

Dr M. MUTHUKUMARAN
Assistant Professor
G.T.N. Arts College (Autonomous), Old Karur Road, Dindigul
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PROFESSIONAL SUMMARY

- Ability to conduct scientific research with strong theoretical concepts.
- Train the team in preparing research design, collecting primary data, developing psychometrics, using software for data analysis, and report writing.
- Coordinate and monitor the research initiatives and competence to bring valuable evidence and findings.
- Leverages strong communication skills to foster meaningful and trusting relationships with peers and superiors.
- Thrives in fast-paced, diverse, and research-oriented environments.
- Demonstrates strong critical thinking, decision-making, problem-solving, research, statistical and report-writing skills.

CORE PROFICIENCIES

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|--------------------------------|----------------------|----------------------|
| – Research Methodology | – Applied Statistics | – Business Analytics |
| – MS Excel | – SPSS | – AMOS |
| – Structural Equation Modeling | – R | – Psychometrics |
| – Qualitative Research | – Text Analysis | – Bibliometrics |

EXPERIENCE

Assistant Professor Department of MBA, G.T.N. Arts College (Autonomous)	2024 - present
Guest Faculty Centre for Applied Research, Gandhigram Rural Institute	2017 - 2024
Assistant Professor MBA, Gandhigram Rural Institute	2016 - 2017
Assistant Professor Mary Matha College, Periyakulam	2008 - 2012

EDUCATION | CREDENTIALS

Doctoral degree (Full time) in Management from Pondicherry Central University, Pondicherry

Master's degree in management (MBA) from Madurai Kamaraj University, Madurai

Graduate's degree in Business Administration (BBA) from Jeyaraj Chelladurai College, Periyakulam

ACHIEVEMENT

Qualified **National Eligibility Test** (NET) for Lectureship with the award of **Junior Research Fellowship** (JRF)

PUBLICATIONS

- Muthukumaran, M., & Latha, K. L. (2013). Reducing employee turnover: A Retention strategy. *Acta de Gerencia Ciencia*, 1(2), 21–26.
- Muthukumaran, M., & Latha, K. L. (2014). Influence of Satisfaction with supervision, Satisfaction with Nature of Work, Satisfaction with Pay on Turnover Intention: An Empirical Study in Banks. *Modern Research Studies: An International Journal of Humanities and Social Sciences*, 1(2), 302–313.
- Muthukumaran, M., & Latha, K. L. (2014). The Effect of Job Demographics on Job Satisfaction among Bank Employees. *International Journal of Research & Business Innovation*, 2(5), 245–248.
- Muthukumaran, & Latha, L. (2015). Moderating Effect of Gender on the Relationship between Job Stress and Turnover Intention among Bank Employees. In *Innovative Management Practices for Global Competitiveness* (pp. 9–13).
- Muthukumaran, & Latha, L. (2015). Employee Perceptions of Job Satisfaction: Comparative Study on Indian Banks. In *Innovative Management Practices for Sustainable Development* (pp. 1–7).
- Latha, K. L., & Muthukumaran, M. (2015). Compelling Reasons that Influenced Women to Enter into Micro-entrepreneurship in Puducherry. *International Journal of Research & Business Innovation*, 3(5), 145–150.
- Muthukumaran, M. (2015). The Reasons behind Employee's Turnover Intention - An Empirical Study. *International Journal of Business Intelligence & Innovations*, October (2), 148–154.

