

CURRICULAM VITE

Dr. J. VINCENT XAVIER, M.B.A. M.Phil., Ph.D.

Asst Prof in Human Resource Management,

St. Joseph's College (Autonomous), Trichy – 2. E [mail- vincent27@live.in](mailto:vincent27@live.in)

MOBILE- 94435 32189.

Objective:

- To be a good teacher
- Youth development

EDUCATIONAL QUALIFICATION

- **MBA., M.Phil, Ph.D** in Management

ADDITIONAL QUALIFICATION

- **MA-** Social Dynamics
- **MA-**Mass Communication & Journalism
- **B. Ed**
- **DLLAL-** Diploma in Labour Laws and Administrative Laws

TITLE OF THE THESIS

- **PhD:** Executives' Perception on Organization Development Strategies Practices - Study conducted at Tamil Nadu Newsprint Paper Limited (TNPL) Karur, Tamil Nadu, India.
- **M. Phil:** A study on the effectiveness of Organizational Counseling programme.
- **M.B.A :** A Study on the effectiveness on employee Training programme.

ACADEMIC WORK EXPERIENCE

- **1996 - 1997-** Lecturer in Humanities, St. Joseph's College (Autonomous), Trichy.
- **2000 -2003 -** Lecturer in Sociology, Nandha College of Paramedical Science, Erode.
- **Since 2003 -** Asst Prof in Management studies, St. Joseph's College (Autonomous) Trichy.

VISITING FACULTY

- **2003- 2011** - Department of Visual Communication, Periyar EVR College, (Autonomous), Trichy.
- **Since 2010-** Taninayagam Adigal Institute of Journalism and Public Relations, Trichy

ADDITIONAL SKILL

- Professionally trained Soft Skill Trainer

ADMINISTRATIVE EXPERIENCE

- **1996-1997** - Asst Director, SH Hostel, St. Joseph's College, (Autonomous) Trichy.
- **2015-2018** - Vice-Principal, St. Joseph's College, (Autonomous) Trichy.
- **2018-May** - Camp officer, Central valuation, Bharathidasan University, Trichy

RESEARCH EXPERIENCE

- **2012-2014- Co –Investigator** - UGC funded Minor project. (Name of the Project – '**HRD Practices among the prisoners**' Study conducted at Tiruchirappalli District)

MEMBER- BOARD OF STUDIES

- ✓ **2003-2006 – 2015-2018-** Dept of Business Administration, St. Joseph's College, (Autonomous) Trichy.
- ✓ **2007-2013** - Dept of HRM, St. Joseph's College,(Autonomous) Trichy.
- ✓ **2016-2017-** Dept of BBA, Sri Vishalaxi College for women, Kuniyamuthur, Coimbatore Dt
- ✓ **Since 2017-** Department of Business Administration- Cauvery College for Women, Trichy
- ✓ **2016-2017** - Dept of Foundation courses, St. Joseph's College,(Autonomous) Trichy.
- ✓ **Since 2018, June** - Department of Management Studies, Bharathidasan University, Trichy-24

MEMBER - IN VARIOUS ACADEMIC COMMITTEES, ST. JOSEPH'S COLLEGE, (AUTONOMOUS) TRICHY

Between 2015 to 2018

- ✓ Examination committee & Additional Chief-Superintendent
- ✓ Academic council member
- ✓ Students Discipline committee

- ✓ Planning & Evaluation committee
- ✓ Mentoring Facilitation committee

- **PhD Approved Guide:** In Human Resource Management by Bharathidasan University ,Trichy-24

ORGANIZING SECRETARY FOR NATIONAL LEVEL CONFERENCE AND SEMINAR

- **14th Dec 2016** – Managerial perspectives –Issues & Challenges in the era of Globalization
National Conference- Organised by Dept of BBA. St. Joseph’s College (Autonomous), Trichy
- **2017 - National conference** on ‘Emerging business system in Economic development of Society’
Organised by Dept of BBA, St. Joseph’s College, (Autonomous), Trichy
- **2018 Aug 30th and 31st** - Globalization and People’s Management: Battle between fairness and Efficiency-
(ICSSR- Sponsored National Seminar - Organised by Dept of HRM, St. Joseph’s College, (Autonomous), Trichy)

