference to Trivandrum, Kerala” for HLL Management Academy (2022)
- Consultant of around 15 research projects conducted for the Government of India under the aegis of Institute of Rural Management, Jaipur.
- Consultancy for Moinee Foundation for the impact assessment of Project Utkarsh for 5 Districts of Rajasthan (Jodhpur, Udaipur, Jaipur, Baran, Jhalawar).

MDP’s Organized

- MDP On “Enhancing Leadership and Organizational Skills for Educational Administrators” 17th – 23rd April 2023
- MDP On Enhancing managerial skills for employees of M/s Mahindra & Mahindra” 12th -17th December 2022

HR Conclaves Organized

- HR Conclave on the theme “Craving young Managers as Brands for revolutionizing Businesses” 18-19th December 2021
- HR Conclave on the theme “Re-engineering and Re-humanizing the workforce for a resilient future” 9th– 10th December 2022

ACADEMIC DEVELOPMENT.

- FDP on 'Data Visualization using Tableau' organized by IILM Academy of Higher Learning Jaipur (29th May to 2nd June 2023)
- AICTE- ATAL FDP on “Innovative Technical Educational Practices and academic Leadership” from 07/02/2022 to 11/02/2022 at Shri Shankaracharya Technical Campus, Bhilai.
- Framed Syllabus for Soft skills Development for all semesters of PGDM, Performance Management and Reward System.
- **FDP** (Faculty Development Programme) on “Contemporary Techniques for teaching excellence”, Jagannath University, Jaipur 22-23rd January 2012.
- **FDP** on "How to Get Published in Internationally Refereed Business Journals: A Practical Guide", J. K. Lakshmi Pat University, Jaipur, 7th March 2013.

SEMINARS ORGANIZED AND CONVENED

- Webinar on “**Winning in Tough Times**” by Prof. N. Raghuraman 25th June 2020
- Webinar on “**The role of bioeconomy in mitigating climate change**” by **Prof. Indroneil Ganguly**, Associate Professor and Associate Director, School of Environmental and Forest Sciences University of Washington 16th May 2020
- Webinar on “**The New Normal our ability to come out stronger**” Amitava Chatterjee- Director Cognizant 5th May 2020

- Webinar on **Indian retail Landscape** - an insider's perspective- By Mr. Vivek Srivastava, Marketing head Benetton India 2nd May 2020
- 2 days Boot Camp for Developing Entrepreneurial acumen in association AIC JKLU
- One day Workshop for Developing Entrepreneurial acumen in association AIC NIAM
- **FDP on Case Study Writing and Analysis** on 16th July 2019 at FMS-IRM, Jaipur
- **FDP on Innovative Teaching Methodologies for achieving course outcomes** at FMS-IRM, Jaipur 29th June 2019 on at FMS-IRM, Jaipur
- **AICTE and ISTE Sponsored Refresher Programme on Digital Innovation in Agriculture Extension Management** 16th to 21st July 2018 at FMS-IRM, Jaipur
- **AICTE Sponsored Faculty Development Programme on Advanced Research Methods and Innovative Teaching Techniques** from 6th -17th November, 2017 at FMS-IRM, Jaipur.
- **International Seminar on “Women and Child Development”** 8th August 2017 at FMS-IRM, Jaipur.
- **International workshop on “Rural Entrepreneurship”** on 29th July 2017 at FMS-IRM, Jaipur.
- **FDP on “Innovative and Quality teaching Methods”** on 20th -21st July 2017 at FMS-IRM, Jaipur.
- **SPARDHA 2015- National level Summer Internship presentation competition** on 20th and 21st of November 2015. at FMS-IRM, Jaipur.
- **Workshop on Digital Marketing in association with IIM Calcutta and Make Intern** on 27th and 28th March 2015. at FMS-IRM, Jaipur.
- **National Conference on Developing strategies for using ICT as an enabler and a force multiplier for rural marketing** in association with AIMS on 20th and 21st March 2015.
- **Alumni association meeting – Milaap 2015 and 2016 .2017, 2018**
- **Management Development Programme (MDP)** on “Exports- marketing Procedure and Documentation”, MSME- DI, Jaipur 15th September to 19th September 2014 at FMS-IRM, Jaipur.
- **Entrepreneurship Development Programme (EDP)** by MSME-DI, Jaipur, from 28th July to 8th August 2014 at FMS-IRM, Jaipur.
- **National Workshop on SPSS- A true research analyst.** Institute of Rural Management, Jaipur. 20th October 2012.
- **Workshop and industrial motivational campaign in collaboration with MSME DIC Jaipur** on December 1st 2011. Maharishi Arvind Institute of Science and Management, Jaipur.
- **National seminar on Total quality Management- A new management Perspective,** Maharishi Arvind Institute of Science and Management, Jaipur April 9th 2011.
- **Seminar on Interview skills Development,** Maharishi Arvind Institute of Science and Management, Jaipur, December 2010.

