

## CURRICULUM VITAE

### **Dr. S. Pavan Kumar**

Professor, School of Humanities, Social Sciences and Management (SHSSM), National Institute of Technology Karnataka (NITK), Surathkal – 575025 (KA)

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### *PROFESSIONAL EXPERIENCE*

- Professor, SHSSM, NITK Surathkal, India (Current) - Joined on 29.11.2012.
- Formerly served as Professor & Vice-Principal for Kshatriya College of Engineering, JNTU University Hyderabad (Joined on 29.10.2001 as Assistant Professor, worked till 28.11.2012).

### *CURRENT ADMINISTRATIVE POSITION*

- Associate Dean (Sports & Students' Activity Council), NITK Surathkal

### *PREVIOUS ADMINISTRATIVE/ INSTITUTE POSITIONS*

- Vice-Principal, Kshatriya College of Engineering, JNT University during 2011-12
- Head, School of Management, NITK Surathkal from 20.09.2018 to 01.09.2021
- Quality Control Warden during 2023-24
- Warden for Karavali Block during 2018-2021
- Faculty adviser to students “180 DC” club from August 2021 to till date
- Faculty in charge for NITK students’ “Photography” and “Multimedia” club from 2014 to 2019
- Member of Institution level committees such as NITK extension Centre, Health care center, NSS etc.
- Secretary NITK English medium school, NITK Campus Surathkal from June 2019 to 2023
- Member Board of Studies/Board of Governors to a few Institutions/Universities (Still containing)
- Member of advisory board for a few start-up companies

## EDUCATION

- **Ph.D.** from Indian Institute of Technology (IIT) Kharagpur – West Bengal  
Specialization: Human Resource Management, During: 2008-2011
- **M.Tech.** from Indian Institute of Technology (IIT) Kharagpur – West Bengal  
Specialization: Human Resource Development & Management  
Division: First, During: 2004-2006
- **B.E from** Amravati University – Maharashtra  
Specialization: Computer Science and Engineering  
Division: First, During: 1998-2001
- **PG (Diploma)** from NIRDPR - Hyderabad  
Specialization: Geospatial Technologies in Rural Development  
Division: First, During: 2021
- **Diploma** from Government Polytechnic for Boys Nizamabad (A.P)  
Specialization: Electrical and Electronics Engineering  
Division: First Class with Distinction, During: 1989-1993
- **SSC.** Board of Secondary Education, Hyderabad (A.P)  
Division: First, During: 1988-1989

## RESEARCH GUIDANCE

- Ph.D. Awarded: 5 scholars
- Currently Guiding: 7 scholars

**Ms. Shilpi Saha** (Reg. No. 135008HM13F02), first research scholar, successfully defended her thesis titled *“Impact of Organizational Culture, Trust, and Participation in Decision Making on Multiple Commitments”* in June 2017

**Mr. Sovanjeet Mishra** (Reg. No. 155144HM15F06), second research scholar, successfully defended his thesis titled *“An Empirical Investigation of Drivers and Outcomes of Employer Branding”* on 31st August 2020

**Mr. Ansab** (Reg. No. 177049SM001), third research scholar, successfully defended his thesis titled *“Impact of Behavioural and Social Factors on the Intention to Adopt Electric Vehicles: An Empirical Investigation”* on 26th August 2022

**Mr Sarin Raju** (Reg. No. 207073/207SM004), Fourth research scholar guided by Dr S. Pavan Kumar & Dr Rofin T M, successfully defended thesis titled “Game-theory studies of disruptions in decentralised dual-channel supply chain” on 31<sup>st</sup> Jan 2025

**Miss Poonam Sahoo** (197023SM002), Fifth research scholar guided by Dr S Pavan Kumar & Dr Rashmi Uchil, successfully defended thesis titled “Examining the readiness of Banking sector in implementing Industry 4.0 technologies” on 6<sup>th</sup> November 2024

## MANAGEMENT CONSULTANCY EXPERIENCE

- Implemented a project on ‘Human Resource Climate’ at Lokesh Machines Limited, Hyderabad.
- Executed ‘Employee Satisfaction Survey’ at Integrated Clean Room Technologies, Hyderabad.
- Member of a team to implement ‘Communication Exercise on Un-Bundling Process of State Electricity Board’ at Gujarat State Electricity Board (GSEB), Borada.
- Member of a team to organize a six-day workshop on ‘How to Identify Key Result Area’ for the managerial level employees of Narmada Hydro Electric Power Development Corporation (NHEPDC), Bhopal.
- Member of a team to conduct one-day workshop on ‘Team-Building Exercise’ for Microsoft mobile division employees, Hyderabad.
- Member of a team to conduct one-day workshop on ‘5-S in schools’, organized by Strategic Institute of Japanese Management and Confederation of Indian Industries (CII), Andhra Pradesh Chapter.

