

Dr. Sahana B S

Assistant Professor

Specialization: HR

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Qualification

- Ph.D
- M.Phil
- MBA-HR
- BE – Electronics and Communication

Work Experience- 5 Years

- 2023 – Present - Assistant Professor - Center for Management Studies, JAIN (Deemed-to-be University) Bangalore
- 2005-2008-Lecture PES Group of Institutions

Career Summary

Dr. Sahana B S is an Assistant Professor at Center for Management Studies, JAIN (Deemed-to-be University) Bangalore. She secured highest marks in SSLC and stood first for the center, Belagavi. She completed her graduation in Engineering (Electronics and Communication) and is the recipient of “**Best Student of the year**” award during Final year of BE. She served as Lecturer in PES group of Institutions, Bangalore. She has great interest in research areas and has published 17 Research papers in various reputed National and International Journals. She has won ‘**Best Presentation award**’ and ‘**Best Paper award**’ which showcases her passion in research area. She is awarded with Doctorate degree from JAIN (Deemed-to-be University). She has authored a Book titled ‘Quantitative Techniques-I’ and ‘Introduction to People Management’. She is a certified HR Analyst by NHRD, Pune Chapter.

Dr. Sahana B S is an accomplished educator with demonstrated ability to teach, motivate, and direct students while maintaining high interest and achievement. She is an articulate communicator and can effectively interact with diverse population of students. She has great proficiency in conducting quiz and seminars and motivating students for group discussions which helps in enhancing the hidden talents of the students. Self-motivated with strong planning, organizational and leadership skills, she strongly believes in the concept of ‘*Never Stop Learning, Because Life Never Stops Teaching*’

Research Interest

Skill Development, Work-Life Balance, SMEs, Manufacturing Sector, Data Analysis, HR Analytics

Research Publications

17 Research Papers in various National and International Journals

Sl. No	Title of the Paper	Journal Name	Impact Factor	ISSN/ ISBN No.	Scopus Indexed	Year
1	A Review on Existence of Crypto Currency in a Societal Ecosystem	International Journal of Advances in Engineering and Management (IJAEM)	7.8	ISSN: 2395-5252	NO	2023
2	A STUDY OF FINANCIAL	International Journal of	7.97	ISSN: 2320-	NO	2023

Courses Facilitator

Modern Marketing

People Management

Taught

- Business Accounting
- Fundamentals of Accounting
- Modern Marketing
- People Management
- Quantitative Techniques
- Electronics

Member on Committees

- IQAC
- Research and Publication
- Employee Engagement Team
- International Conference

		INCLUSION SCHEMES FOR RURAL WOMEN BY THE INDIAN GOVERNMENT	Creative Research Thoughts		2882Volume 11 Issue 1 January 2023		
3		A Study on Employee Welfare Schemes in Post Pandemic Era	International Journal for Research in Engineering Application & Management (IJREAM)	7.427	ISSN : 2454-9150 Vol-08, Issue-03, June 2022	NO	2022
4		A study on Labour Welfare Measures with a special reference to Manufacturing Sector in post COVID-19 Pandemic Era	AMJR		ISSN: 2582-6719	NO	2022
5		An Empirical Investigation on the Need of Technology for Achieving Sustainability in Indian SMEs Electronics Manufacturing Sector	NOLEGEIN Journal of Information Technology & Management		ISSN: 2581-6802	NO	2021
6		Skilled Workforce for Future a Major Challenge for SMEs in India: An Empirical Study	Asia Pacific Journal of Research	6.58	ISSN(P): 2320-5504 ISSN (O): 2347-4793	NO	2018
7		An Empirical Study of Mediating Role of Skill Development on Operator Satisfaction: With Special Reference to SMEs Manufacturing Sector	IOSR Journal of Business and Management (IOSR-JBM)	3.52	e-ISSN: 2278-487X, p-ISSN: 2319-7668	NO	2018
8		Role of Technological Innovation in Organization Development in SMEs: An Empirical Research on Manufacturing Sector	International Journal of Exclusive Management Research	5.76	ISSN (O): 2249-2585 ISSN (P): 2249-8672	NO	2018
9		The Role of Skill Development on Operator Engagement in SMEs Manufacturing Sector	Journal of Research and Development	4.270	ISSN-2230-9578	NO	2018
10		An Analytical Study on Skill Development and Entrepreneurship in MSME Sector of India	Shanlax International Journal of Commerce	4.118	ISSN: 2320-4168	NO	2018