- Muthukumaran, M. (2016). Employees' Satisfaction on Pay, Supervision and Working Condition: A Comparative Study on Indian Banks. *Abhinav National Monthly Refereed Journal of Research in Commerce & Management*, 5(11), 6–11.
- Muthukumaran, M. (2017). The Effect of Affective Commitment, Continuance Commitment, and Normative Commitment on Turnover Intention among Bank Employees. *International Journal on Global Business Management and Research*, 6(1), 24–31.
- Muthukumaran, M. (2018). Effect of Quality of Work Life on Job Satisfaction and Organizational Performance: A Structural Equation Analysis. *Optimization: Journal of Research in Management*, 10(2), 46–51.
- Muthukumaran, M., & Latha, K. L. (2018). Effect of Emotional Intelligence on Job Satisfaction: An Empirical Study on Bank Employees. *SUMEDHA Journal of Management*, 7(3(2)). (UGC: 46802)
- Muthukumaran, M., Shanmuganathan, R., & David, D. R. De. (2018). Turnover Intention among Bank Managers – Sources and their Effects: An Empirical Study. *TSM Business Review*, 6(1), 50–58. <http://doi.org/10.23837/tbr/2018/v6/n1/174850>
- Jayaraj, K., Muthukumaran, M., & Pius, A. (2019). Water Quality Analysis Using Multivariate Techniques. *International Journal of Research and Analytical Reviews (IJRAR)*, 6(1), 242–256. (UGC: 43602)
- Muthukumaran, M., & Lavanyalatha, K. (2019). An Empirical Study of Turnover Intentions in Commercial Banking Sector. *RESEARCH REVIEW International Journal of Multidisciplinary, Special Issue*, 50–53. (UGC: 44945)
- Haorei, W., Muthukumaran, M., Thavaraj, H. S., Akilandeewari, S. V., Mahadevan, M., & Dhevan, K. (2023). Validation of Emotional Intelligence Scale among Women Entrepreneurs in India. *Seybold Report*, 18(1), 134–142.
- Muthukumaran, M. (2024). Revolutionizing Industry 5.0: The role of AI and business analytics in transforming industrial practices. In *Artificial intelligence and business analytics: A transformative force in Industry 5.0* (pp. 16–29). Department of Management Studies, Virudhunagar Hindu Nadars' Senthikumara Nadar College. ISBN: 978-81-974481-0-2.

CONFERENCES AND SEMINARS ATTENDED

- Presented a paper titled Reducing Employee Turnover: A Retention Strategy in the National Conference on Emerging Challenges for Sustainable Business held on April 26th, 2013, at Jeyam College of Engineering and Technology, Dharmapuri.

- Presented a paper on the Role of Banks in Promoting Women Entrepreneurship in Puducherry and was awarded a second-best paper in the two-day National Conference on Financial Inclusion-Strength, Weakness and Trend held on 25th and 26th February 2014, sponsored by ICSSR and organized by Sri Kaliswari College, Sivakasi.
- Presented a paper titled The Effect of Job Demographics on Job satisfaction among Bank Employees at the International Conference on Business Innovation organized by School of Business Studies, Sun Arts and Science College, Thiruvannamalai on 6th and 7th October 2015.
- Presented a paper on the Role of Self-Help Groups in Economic Development of Tamilnadu in the ICSSR-sponsored national level seminar on Creating Entrepreneurship Awareness among SHG Members in Tirunelveli District, Tamilnadu, organized by Sadakkathullah Appa College, Tirunelveli on February 18th, 2015.
- Presented a paper titled Compelling Reasons that influence Women to enter Micro Entrepreneurship in the UGC-sponsored National Seminar on Social Entrepreneurship, A Drive for Sustainability, organized by PG & Research Department of Commerce, Periyar EVR College, Tiruchirappalli on February 27th, 2015.
- Presented a paper titled Employee Perceptions of Job Satisfaction: Comparative Study on Indian Banks in the ICSSR-sponsored National Seminar on Innovative Management Practices for Sustainable Development and Global Competitiveness, organized by Department Management Studies, School of Management, Pondicherry University 08th and 09th October 2015.
- Presented a paper titled Moderating Effect of Gender on The Relationship between Job Stress and Turnover Intention among Bank Employees in the ICSSR-sponsored National Seminar on Innovative Management Practices for Sustainable Development and Global Competitiveness organized by Department of Management Studies, School of Management, Pondicherry University, and Pondicherry on 08th and 09th October 2015.
- Presented a paper titled Employees Job Satisfaction: A Comparative Study on Indian Banks in the National Conference on Sustainable Development in Corporate Sector- Perspectives, Problems and Prognosis organized by the Department of Commerce, Karpagam University, and Coimbatore on September 23rd, 2016.
- Presented a paper titled Causes of Turnover Intention among Managers: A Study on Selected Commercial Banks in the 3rd International Conference on Economic Growth and Sustainable Development: Emerging Trends organized by Shri Dharmasthala Manjunatheshwara Institute for Management Development, Mysore on 10th and 11th November 2017.