## SPONSORED PROJECTS EXECUTED

- Executed a Research Project on “Impact of Work Conditions and Personal Attributes on Performance of Coal Mines: An Empirical Investigation”. Sponsored by TEQIP –II under Research and Development Fund, National Institute of Technology Karnataka (NITK), Surathkal – 575025. Project Initiated Date: 21.07.2016, Project Submitted Date: 30.3.2017.

## AWARDS RECEIVED

**Best Paper Award:** Srinivas, S., Kumar, S. P., & Patrick, H. A. (2025, June 18–19). *Does organizational cultural intelligence influence job performance in financial TNCs?* National Conference on Integrating Equity and Diversity in Business for a Sustainable Future (IEDBSF 2025), CMS Business School, Jain (Deemed-to-be) University, Bengaluru, India.

**Best Paper Award:** Saraf, H. S., & Kumar, S. P. (2023, January 5–8). *Engineering education for sustainable development: Bibliometric analysis*. International Conference on Transformations in Engineering Education (ICTIEE 2023), Vidyavardhaka College of Engineering, Mysuru, Karnataka, India.

**Bronze Award:** Poonam Sahoo, S. Pavan Kumar, & Rashmi Uchil (2021). *Planning for the Worst-Case Scenario with Industry 4.0 Technologies: A Managerial Perspective*. Awarded at the international research competition conducted by Taylor’s University and University of Kelaniya, held online on 11th September 2021.

**Silver Award:** *Poonam Sahoo, Steevan Pinto, S. Pavan Kumar, & Rashmi Uchil* (2021).

*Branding the Skills to Work with Industry 4.0 Era: A Systematic Literature Review Using PRISMA Protocol*. Awarded at the international research competition conducted by Taylor's University and University of Kelaniya, held online on 11th September 2021.

**Best Research Paper Award:** *Sarin Raju, T.M. Rofin, & S. Pavan Kumar* (2021, July 27–28). *Effect of COVID-19 Induced Panic Buying on the Dual-Channel Supply Chain Under Channel Power Structure: A Game-Theoretic Analysis*. Awarded at the Global Conference on Innovations in Management and Business (GCIMB), jointly organized by Chapman University (USA), Howard University (USA), and NIT Warangal.

**Best Paper Award** – Track: Entrepreneurship and Engineering Innovation: *Exploring the Relationship between Students' Inclination to Sports and Their Entrepreneurial Intentions*. Conferred at the Eighth International Conference on Transformations in Engineering Education (ICTIEE 2021), organized by IUCEE, held online during 8th–10th January 2021.

**Second Best Paper Award:** *Antecedents of Satisfaction with Teamwork in Higher Education: An Empirical Study*. Presented at ICTIEE 2021, organized by IUCEE, held online during 8th–10th January 2021.

**Second Best Paper Award:** *Impact of Online Learning Readiness on Students' Satisfaction in Higher Educational Institutions*. Presented at ICTIEE 2021, organized by IUCEE, held online during 8th–10th January 2021.

**Engineering Education Research Leader Award:** Conferred by IUCEE during the Seventh International Conference on Transformations in Engineering Education (ICTIEE 2020) for the paper: *Workplace Spirituality as an Antecedent of University Teachers' Subjective Well-Being: Mediating Role of Job Satisfaction and Job Performance*. Held at Anurag Group of Institutions, Hyderabad, 5th–8th January 2020.

**Best Research Paper Award:** *An Empirical Examination of the Dimensions, Antecedents and Consequences of Corporate Reputation*. Presented at the 5th International Conference on Applied Business and Economic Research, organized by Serial Publications Pvt. Ltd., New Delhi, 20–21 May 2017.

**Best Research Paper Award:** *Antecedents of Employee Turnover Intention in Indian Automotive Industry*. Presented at the 3rd International Conference on Applied Business and Economic Research, organized by Serial Publications Pvt. Ltd., New Delhi, 30–31 July 2016.

**Outstanding Paper Award:** *Assessing the Relationship between Participating in Decision Making and Organizational Citizenship Behavior: Mediating Role of Organizational Commitment*. Awarded at the HR Summit (High-Tech People, High-Touch HR: Are We Missing the Human Touch?), organized by Indian Institute of Management Kozhikode (IIMK), 8–10 February 2013.

## PAPERS PRESENTED IN INTERNATIONAL CONFERENCES

Srinivas, S., Kumar, S. P., & Patrick, H. A. (2025, June 18–19). *Does organizational cultural intelligence influence job performance in financial TNCs?* [Conference presentation]. National Conference on Integrating Equity and Diversity in Business for a Sustainable Future (IEDBSF 2025), CMS Business School, Jain (Deemed-to-be) University, Bengaluru, India.

Priyadarsini, M. K., & Kumar, S. P. (2025, January 8–10). *Nurturing research mindset through undergraduate research experience (URE) and mentoring in engineering institutions* [Conference presentation]. International Conference on Transformations in Engineering Education (ICTIEE), Vallurupalli Nageswara Rao Vignana Jyothi Institute of Engineering and Technology, Hyderabad, Telangana, India.