AS RESOURCE PERSON / INVITED TALK

- ✓ **Since 2006 - M B A programme,** CDE, Bharathidasan University, Trichy-24.
- ✓ **30.01.2011 - Renewable energy** – NSS Camp. St. Joseph’s College (Autonomous), Trichy.
- ✓ **21.09.2011- Training on ‘Interpersonal skills’** NYK, Organised by Ministry of Youth affaires and sports, Government of India
- ✓ **17.03.2011** - Talk on **‘Bio Diversity conservation’ for college students-** Organised by Ministry of Environment and Forest, Govt of India
- ✓ **10.01.2012** - Talk on **‘NSS Aims & Objectives** for ITI NSS Students- Sponsored by Director of Technical education, Chennai, Govt of Tamil Nadu
- ✓ **11.01.2012** - Talk on **‘Communication & professional skills’** for ITI NSS Students. Sponsored by Director of Technical education, Chennai, Govt of Tamil Nadu
- ✓ **12.01.2012** - Talk on **‘Lifestyle education’** for ITI NSS Students - Sponsored by Director of Technical Education, Chennai, Govt of Tamil Nadu
- ✓ **18.12.2012 - HRM in Rural areas** – NSS students St. Joseph’s College, Trichy.
- ✓ **30.01.2012 - Key note Address on Career planning & Succession planning** - in UGC Sponsored National seminar-Recent trends in HRM Department of HRM, Bharathidasan University Trichy

- ✓ **29.08.2013** - Talk on ‘**Time management**’ NYK, Organised by Ministry of Youth affairs and Sports, Government of India
- ✓ **10.12.2015**- Talk on ‘**HRM in Rural areas**’ – Shepherd Camp St. Joseph’s College (Autonomous), Trichy.
- ✓ **10.01.2016** – Talk on ‘**Decision making & Problem solving skills**’ NYK, Organised by Ministry of Youth affairs and sports, Government of India
- ✓ **07.03.2016** – Lecture on “**Cross cultural Management**” – Through **VIDEO CONFERENCING** from St. Joseph’s College, Trichy to Deivanai Ammal College for Women, Viluppuram.
- ✓ **18.07.2016** - Talk on ‘**Recent trends in Management**’ Cauvery College for Women, Trichy.
- ✓ **29.09.2018-30.09.2018**- ‘**Leadership Development Training programme**’ for students Representatives - Deivanai Ammal College for Women, Viluppuram
- ✓ **04.02.2018**- **Talk on Leadership Development –Today’s context**-Dept of English (Shift- II) , St. Joseph’s College (Autonomous), Trichy
- ✓ **31.07.2018**- Talk on ‘**Relevance of Sociology in Human Resource Management**’ Dept of Sociology Bharathidasan University, Trichy -24

NON ACADEMIC WORK EXPERIENCE IN DEVELOPMENTAL FIELD

- **1997 – 1998** - Project Co coordinator- IFAD (International fund for Agricultural Development) – World Bank funded Project.
- **2003-2004** - Project consultant for a Child Development project (Tdh-NL) Pudukkottai Dt

SEMINAR / WORK SHOP / CONFERENCE / TRAINING PROGRAMME

- ✓ **30** International, National and Regional level seminar / work shop / conference / training programme Attended (list attached)

Paper Presentation

- ✓ **11** Articles have presented in International, National and Regional level Seminars and Conference (List attached)

Publication in Reputed Journals

- ✓ **15** Research and Conceptual papers have published in International, National and Regional level reputed journals. (List attached)

EXTRA CURRICULAR

Fine Arts : Music, Drama, Writing and Public Speech

Specialization: HRM & Behavioural Science studies,

PERSONAL

Name : J. VINCENT XAVIER.