Editorial Board

NIL

Professional Memberships

NIL

11	Skill Development: Current trends of Manufacturing Sector- An Analysis of Policy Initiatives by National Skill Development Mission	National Conference on Changing Human Resource Practices in the Times of Innovation and Technology	NIL	ISBN: 978-93-85327-28-5	NO	2017
12	Work-Life Balance Issues: A Way Forward for Indian Organization	Pariprashna academic Journal		ISSN: 0976-7150	NO	2015
13	An Empirical Investigation on Work-life Balance Among Working Mothers: Emerging HRM Interventions	International Journal of Business and Administration Research Review	6.304	ISSN(P): 2348-0653; ISSN(O): 2347-856X	NO	2014
14	Organizational Practice, Work Place Culture and Work-life Balance	Primax International Journal of Human Resource	7.184	ISSN:2328-0483	NO	2014
15	Work Place Health Practices and Work-life Balance	International Journal of Management Research and Business Strategy	0.388	ISSN: 2319-345X	NO	2014
16	Emerging HRM Interventions for Work-life Balance: An Empirical study of Working Mothers	Excel International Journal of Multidisciplinary Management Studies	7.382	ISSN: 2249-8834	NO	2014
17	An Empirical Investigation into Work-life Balance in Organization	Pezzottaite Journals	5.071	ISSN (P) :2279-0950; ISSN (O): 2279-0969	NO	2014

Articles / Case Studies

Article on 'The Unpaved Road Ahead for SMEs to Overcome Covid-19 Crisis' for Thinklet Journal

Article on 'Developing skills at every single step of research journey' for Thinklet Journal

Consultancy / Projects

NIL

Books / Chapters

Quantitative Techniques-I, Woven Words Academic, 2021, 978-93-91209-02-5

Activities

OBOW (Open Book Open Web)

Organizing Committee of National Student Conference

CMS Employee Engagement Activity

IQAC Member

Research and Publication Committee Member

Guided PCL Projects

Session chair and Reviewer of International Conference on 'Atmanirbhar Bharat' (Self-reliant India)

Recognition / Awards

- Secured highest marks in SSLC for entire Chikodi center, Belgaum
- Recipient of "**Best Student of the year**" award during Final year of BE
- Received '**Best Paper Award**' at one day National Conference on Future of Work-The New Realities
- Received '**Best Presentation Award**' in the Dept. of Management and Commerce Research Retreat
- edX Verified Certificate for Statistical Thinking for Data Science and Analytics by Columbia University
- Certified HR Analyst by NHRD, Pune Chapter

Seminars and Conferences Attended

Sl. No	Title of Conference	Institute Full Name and Location	Paper presented	Year
1	International Conference on Innovative Practices for sustainable development: Business Management and Analytics	Center for Management Studies	"An Analysis on the demographic factors on operators performance in Manufacturing sector"	2022
2	National Conference on 'Achieving \$10 Trillion Economy of India by 2030:	Gogte Institute of Technology, Belagavi,	An Empirical Investigation on the Need of Technology for	2021