Lobo, R., Kumar, S. P., & Rofin, T. M. (2024, August 8). How and when does compassion fatigue affect the practice environment and work engagement of nurses: A moderated mediation analysis. Paper presented at the 12th International Research Symposium Management 2024.

Priyadarsini, M. K., & Kumar, S. P. (2024, January 2–4). *Empowering engineers for research careers – Role of undergraduate research experience and institutional support*. International Conference on Transformations in Engineering Education (ICTIEE 2024), KLE Technological University, Vidyanagar, Hubballi, Karnataka, India.

Saraf, H. S., & Kumar, S. P. (2023, January 5–8). *Engineering education for sustainable development: Bibliometric analysis*. International Conference on Transformations in Engineering Education (ICTIEE 2023), Vidyavardhaka College of Engineering, Mysuru, Karnataka, India.

Priyadarsini, M. K., & Kumar, S. P. (2023, January 5–8). *Assessing employee readiness for inclusive workplaces: Addressing stigma towards transgender employees*. International Conference on Transformations in Engineering Education (ICTIEE 2023), Vidyavardhaka College of Engineering, Mysuru, Karnataka, India.

Kumar, S. P. (2022, January 7–9). *Influence of university teachers' job satisfaction on subjective well-being and job performance*. Ninth International Conference on Transformations in Engineering Education (ICTIEE 2022), IUCEE, Online.

Sahoo, P., Kumar, S. P., & Uchil, R. (2021, September 11). *Planning for the worst-case scenario with Industry 4.0 technologies: A managerial perspective*. International Conference jointly organized by Taylor's University and University of Kelaniya, Online.

Sahoo, P., Pinto, S., Kumar, S. P., & Uchil, R. (2021, September 11). *Branding the skills to work with Industry 4.0 era: A systematic literature review using PRISMA protocol*. International Conference jointly organized by Taylor's University and University of Kelaniya, Online.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, June 18–20). *Influence of COVID-19 induced panic buying and lockdown on dual-channel supply chain performance: A game-theoretic study*. Conference on Excellence in Research and Education, IIM Indore, Online.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, July 27–28). *Effect of COVID-19 induced panic buying on the dual-channel supply chain under channel power structure: A game-theoretic analysis*. Global Conference on Innovations in Management and Business (GCIMB), jointly organized by Chapman University (USA), Howard University (USA), and NIT Warangal, Online.

Kumar, S. P. (2022, January 7–9). *Influence of university teachers' job satisfaction on subjective well-being and job performance*. Ninth International Conference on Transformations in Engineering Education (ICTIEE 2022), IUCEE, Online.

Sahoo, P., Kumar, S. P., & Uchil, R. (2021, September 11). *Planning for the worst-case scenario with Industry 4.0 technologies: A managerial perspective*. International Conference jointly organized by Taylor's University and University of Kelaniya, Online.

Sahoo, P., Pinto, S., Kumar, S. P., & Uchil, R. (2021, September 11). *Branding the skills to work with Industry 4.0 era: A systematic literature review using PRISMA protocol*. International Conference jointly organized by Taylor's University and University of Kelaniya, Online.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, June 18–20). *Influence of COVID-19 induced panic buying and lockdown on dual-channel supply chain performance: A game-theoretic study*. Conference on Excellence in Research and Education, IIM Indore, Online.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, July 27–28). *Effect of COVID-19 induced panic buying on the dual-channel supply chain under channel power structure: A game-theoretic analysis*. Global Conference on Innovations in Management and Business (GCIMB), jointly organized by Chapman University (USA), Howard University (USA), and NIT Warangal, Online.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, December 20–22). *Game-theoretical analysis of the impact of panic buying on the e-tailer leader dual-channel supply chain: A study in the wake of COVID-19*. 8th International Conference on Business Analytics and Intelligence (ICBAI), IISc Bangalore, India.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, December 17–19). *Pricing decisions in a heterogeneous dual-channel supply chain under lead-time sensitive customer demand*. AORBI 2021 with the 54th Annual Convention of the Operational Research Society of India (ORSI), Govt. Holkar Science College, Indore, India.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, October 25–26). *Delivery lead time competition between e-tailers: A game-theoretic study*. IEEE Conference on Data Analytics for Business and Industry (ICDABI), University of Bahrain, Online.

Raju, S., Rofin, T. M., & Kumar, S. P. (2021, November 25–27). *Crisis cartels between retailers and e-tailers during COVID-19 and their impact on pricing decisions: A game-theoretic study*. International Conference on Business and Information Technology (ICBIT-2021), MDI Murshidabad, India.

Kumar, S. P. (2021, March 19–20). *Subjective well-being as a moderator between job satisfaction and job performance: Necessary condition analysis*. International Conference on Roadmap for Humanities and Social Sciences in STEM Higher Education, IIT Jammu, India.

Kumar, S. P. (2021, January 8–10). *Exploring the relationship between students' inclination to sports and their entrepreneurial intentions*. 8th International Conference on Transformations in Engineering Education (ICTIEE 2021), IUCEE, Online.