Date of Birth : 27.08.1969

Father's Name : S. Joseph

Marital Status : Married

Languages Known : Tamil & English

COMMUNICATE

**OFFICE: ASST PROF IN HUMAN RESOURCE MANAGEMENT,
DEPT OF HRM, ST. JOSEPH'S COLLEGE (AUTONOMOUS) TRICHY**

RESIDENCE: 14, MELATHERU, MELAPUDUR, TRICHY-01.

LIST OF SEMINAR / WORK SHOP / CONFERENCE / TRAINING ATTENDED

S. NO	TOPIC	VENUE	DATE
1	Campus Diversity initiative	Sacred Heart College Kodaikanal	13 th – 15 th September1996
2	Effective communication And Effective Teaching	DACA(Dr. Ambedkar Cultural Academy) Madurai	27 th to 29 th May 2004
3	Media and Personality	Bishop House, Trichy-1	3 rd to 5 th June 2004
4	Leadership Program	Dept of HRM St.Joseph's College, Trichy-2.	22 nd to23 rd September2004
5	Association of Economist (Annual Conference) State Level	St. Joseph's College, Trichy-2.	18 th to 19 th December 2004
6	Teaching orientation programme	St. Joseph's College, Trichy-2.	3 rd to 5 th July 2005
7	Human Resource Practices and concerns in a globalized Economy (Regional)	Dept of HRM St.Joseph's College, Trichy-2.	24 th to 25 th February 2005
8	Digitalized Information exchange quality sustenance and enhancement (National)	St. Joseph's College, Trichy-2.	3 rd to 4 th March 2005
9	Trends in higher education Formation of ideology (National)	St. Joseph's College, Trichy-2.	17 th to 19 th March 2005
10	Issues on higher education (National seminar)	Bharathidasan University, Trichy -24.	23 rd March 2005
11	World Services Trade (State)	St.Joseph's College, Trichy-2.	4 th to 5 th December 2005
12	Teaching Methods in management Studies- (International level)	Bharathidasan University Trichy-24	Jan 20 th and 21 st 2007
13	New Media and Children (International level)	Holy Cross College (Autonomous) Trichy-2	Feb 7 th and 8 th 2007
14	Visual Media and Educational Technology (State level)	Rathinam College of Arts and Science Coimbatore -22.	9 th Feb 2007
15	Emerging Paradigm in Financial Services (International level)	Bharathidasan University,Trichy- 24	7 th and 8 th April – 2007
16	Quality enhancement and sustenance in higher educational institution through six sigma (National)	St.Joseph's College, Trichy-2.	23 rd & 24 th Oct 2008
17	Workshop on dimensions of HR practices	Dept Of HRM St.Joseph's College, Trichy-2.	06 th Mar 2009

18	'Strategic HRM perspectives and practices' – UGC Sponsored (National Seminar)	Dept Of HRM St.Joseph's College, Trichy-2.	13 th Mar- 2010
19	The role of ICT in Higher education : Quality, Accessibility and security – UGC sponsored (National seminar)	St.Joseph's College, Trichy-2.	29 th & 30 th Jan 2010
20	Research and development – Global perspectives	St.Joseph's College, Trichy-2.	18 th Jan 2011
21	The Dynamics of management- The plus factors(National conference)	St.Joseph's College, Trichy-2.	9 th & 10 th 2011
22	Recent trends in HRM(UGC sponsored (National seminar))	Dept Of HRM Bharathidasan University, Trichy- 24	30 th & 31 st Mar 2012
23	Pursuing Socially relevant research – Possibilities and concerns	St.Joseph's College, Trichy-2.	28 th Jan 2012
24	Twenty years of economic reforms and inclusive growth (National conference)	St.Joseph's College, Trichy-2.	13 th & 14 th Mar 2012
25	Soft Skills	St.Joseph's College, Trichy-2.	10 days Aug 2012
26	Value Education	St.Joseph's College, Trichy-2.	Jan-2014
27	Managerial perspectives –Issues & Challenges in the era of Globalisation (National Conference)	St.Joseph's College, Trichy-2.	21Jan-2016
28	India's labour legislation and its employment relation for the next decade (National seminar)	Dept Of HRM St.Joseph's College, Trichy-2.	08, March - 2016
29	'Emerging business system in Economic development of Society. (National Conference)	St.Joseph's College, Trichy-2.	2017
30	Globalization and People management: Battle between fairness and Efficiency- (ICSSR- Sponsored National Seminar)	Dept Of HRM St.Joseph's College, Trichy-2.	30 th ,31 st Aug-2018