	Opportunities and Challenges'	Karnataka	Achieving Sustainability in Indian SMEs Electronic Manufacturing Sector	
3	National Conference on 'Innovation, Entrepreneurship and Start-ups for Economic Transformation-Trends, Opportunities and Challenges'	Sindhi College of Management, Bangalore, Karnataka	An Analytical Study on Skill Development and Entrepreneurship in MSME Sector of India	2018
4	National Conference on 'Innovation, Sustainability and Change: Emerging Challenges and Opportunities in Entrepreneurship Management'	Vivekananda Institute of Management, Bangalore, Karnataka	Role of Technological Innovation in Organization Development in SMEs: An Empirical Research on Manufacturing Sector	2018
5	National Conference on 'Sustainable Development-Accountability Towards a Better Future'	Maharani Lakshmi Ammanni College for Women, Autonomous, Malleshwaram, Bangalore.	The Role of Skill Development on Operator Engagement in SMEs Manufacturing Sector'	2018
6	National Conference on 'Future of Work-The New Realities'	JGI Knowledge Campus, JAIN (Deemed-to-be University), Bangalore	Skilled Workforce for Future a Major Challenge for SMEs in India: An Empirical Study	2018
7	Mission' National Conference on 'Changing Human Resources Practices in the Times of Innovation and Technology'	JGI Knowledge Campus, JAIN (Deemed-to-be University) Bangalore	Skill Development: Current Trends of Manufacturing Sector- An Analysis of Policy Initiatives by National Skill Development Mission	2017
8	International conference on 'Re-scripting India's Growth Story'	CMS Business School JAIN (Deemed-to-be University)	Work-Life Balance Issues: A way forward for the Indian Organization	2015
9	National seminar on 'Emerging Trends in Human Resource Management'	Indian Academy School of Management Studies, Bangalore	An Empirical Investigation on Work-life Balance Among Working Mothers: Emerging HRM Interventions	2014
10	National Conference on 'New perspectives in Management'	M.S Ramaiah Institute of Technology, Bangalore	Emerging HRM Interventions for Work-Life Balance: An Empirical study of Working Mothers	2014

Faculty Development Programme:

Sl. No	FDP	Institute	Year
1	Four-Week Induction/Orientation Programme for Faculty in Universities/Colleges/Institutes of Higher Education	Ramanujan College, University of Delhi, Sponsored by MHRD	2021
2	7-Day Virtual Faculty Development Program on 'Data Analysis using SPSS'	CMS Business School in collaboration with Institute of Analytics London	2021
3	National Level Faculty Development Program on 'Investing in these Challenging Times'	by NMKRV College for Women the Department of Commerce	2020
4	National Level Faculty Development Program on 'Data Analysis Through SPSS'	School of Commerce Studies, JAIN (Deemed-to-be University)	2018
5	Two days workshops on 'Analyzing Quantitative Data-Basic Techniques Data Advanced Techniques'	JAIN (Deemed-to-be University)	2016
6	Workshop on organizing Quantitative Data for preliminary Analysis	JAIN (Deemed-to-be University)	2016
7	Workshop on 'Designing Research Tools for Qualitative and Quantitative studies'	JAIN (Deemed-to-be University)	2016
8	Faculty Development Program on 'Case Analysis and Research Methodology'	JAIN (Deemed-to-be University)	2015

Online Certifications and Webinars

Sl. No	Name of the Topic	Organized by	Year
1	Certified HR Analyst CHRA	NHRD (Pune Chapter)	2021
2	Statistical Thinking for Data Science and Analytics	Edx Columbia University	2021
3	International webinar on 'Higher Education Policy and Best Practices'	IQAC, JAIN (Deemed-to-be University)	2021
4	5 Day National Research Conclave on 'Scaling Techniques and Data Analysis using Excel and SPSS'	CMS, Bangalore	2021
5	Three-day National Level Workshop on 'Preparing and Writing Quality Research Papers'	Research cell of PES Institute of Advanced Management Studies, Shimoga Karnataka	2020
6	National Level Webinar series Manthan on 'Digital Economy and its implications on HR: Post Covid-19'	CMS Business School JAIN (Deemed-to-be University)	2020
7	Three-day National level webinar on 'Research, effect of pandemic on Employment and Dream Education in current global scenarios for teachers'	Om College of Education Kanchipuram	2020

8	National Level Webinar on 'Case Analysis'	Smt. Danamma Channabasavaiah College of Arts, Commerce, Science and Management Studies	2020
9	National Level Webinar on 'Demystifying Artificial Intelligence'	Smt. Danamma Channabasavaiah College of Arts, Commerce, Science and Management Studies	2020
10	One Day National Webinar on 'Do's & Don'ts in Social Science Research'	PG & Research Department of Commerce & Business Administration, Padmavani Arts & Science College for Women, Salem and Indian Academic Researchers Association, Tiruchirappalli	2020
11	National Webinar titled 'Economy during COVID-19'	Department of Commerce	2020
12	One day workshop on 'Narrative Review- Application to meaningful publications and thesis writing'	JAIN (Deemed-to-be University) College, Bangalore	2019