Kumar, S. P. (2021, January 8–10). *Antecedents of satisfaction with teamwork in higher education: An empirical study*. 8th International Conference on Transformations in Engineering Education (ICTIEE 2021), IUCEE, Online.

Kumar, S. P. (2021, January 8–10). *Impact of online learning readiness on students' satisfaction in higher educational institutions*. 8th International Conference on Transformations in Engineering Education (ICTIEE 2021), IUCEE, Online.

Ansab, K. V., & Kumar, S. P. (2020). *The factors influencing electric car adoption among consumers in an emerging market context*. In D. E. Harrison (Ed.), *Analysis for a brave new marketing world* (pp. 182–187). Society for Marketing Advances.

Kumar, S. P. (2020, January 5–8). *Workplace spirituality as an antecedent of university teachers' subjective well-being: Mediating role of job satisfaction and job performance*. 7th International Conference on Transformations in Engineering Education (ICTIEE 2020), IUCEE, Anurag Group of Institutions, Hyderabad, India.

Mishra, S., & Kumar, S. P. (2019). *Exploring the linkage between internet recruitment dimensions and employer branding*. In *Proceedings of the 6th Asia Pacific International Conference on Changing Business Practices in Current Environment* (p. 55). Mumbai: SIMSREE, Govt. of Maharashtra.

Ansab, K. V., & Kumar, S. P. (2019, March 8–9). *The influence of determinant factors on the adoption of electric vehicles*. Conference organized by the Department of Management Studies, MNIT Jaipur, India.

Mishra, S., & Kumar, S. P. (2019, March 8–9). *Inspecting the connection between employer branding, environmental factors and internet recruitment adoption: A conceptual modeling approach*. Conference organized by the Department of Management Studies, MNIT Jaipur, India.

Mishra, S., & Kumar, S. P. (2017a). *Prospecting the enablers of employer branding: Retention aspect*. In *Proceedings of the 27th Annual Conference of the National Academy of Psychology (NAOP)* (p. 155). West Bengal: Indian Institute of Technology Kharagpur (IITKGP).

Mishra, S., & Kumar, S. P. (2017b). *Prospecting the enablers and outcomes of employer branding*. In *Proceedings of the 11th Indian Subcontinent Decision Sciences Institute International Conference* (p. 74). Tamil Nadu: Indian Institute of Management Tiruchirappalli (IIMT).

Mishra, S., & Kumar, S. P. (2017, December 22–24). *Prospecting the enablers of employer branding: Retention aspect*. Paper presented at the 27th Annual Conference of the National Academy of Psychology (NAOP), Indian Institute of Technology Kharagpur (IIT KGP), West Bengal, India.

Maurya, U., Kumar, S. P., & Mishra, P. (2017, May 20–21). *Corporate reputation dimensions, enablers and outcomes in service organizations*. Paper presented at the 5th International Conference on Applied Business and Economics Research, organized by Serials Publications, New Delhi, India.

Mishra, S., & Kumar, S. P. (2017, January 9–12). *Establishing a nexus between employee engagement and employer branding to develop employees' brand behavior*. Paper presented at the conference organized by the Institute of Strategic Marketing and Communication (MICA), Ahmedabad, India.

Mishra, S., & Kumar, S. P. (2016, November 24–25). *Strengthening internal employer branding by linking it to employee engagement: Retention aspect*. Paper presented at the FORE International OB & HR Conference (FIOHC'16), Fore School of Management (FSM), New Delhi, India.

Mishra, S., & Kumar, S. P. (2016, May 5–8). *Impact of psychological contract, work culture and workforce diversity on turnover intention in Indian insurance industry*. Paper presented at the Conference on Excellence in Research & Education (CERE), Indian Institute of Management Indore (IIM Indore), Indore, India.

Giri, V. N., Kumar, S. P., & Rajesh, V. K. (2016, July 30–31). *Antecedents of employee turnover intention in Indian automotive industry*. Paper presented at the 3rd International Conference on Applied Business and Economic Research, Serials Publications Pvt. Ltd, New Delhi, India.

Saha, S., & Kumar, S. P. (2016, July 30–31). *Empirical validation of dimensionality of quality of work life for Indian public sector undertakings*. Paper presented at the 3rd International Conference on Applied Business and Economic Research, New Delhi, India.

Mishra, S., & Kumar, S. P. (2016, May 5–8). *Impact of psychological contract, work culture and workforce diversity on turnover intention in Indian insurance industry*. Paper presented at the 7th International Conference on Excellence in Research and Education, Indian Institute of Management Indore (IIMI), India.

Kumar, S. P., & Giri, V. N. (2015, January 5–8). *Impact of engineering faculty participation in decision making and commitment on organizational citizenship behaviour*. Paper presented at the 2nd International Conference on Transformations in Engineering Education (ICTIEE), Bangalore, India.