LIST OF RESEARCH ARTICLES PRESENTED

S.NO	TOPIC	VENUE
1.	Self Help Groups-An agent for Rural Human Resource Development' (Regional Seminar)	Dept of HRM St. Joseph's College, Trichy-2.
2.	Social responsibility of education - Trends in Higher education Formation of ideology(National Seminar)	St. Joseph's College, Trichy-2.
3.	Practical difficulties of higher education policy - "Issues on higher education"(National seminar)	Bharathidasan University, Trichy -24.
4.	Teaching methods in management Studies (International Seminar)	Bharathidasan University, Trichy -24.
5.	'Impact of Visual media in Education Technology-(State level seminar)	Rathinam College of Arts And Science, Coimbatore-22.
6.	The present scenario of mutual funds - Emerging Paradigm in Financial Services (International seminar)	Bharathidasan University, Trichy -24.
7	'HRM Strategies practiced in IT industries' - Strategic HRM perspectives and practices' – UGC Sponsored (National seminar)	Dept of HRM , St. Joseph's College, Trichy-2.
8	HRD practices in manufacturing industry (National conference)	St.Joseph's College, Trichy-2.
9	'Career planning & Succession planning'- Recent trends in HRM-UGC sponsored(National seminar)	Dept of HRM , Bharathidasan University, Trichy- 23
10	Organization Development through employee training programme'- UGC sponsored (National seminar)	Dept of HRM ,Bharathidasan University, Trichy- 23
11	Laour problems in India in the post globalised era-Literary review	Dept of HRM, St.Joseph's College, Trichy-2.

LIST OF PUBLICATIONS

S No	TOPIC	JOURNAL NAME	IMPACT FACTOR
1	The Practical difficulties of Higher Education policy-Indian Scenario.	“REETEL” ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
2	Organizational communication system	“REETEL” ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
3	Invasion of forgin media	CAUVERY RESEARCH JOURNAL ISSN NO:-0975- 1300- published by Cauvery College, Trichy	
4	Employee Training and Development programme	CAUVERY RESEARCH JOURNAL ISSN NO:-0975- 1300- published by Cauvery College, Trichy	
5	Workers Participation in Management	“REETEL” ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
6	Competency Mapping	“REETEL” ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
7	Organization Development practices in Higher education institutions	“REETEL” ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
8	Organization Development through organization Culture	“REETEL” ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
9	Organization Development through organization Behaviour	“REETEL” ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
10	Organization Development through Employee training programme	Recent trends in HRM (UGC sponsored National seminar book) ISBN- 978-81-920622-4-2 Ideal publishing house, Trichy	
11	The Role of Vision and mission in the Organisational Development practices	IJEMR (International Journal of Exclusive Management Research -2014) ISSN 2249-2585	5.76
12	The Effectiveness of HRD programme and its role in Organisational effectiveness	IJHR&IR (International journal of Human resource and Industrial relations 2014 ISSN- 2349-3593	.98

13	A Study on the Effectiveness of Performance Appraisal System and its Influence with the Socio-Demographic Factors of the Employees of a Manufacturing Industry in Tamil Nadu	IJRMBS (International Journal of Research in Management & Business Studies 2015)- ISSN : 2348-6503	3.76
14	A Study on the Quality of Work Life of the Manual Scavengers(Study conducted at Tiruchrappalli City corporation workers in Tamil Nadu	IJBARR (International Journal Of Business And Administration Research Review 2015)- ISSN -2347-856X	3.72
15	Laour problems in India in the post globalised era-Literary review	IJEGR (International Journal Of Exclusive Global Research)- ISSN 2249-2585	5.76