WORKSHOPS PARTICIPATED

- Participated in the National Workshop on Research Methodology – Confluence of Researching Minds held at Bharathidasan Govt. College for Women, Puducherry, from 27th to 29th September 2012.
- Participated in the Two-Day National Workshop on Publish Research Articles in Business Management held at Bharathidasan University from 3rd to 4th November 2012.
- Participated in the Interaction Programme for PhD Scholars (Social Sciences and Commerce) held at Bharathiar University, Coimbatore, from 01st to 21st February 2013.
- Participated in the workshop on Psychometric Tools in HR Practices held at PSG Institute of Management, Coimbatore, from April 19th to 20th, 2013.
- Attended a four-day National Research Techniques and Data Analysis workshop organized by the Department of Management Studies, Pondicherry University, from 19th to 22nd September 2013.
- Participated in the Social Science Research Methodology workshop and Use of SPSS Software for Data Analysis held at Bharathiar University, Coimbatore, from 05th to 09th May 2013.
- Participated in the Data Analysis for Research Applications workshop held at Pondicherry University, Pondicherry, from 16th to 18th October 2015.
- Participated in a three-day National Level Workshop on Econometrics from 8th to 10th January 2016 at the Department of Management Studies, Pondicherry University, Puducherry.
- Participated in a two days National Level Workshop on Research Methodology for Business Studies held on the 4th and 5th of August, 2016, at the Department of Management Studies, Pondicherry University, Puducherry.
- Complete the Faculty Development Programme in "Data Analytics with R" on 9th and 10th September 2017 at DJ Academy for Managerial Excellence, Coimbatore.
- Participated in the Faculty Development Programme in "Introduction to Structural Equation Model using R" on the 4th and 5th of January 2018 at Vidyavardaka College of Engineering, Mysore.

RESOURCE PERSON

Acted as a resource person in various colleges and universities to enhance the student's skills and knowledge.

1. Two-Day Research Methodology and Data Analysis Workshop on 23rd and 24th of February 2018 at RVS College of Engineering and Technology, Dindigul.

2. Three-Day Residential Doctoral Workshop in Management & Social Sciences on 1st to 3rd March 2018 at Pillar Institute of Management & Entrepreneurship, Madurai.
3. SPSS sessions at ICSSR Sponsored Research Methodology course on November 26th to December 05th 2018, at Department of Political Science and Development, Gandhigram Rural Institute, Gandhigram.
4. Workshop in Research Methodology on December 18th, 2019, at St. Joseph's College, Tiruchirappalli.
5. National Level Workshop on Management & Social Sciences on 28th and 29th February 2020 at Pillar Institute of Management & Entrepreneurship, Madurai.
6. Lecture on Research, Methodology and Data Analysis with special reference to SPSS on March 05th 2020, at Fatima College, Madurai.
7. National Workshop on Efficient Data Analysis for Research in Social Sciences on 26th to 28th January 2021 at Anugraha Institute of Social Sciences, Dindigul.
8. Two days online workshop on Data Analysis using SPSS on the 22nd and 23rd of February 2021 at Avinashilingam Institute for Home Science and Higher Education for Women.
9. Webinar on SPSS and Data Analysis on March 26th, 2021, at VET Institute of Arts and Science College, Vellore.
10. National Level Workshop on Using SPSS for Data Analysis on 27th to 29th of May 2021 for Eigen Data services and Consultancy.
11. National Level Workshop on Using SPSS for the Advance level of Data Analysis from 22nd to July 24th, 2021, for Eigen Data services and Consultancy.
12. National Workshop on Efficient Data Analysis for Research in Social Sciences on 16th to 18th December 2021 at Anugraha Institute of Social Sciences, Dindigul.
13. Workshop on using SPSS to Understand Research and Data Analysis in Social Work on 24th to 26th February 2022 at Mother Teresa Women's University, Kodaikanal.
14. National workshop on Scale Development and Construction on 28th to 30th March 2022 at Department of Psychology, Periyar University, Salem.