Saha, S., & Kumar, S. P. (2015, February 27–28). *Assessing the relationship between participation in decision making, job satisfaction and multiple commitments*. Paper presented at the International Conference on Contemporary Trends in Managing Modern Workforce, Symbiosis Centre for Management and Human Resource Development (SCMHRD), Pune, India.

Saha, S., & Kumar, S. P. (2015, December 16–18). *Impact of organizational culture on multiple commitments: Mediating role of organizational learning*. Paper presented at the 3rd PAN-IIM World Management Conference, Indian Institute of Management Indore (IIMI), India.

Saha, S., & Kumar, S. P. (2014, December). *Impact of participation in decision making on job satisfaction, group learning and group commitment*. Paper presented at the International Conference on Business Paradigms in Emerging Markets (ICBPPEM), National Institute of Technology Rourkela (NITR), India.

Saha, S., & Kumar, S. P. (2014, December). *Analyzing the impact of participation in decision making on quality of work life and multiple commitments*. Paper presented at the IMR Doctoral Conference, Indian Institute of Management Bangalore (IIMB), India.

Kumar, S. P., & Giri, V. N. (2014, May 8–11). *Analyzing the effect of demographic variables on organizational citizenship behavior*. Paper presented at the International Conference on Excellence in Research and Education, Indian Institute of Management Indore (IIMI), India.

Kumar, S. P., & Giri, V. N. (2013, December 11–13). *Interaction effects of teachers' job involvement on participation in technical decisions and organizational citizenship behaviour*. Paper presented at the International Conference on Business Analytics and Intelligence (BAI), Indian Institute of Management Bangalore (IIMB), India.

Kumar, M. U., Kumar, S. P., & Mishra, P. (2013, January 6–9). *Corporate reputation dimensions, enablers and outcomes in service organizations*. Paper presented at the Tenth AIMS International Conference on Management, Indian Institute of Management Bangalore (IIMB), India. (Presented in absentia)

Giri, V. N., & Kumar, S. P. (2013, February 8–10). *Assessing the relationship between participating in decision making and organizational citizenship behavior: Mediating role of organizational commitment*. Paper presented at the HR Summit on “High-Tech People, High-Touch HR: Are we missing the human touch?”, Indian Institute of Management Kozhikode (IIMK), India.

Kumar, S. P., & Giri, V. N. (2011, December 15–16). *Participation in decision making and commitment forms in Indian engineering institutions*. Paper presented at the International Conference on “Business Growth in Emerging Markets: Global Shifts and Local Effects”, Institute of Public Enterprise (IPE), Hyderabad, and Egade Business School, Mexico City, Mexico.

Kumar, S. P., & Giri, V. N. (2011, October 21). *Multiple commitments as antecedents of teachers' organizational citizenship behaviour*. Paper presented at the 11th Consortium of Students in Management Research (COSMAR), Department of Management Studies, Indian Institute of Science Bangalore (IISc.), India.

## PAPERS PRESENTED IN NATIONAL CONFERENCES

Menon, N., & Kumar, S. P. (2016, December 29–31). *Can emotional intelligence help a leader to be creative?* Paper presented at the 26th Annual Conference of the National Academy of Psychology (NAOP), Indian Institute of Technology Madras (IITM), India. Paper ID: NAOP201600242.

Kumar, S. P., & Rao, P. S. (2013, September 11–12). *Teaching and learning English language in a technology-driven environment*. Paper presented at the National Level Seminar on English for Specific Purposes, R.B. NarayanRao Borawake College, sponsored by University Grants Commission (UGC), India.

Kumar, S. P., & Rao, P. S. (2011–2012). *Application of Web CT 2.0 technologies in education*. Paper presented at "Professional Knack – Melting Pot Contest of INSPIRE – The Faculty Contest Series", Infosys Limited, India.

Kumar, S. P. (2011, February 2). *[Paper presentation on Research Scholars' Day]*. Paper presented at Research Scholars' Day, Department of Humanities and Social Sciences, Indian Institute of Technology Kharagpur (IIT KGP), India.

Kumar, S. P. (2009, November 11). *[Poster presentation on Research Scholars' Day]*. Poster presented at Research Scholars' Day, Department of Humanities and Social Sciences, Indian Institute of Technology Kharagpur (IIT KGP), India.

## PAPERS PUBLISHED IN INTERNATIONAL JOURNALS

Sahoo, P., Saraf, P. K., & Uchil, R. (2025). Identification of challenges to Industry 5.0 adoption in Indian manufacturing firms: An emerging economy perspective. *International Journal of Computer Integrated Manufacturing*, 38(5), 649–674. <https://doi.org/10.1080/0951192X.2024.2382186>

Priyadarsini, M. K., & Kumar, S. P. (2025). Nurturing research mindset through undergraduate research experience (URE) and mentoring in engineering institutions. *Journal of Engineering Education Transformations*, 38(SI-2), 92–96. <https://www.journaleet.org/index.php/jeet/article/view/3238>