CONFERENCES ATTENDED AND PAPERS PRESENTED

- International Conference on “Resurgence of economy Post Covid- The Next Normal” held on March 27, 2023, presented a paper on **“The Relevance of HR Audit for Ensuring Employee Productivity”**.
- **Webinar on the Scope and Aspects of Renewable Energy in Rajasthan** Organized by ASSOCHAM on July 20th 2021.
- **International Conference on New Dimensions in Commerce & Management Practices perspective 2030,** February 12th – 13th 2020, Sophia Girls College, Ajmer.

- **International Conference on Paradigm Shift in Business and Economy: Challenges, Initiatives and Strategies in Global Context** April 19th- 20th 2019 at Poornima University, Jaipur.
- **Workshop cum User Orientation Programme on Capacity Building for Harnessing of EBSCO E-Resources**, EBSCO ON 17th July 2019. FMS Indian Institute of Rural Management Jaipur, Rajasthan.
- **National conference on Innovation: New paradigm for Holistic and sustainable Advancement in Business** – 29th March 2014. IRM, Jaipur, *Paper: Social networking sites as an innovative way for brand building strategy.*
- **International conference on emerging trends in business and economy; mapping the way ahead.** 14-15th February 2014, Poornima University, Jaipur *Paper: employee engagement- a factor for career development and employee retention*
- **International Conference on Contemporary Issues in Management of Business.** 24th September 2013, Biyani group of colleges, Jaipur. *Paper: Relevance of management of knowledge workers in service industry*
- **National Conference on Entrepreneurship and Innovation: Catalysts and effects.** 12-13 April 2013, IIIM, Jaipur. *Paper: A study on challenges faced by rural women entrepreneurs in Rajasthan.*
- **International Conference on Managing Change in Business and Economy**, 6-7 April 2013, Faculty of Management Studies, Pacific University, Udaipur. *Paper: Study on talent management strategies adopted by Major Indian companies.*
- **National conference on business strategies and economic growth: the way forward.** Feb 17-18 2012. Poornima group of colleges, Jaipur. *Paper: the prospects of i marketing- analysis of current scenario.*
- **International conference on emerging global Trends and future Challenges in economic development, accounting and finance, information and communication technology, Business and Management.** Research Development Foundation and Research development association, Jaipur, January 22 and 23rd 2011.
- **National conference on Emerging issues in Business Management**, Arya college of Engineering and I.T, Jaipur March 4th- 5th 2011.
- **International Management Conference -2011**, Dr. Gaur Hari Singhania institute of Management research, Kanpur
- **National Seminar on Micro Credit- the Mantra of Social Rehabilitation and economic Sustainability.** FMS-IRM, Jaipur 14th to 15th January 2007.

COMPUTER SKILLS

- Proficient with the operations of SPSS 17 and 13 versions, MS Office, and Internet

TRAININGS UNDERGONE

- **Training in SPSS (ICFAI National College, Jaipur 2009)**
- **Training in Counseling (L.I.S.T.E.N, Kodaikkanal, India)**
- **Participatory Rural Appraisal (Rajagiri College of Social Sciences, Kerala, India)**
- **Training in project preparation (DfID, SMA, Kerala)**
- **Behavior change communication (DfID, SMA, Kerala)**
- **Training in Interpersonal Communication (DfID, SMA, Kerala)**

ACADEMIC ACHIEVEMENTS

- **Secured 2nd Rank** in the University level, MSW examination, Mahatma Gandhi University, Kerala (1999).
- **Kuttanad Award** for meritorious student, Rajagiri College of Social Sciences. Kochi Kerala (2000),
- **Award for Outstanding performance** – Department of Psychology, Union Christian College, Aluva, Kerala (1996).

FIELD EXPERIENCE

- **National Tree Growers Cooperative Federation, NDDB, India** (October – November 1999).
- **Kusumagiri PSH Project, Kerala** (an NGO working in the area of STD/HIV prevention and control) *Developed skills development programmes for sex workers*

STRENGTHS

- Curriculum development
- Organizational Restructuring
- Accreditation
- Research Methodology
- Passionate about job
- Persistence
- Communication skills
- Learning and organizing skills
- Soft skills training skills
- Excellent team player and motivator

LANGUAGES KNOWN

- **Speak:** English, Hindi, Malayalam.
- **Read and write:** English, Hindi, Malayalam.