15. National Workshop on Psychometric Scale Construction on 7th to 9th April 2022 at Anugraha Institute of Social Sciences, Dindigul.
16. National Workshop on Efficient Data Analysis for Research in Social Sciences on 19th to 21st May 2022 at Anugraha Institute of Social Sciences, Dindigul.
17. Two days workshop on Data Analysis using SPSS on the 10th and 11th of June 2022 at Avinashilingam Institute for Home Science and Higher Education for Women.
18. Two days workshop on Geo-statistics using R on the 29th and 30th of September at Centre for Geoinformatics, Gandhigram Rural Institute.
19. Two days workshop on using SPSS on the 20th and 21st of October 2022 at Department of Psychology, Avinashilingam Institute for Home Science and Higher Education for Women.
20. National Workshop on Psychometric Scale Construction on 10th to 12th November 2022 at Anugraha Institute of Social Sciences, Dindigul.
21. Virtual FDP on Multivariate Data Analysis Using MS Excel & SPSS for Research in Commerce & Management Sciences on 5th to 9th December 2022 at PSG College of Arts & Science, Coimbatore.
22. National Workshop on SPSS for Social Sciences from 27th to 29th January 2023 at Department of Psychology, Holy Cross College, Trichy.
23. National Workshop on Efficient Data Analysis for Research in Social Sciences on 17th to 19th February 2023 at Anugraha Institute of Social Sciences, Dindigul.
24. Two days national workshop on Psychometric Test Construction on 3rd and 4th of March 2023 at PSGR Krishnammal College for Women, Coimbatore.
25. One day workshop on Research Tools in Food Science and Nutrition on 21st of March 2023 at Dr. NGP Arts and Science College, Coimbatore.
26. A one-day workshop on Data Analysis using SPSS on 1st April 2023 at the Department of Social Work, The American College, Madurai.
27. A one-day workshop on Data Analysis using SPSS on 22nd July 2023 at the AVP College of Arts and Science, Tripur.

28. National Workshop on Statistical Package for Social Sciences on 8th and 9th September 2023 at Department of Psychology, Holy Cross College, Trichy.
29. A Workshop on Data Analysis Using SPSS on 21st and 22nd September 2023 at Department of Psychology (SF), PSG College of Arts & Science, Coimbatore.
30. A workshop on Computer-assisted Research Skills on 5th to 7th October 2023 at Department of Psychology, Periyar University, Salem.
31. A Workshop on Efficient Data Analysis for Research in Social Sciences on 20th to 22nd October 2023 at Anugraha Institute of Social Sciences, Dindigul.
32. Ten days Workshop on Statistical Analysis and Interpretation Using SPSS & AMOS from 01st to 10th November 2023 organized by RUSA 2.0 TRP - SS at Bharathidasan University, Tiruchirappalli.
33. Two-days workshop on Data Analysis using SPSS in Psychology on the 15th and 16th of February 2024 at Department of Psychology, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore.
34. One day workshop on Data Analysis using SPSS on 7th of February 2024 at Department of Psychology, Sona College of Arts and Science, Salem.
35. National Workshop on Psychometric Scale Construction on 22nd March to 24th March 2024 at Anugraha Institute of Social Sciences, Dindigul.
36. A Basic Course in Theory of Statistics online course on 02nd June to 4th August 2024 at Anandham Mind Care Foundation, Coimbatore in collaboration with Anugraha Capuchin Institute for Counselling, Psychotherapy & Research, Dindigul.
37. Three days' Workshop on Advanced Statistics using SPSS on 26th September to 28th September 2024 at Anugraha Institute of Social Sciences, Dindigul.
38. A 3-day Workshop on Mastering Data Analysis and Statistical Techniques on 6th December to 8th December 2024 at Department of Psychology, Sacred Heart College, Tirupattur.
39. A 3-day National Workshop on Data Analysis for Researches in Social Sciences on 12th December to 14th December 2024 at Nanjil Catholic Arts and Science College, Kaliakkavilai.

40. A National Workshop on Statistical Package for Social Sciences on 7th and 8th January at Department of Psychology, Holy Cross College, Trichy.
41. A One day National Workshop on Impact of Digital Era in Modern Research on 21st January 2025 at Sri Krishnasamy Arts and Science College, Sattur.
42. A Short-Term Programme in Research Methodology and Data Analysis from 27th January 2025 to 1st February 2025 organized by UGC Malaviya Mission Teacher Training Centre (MMTTC) at Gandhigram Rural Institute.
43. National Workshop on Psychometric Scale Construction on 13th February to 15th February 2025 at Anugraha Institute of Social Sciences, Dindigul.
44. A National Workshop on Data Analysis for Research in Social Sciences on 13th March to 15th March 2025 at Nanjil Catholic Arts and Science College, Kaliakkavilai.