Ansab, K. V., & Kumar, S. P. (2024). The role of anticipated guilt in consumer adoption of eco-innovation. *International Journal of Business Innovation and Research*, 34(2), 190–216. <https://doi.org/10.1504/IJBIR.2024.138955>

Lobo, R., Kumar, S. P., & Rofin, T. M. (2024). Professional quality of life among mental health nurses: A systematic review and meta-analysis. *International Journal of Mental Health Nursing*, 33(6), 2005–2025. <https://doi.org/10.1111/inm.13424>

Priyadarsini, M. K., & Kumar, S. P. (2024). Empowering engineers for research careers–Role of undergraduate research experience and institutional support. *Journal of Engineering Education Transformations*, 37(SI-2), 775–782. <https://doi.org/10.16920/jeet/2024/v37is2/24120>

Raju, S., Rofin, T. M., & Kumar, S. P. (2024). The opportunities and challenges of crisis cartel during demand disruptions: A game theoretic study. *Managerial and Decision Economics*, 45(6), 4350–4373. <https://doi.org/10.1002/mde.4252>

Raju, S., Rofin, T. M., Kumar, S. P., & Jacob, J. (2024). Do wholesale pricing strategies matter during asymmetric disruptions? A game theoretic analysis. *Journal of Modelling in Management*, 19(3), 717–749. <https://doi.org/10.1108/JM2-12-2022-0289>

Raju, S., Rofin, T. M., & Kumar, S. P. (2024). Pricing decisions during panic buying and its effect on a dual-channel supply chain under different channel power structures. *Journal of Revenue and Pricing Management*, 23(2), 83–95. <https://doi.org/10.1057/s41272-023-00425-x>

Sahoo, P., Saraf, P. K., & Uchil, R. (2024). Identification of critical success factors for leveraging Industry 4.0 technology and research agenda: A systematic literature review using PRISMA protocol. *Asia-Pacific Journal of Business Administration*, 16(3), 457–481. <https://doi.org/10.1108/APJBA-03-2022-0105>

Sahoo, P., Saraf, P. K., & Uchil, R. (2024). Moving toward Bank 4.0 in India: A qualitative thematic analysis and future research agenda. *Journal of Science and Technology Policy Management*. <https://doi.org/10.1108/JSTPM-08-2023-0128>

Sahoo, P., Saraf, P. K., & Uchil, R. (2024). Prioritization of critical factors toward Industry 4.0 adoption in service industries: An emerging economy perspective. *International Journal of Quality & Reliability Management*, 41(7), 1865–1897. <https://doi.org/10.1108/IJQRM-06-2023-0184>

Ansab, K. V., & Kumar, S. P. (2024). Influence of government financial incentives on electric car adoption: Empirical evidence from India. *South Asian Journal of Business Studies*, 13(2), 226–243. <https://doi.org/10.1108/SAJBS-03-2021-0088>

Priyadarsini, M. K., & Kumar, S. P. (2023). Assessing employee readiness for inclusive workplaces: Addressing stigma towards transgender employees. *Journal of Engineering Education Transformations*, 36 (Special Issue), 471–478. <https://doi.org/10.16920/jeet/2023/v36is2/23072>

Saraf, H. S., & Kumar, S. P. (2022). Engineering education for sustainable development: Bibliometric analysis. *Journal of Engineering Education Transformations*, 36(SI-2), 575–581. <https://doi.org/10.16920/jeet/2023/v36is2/23088>

Priyadarsini, M. K., & Kumar, S. P. (2022). Can we visualize equity and sustainable development without inclusivity? *Journal of Engineering Education Transformations*, 36(SI-2), 471–478. <https://doi.org/10.16920/jeet/2023/v36is2/23072>

Kumar, S. P. (2022). Influence of university teachers' job satisfaction on subjective well-being and job performance. *Journal of Engineering Education Transformations*, 35(SI-1), 160–167. <https://doi.org/10.16920/jeet/2022/v35is1/22023>

Saraf, P. K., Saha, S., & Anand, A. (2022). Supportive culture and job involvement in public sector: The mediating role of participation in decision making and organizational learning. *International Journal of Public Sector Management*, 35(5), 549–567. <https://doi.org/10.1108/IJPSM-09-2021-0218>

Kumar, S. P., Saha, S., & Anand, A. (2021). A green human resource management approach of participation in decision-making and behavioral outcomes – a moderated mediated model. *International Journal of Organizational Analysis*. Advance online publication. <https://doi.org/10.1108/IJOA-09-2021-2954>

Kumar, S. P. (2021). Exploring the relationship between students' inclination to sports and their entrepreneurial intentions. *Journal of Engineering Education Transformations*, 34, 57–63. <https://doi.org/10.16920/jeet/2021/v34i0/157106>

Kumar, S. P. (2021). Antecedents of satisfaction with teamwork in higher education: An empirical study. *Journal of Engineering Education Transformations*, 34, 579–583. <https://doi.org/10.16920/jeet/2021/v34i0/157216>

Kumar, S. P. (2021). *Impact of online learning readiness on students' satisfaction in higher educational institutions*. *Journal of Engineering Education Transformations*, 34, 64–70. <https://doi.org/10.16920/jeet/2021/v34i0/157107>

Kumar, S. P. (2020). *Workplace spirituality as an antecedent of university teachers' subjective well-being: Mediating role of job satisfaction and job performance*. *Journal of Engineering Education Transformations*, 33, 137–146. <https://doi.org/10.16920/jeet/2020/v33i0/150082>

Mishra, S., & Kumar, S. P. (2019). *Prospecting the enablers for adoption of e-recruitment practices in organisations: A proposed framework*. *International Journal of Environment, Workplace and Employment*, 5(3), 235–246. <https://doi.org/10.1504/IJEWE.2019.10025144>

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Kumar, S. P. (2017). *Subjective well-being as a moderator between job satisfaction and job performance: A conceptual framework*. *International Journal of Economic Research*, 14(17), 429–435.

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Mishra, S., & Kumar, S. P. (2017). *Exploring the nexus between psychological contract and turnover intention: Conceptual framework. Romanian Economic and Business Review*, 12(1), 68–81.

Maurya, U., Kumar, S. P., & Mishra, P. (2017). *An empirical examination of the dimensions, antecedents and consequences of corporate reputation. International Journal of Applied Business and Economic Research*, 15(6), 99–155.

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Kumar, S. P., & Rao, P. S. (2013). *Teaching and learning English language in technology driven environment. An Inter-Disciplinary International Referred Research Journal*, 6, 43–49.

Kumar, S. P., & Giri, V. N. (2013). *Impact of teachers' participation in decision making on commitment forms in Indian engineering institutions. Pacific Business Review International*, 5(9), 49–58. <https://doi.org/10.16920/jeet/2015/v28i4/70402>

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Kumar, S. P., & Giri, V. N. (2012). Dimensionality of organizational citizenship behaviour in Indian engineering institutions. *International Journal of Education and Management Studies*, 2, 286–290.

#### *PAPERS PUBLISHED IN NATIONAL JOURNALS*

Kumar, S. P., & Giri, V. N. (2012). Teachers' multiple commitment in higher learning institutions. *International Journal of Physical and Social Sciences*, 8, 156–165. <https://doi.org/10.1155/IAMDS/2006/58232>

Kumar, S. P. (2012). 2020 growth story through entrepreneurship. *Business Vision*, October–December 2012, 16–20.

Kumar, S. P., & Rao, P. S. (2012). Accelerating rural development through youth empowerment. *Business Vision*, April–June 2012, 94–98.

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#### *PAPERS PUBLISHED AS A BOOK CHAPTER*

Kumar, S. P., & Giri, V. N. (2012). Impact of teachers' commitment forms on organizational citizenship behaviour in Indian engineering institutions. *Journal of IMS Group*, 9, 1–8.

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#### *A FEW GUEST LECTURES DELIVERED*

- “Advance MS Excel & Spread Sheet Modelling” - 90 hour sessions delivered during for the benefit of Management students of MSNIM - Manel Srinivasa Nayak Institute of Management, Mangalore during 2022-2023 and 2023-2024.
- “HR Analytics for Business Managers” – 5-hour session delivered on 6 May 2021 as part of an AICTE-sponsored online short-term course organized by Srinivasa University.
- “Business Analytics” – A lecture series delivered to the students of SR University during the period October 2020 to January 2021.
- “Role of HR Manager in the Data-Driven Business Environment” – 3-hour session conducted on 27 November 2020 (2:00 PM – 5:00 PM) for an online refresher course organized by Pondicherry University.
- “Structural Equation Modeling” – 24 hours of lectures delivered during a three-day workshop held on 10–12 May 2017 at Rajagiri College of Social Sciences (Autonomous), Kalamassery, Kerala (A “College with Potential for Excellence”).
- “Structural Equation Modeling” – 12 hours of lectures delivered during a two-day workshop on 27–28 January 2017 at Kongu Engineering College, Erode, Chennai (NAAC “A” grade accredited autonomous institution).
- “Data Analysis through SPSS & AMOS” – 6-hour session conducted during a two-day workshop on 19–20 November 2014 at IIT Kharagpur Extension Centre, Kolkata.
- “Structural Equation Modeling” – 2-hour lecture delivered on 16 November 2014 during a one-day workshop on Research Methodology and SEM at National Institute of Technology Karnataka (NITK), Surathkal.
- “Social Media and the Role of Human Resource Management” – 2-hour lecture delivered during a two-day workshop on Management of Human Resources in a Technology-Driven Economy held on 8–9 March 2013 at NITK Surathkal.
- “Data Analysis through SPSS & AMOS” – 6-hour session delivered on 22 January 2012 during a one-day workshop for industry personnel and research scholars at IIT Kharagpur Extension Centre, Kolkata.
- “Youth Empowerment” – 2-hour lecture delivered on 2 December 2011 at Telangana University, Nizamabad (Andhra Pradesh).

### *WORKSHOPS ORGANIZED*

- Cybersecurity for Business Managers and Leaders – Six-day workshop organized from 15 to 20 March 2021, sponsored by TEQIP III, held at NITK Surathkal.
- Spreadsheet Modeling for Human Resource Managers – Six-day workshop conducted during September and November 2019 at NITK Surathkal.
- Research Methodology and Structural Equation Modeling – One-day workshop organized on 16 November 2014 at NITK Surathkal.
- Management of Human Resources in a Technology-Driven Economy – Two-day workshop coordinated on 8–9 March 2013 at NITK Surathkal.
- Palisade Analytical Tools for MBA Students – One-day hands-on workshop organized on 14 February 2013 at NITK Surathkal.

### *INDUSTRIAL TRAINING*

- Technical Apprentice trainee under Director of Training, Government of India during the period 05.08.1994 – 04.08.1995

### *LIST OF A FEW NOTABLE PROFESSIONAL TRAINING ATTENDED*

- How to Teach Online  
Six-day online FDP by IIM Indore, 6th–11th July 2020.
- Structural Equation Modeling Using MPlus  
One-day workshop during 4th PAN-IIM World Management Conference, IIM Ahmedabad, 13th–15th December 2016.
- Scale Development  
Short-term FDP by Dept. of Management Studies, IIT Madras, 7th–12th September 2016.
- Quantitative Research Techniques Using R  
Three-day workshop by Christ University, Bengaluru, 26th–28th February 2016.
- Services Marketing and Persuasive Communication to B2B Customers  
One-day workshop by School of Management, NITK Surathkal, 21st December 2015.
- Integrated Innovative Entrepreneurship with Engineering Education  
One-day workshop by IUCEE & BMSCE Bangalore, 6th January 2015.
- Research Methods Using SEM  
Two-day workshop by Dept. of Management Studies, NIT Calicut, 25th–26th April 2014.



- **Big Data and Machine Learning**  
Three-day workshop by Dept. of CSE, NITK Surathkal (TEQIP-II), 21st–23rd February 2014.
- **Entrepreneurship Development**  
Eleven-day FDP by NITK STEP & EDII Ahmedabad (DST sponsored), 16th–26th December 2013.
- **Workplace Sensitisation**  
One-day workshop by Dept. of HSSM, NITK Surathkal, 22nd November 2013.
- **Induction Training for Newly Recruited Faculty**  
Four-day workshop by NITK Surathkal (TEQIP-II), 1st–4th July 2013.
- **Soft Computing Techniques & Data Engineering**  
Two-day workshop by GITAM University, Hyderabad, 30th–31st March 2012.
- **Entrepreneurship & Business Plan**  
One-day workshop by IIT Delhi & Kshatriya College of Engineering, 15th February 2012.
- **Statistical Modelling for Data Analysis**  
Eleven-day workshop by VGSOM, IIT Kharagpur (MHRD/AICTE), 30th Nov–11th Dec 2009.
- **Social Research Methodology and Data Analysis**  
Fourteen-day workshop by Dept. of HSS, IIT Kharagpur (MHRD/AICTE), 21st Sep–4th Oct 2009.
- **Educational Leadership**  
Seven-day workshop by CET, IIT Kharagpur (MHRD/AICTE), 14th–20th Sep 2009.
- **Statistical Modelling for Data Analysis**  
Fourteen-day workshop by VGSOM, IIT Kharagpur (MHRD/AICTE), 30th June–13th July 2008.
- **Statistical Package for Social Sciences (SPSS)**  
Three-day workshop by JNTU Hyderabad (SPSS South Asia), 11th–13th Feb 2008.
- **Theory of Computation**  
Four-day workshop by Sreenidhi Institute of Science & Technology, Hyderabad, 9th–13th June 2003 (IODU sponsored).

### *SUBJECTS TAUGHT FOR PG AND UG STUDENTS*

1. Management Information System
2. Organizational Development and Management of Change
3. Business Analytics
4. Management Theory and Practice
5. Principles of Management
6. Spreadsheet Modeling
7. Industrial Relations
8. Performance Management
9. Human Resource Management
10. HR Analytics

### *AREAS OF RESEARCH INTEREST*

1. Contemporary issues in General Management, Human Resource Management & Organizational Behavior
2. Business application of Information Systems
3. HR and Business Analytics
4. Industrial Relations
5. Issues in Research Methodology

### *REVIEWER OF JOURNALS*

- Regular reviewer to a few international Scopus indexed journals.

### *EXTRA-CURRICULAR ACTIVITIES*

- Worked as care taker NCC Officer (ANO) for engineering students of Kshatriya College of Engineering during the year 2002-2004.
- Cleared National Cadet Corp (NCC) A, B, C Certificate examinations
- Inter-district football champion for two consecutive years (1988 & 1989)

Date: 23.06.2025

Place: NITK Surathkal



[DR S Pavan Kumar]