

Dr. Anjali John is an accomplished academician and professional with a diverse range of qualifications and expertise in the field of management. She holds an MBA degree with a specialization in Human Resource Management from Mahatma Gandhi University, where she gained a deep understanding of the intricacies of managing human capital in organizations. She further honed her skills by pursuing a Doctorate in Management with a focus on HR from the prestigious School of Management Studies at Cochin University of Science and Technology.

In addition to her MBA and Ph.D., she is a graduate of Christ University in Bangalore, where she developed a solid foundation in business principles and management practices. Complementing her academic journey, she holds an M.Com. degree and a Post Graduate Diploma in International Business Operations from Indira Gandhi Open University (IGNOU). This diverse educational background equips her with a comprehensive understanding of the multifaceted aspects of business and management.

Prior to transitioning into academia, she served as an Assistant Manager at Axis Bank Ltd, where she successfully handled various responsibilities and gained practical insights into the banking and financial sector. Her expertise lies in the areas of Human Resource Management and Organizational Behavior, where she offers valuable insights into managing human capital, fostering positive work cultures, and enhancing employee performance. Her passion for research is evident through her numerous publications in approved journals at both national and international levels. She has also actively participated in national and international seminars and colloquiums, where she has presented her research findings, contributing to the academic community and fostering knowledge exchange.

EDUCATIONAL QUALIFICATION

- Ph.D. in Management (Human Resources) - School Of Management Studies, Cochin University Of Science And Technology, Kochi, India | 2016 – 2021
- Masters of Commerce (M. Com) - Indira Gandhi National Open University (Ignou) | 2019 – 2021
- Post Graduate Diploma in International Business Operations (PGDIBO) - Indira Gandhi National Open University (IGNOU) | 2019 – 2020
- Master Of Business Administration (MBA) - St. Berchmans College, Changanassery, India | 2011 – 2013
- Bachelor Of Arts in Functional English, English, Psychology (FEP)- Christ University, Bangalore, India | 2008 – 2011

EXPERIENCE

- Assistant Professor-Viswajyothi College of Engineering and Technology (May 2023-Present)

- Assistant Professor-Marthoma College of Management and Technology (November 2020 – April 2023)
- Visiting Faculty- Marthoma College of Management and Technology (January 2020 – November 2020)
- Senior Research Fellow- Cochin University of Science and Technology, (November 2018- November 2021)
- Junior Research Fellow- Cochin University of Science and Technology, (November 2016- October 2018)
- Assistant Manager- Axis Bank Ltd (June 2013- August 2016)

PAPER PUBLICATION

1. Maria Tresita Paul V., Nimmi P.M., Geetha Jose, Anjali John & Vijay Kuriakose (2022). Family incivility and workplace bullying: Mediating and moderating model of psychological safety, optimism and organization-based self-esteem. *International Journal of Conflict Management*. (ISSN: 1044-4068) (Scopus ABDC - A Category)
2. Nimmi P.M, Maria Tresita Paul V., Geetha Jose, & Anjali John (2021). Workplace Bullying, Engagement, And Employability: Moderating Role of Organization-Based Self- Esteem. *Employee Responsibilities and Rights Journal*. (ISSN: 0892-7545) (ABDC - C Category)
3. Geetha Jose, Nimmi P.M., Vijay Kuriakose & Anjali John (2021). Benefits of enhanced perceived organisational support during challenging times: Study among nurses. *Journal of Workplace Behavioural Health*. (ISSN: 1555-5259) (Under Review)
4. Nimmi P.M, Geetha Jose & Anjali John (2021): Developing psychological resources to eliminate Urban-Rural disparity: Evidence from God's Own Country. *Management Innovator* (ISSN: 0974-6749)
5. Nimmi P.M., Anjali John & Muhammed Nowfal S. (2021). Role of psychological resources in sustainable career development: Empirical Investigation. *Carving Out a New Future: Resilience & Recovery, January 2021, 4th Edition*
6. Anjali John & Jagathy Raj V.P (2020). Employer Brand and Innovative Work Behavior: Exploring the Role of Employee Engagement. *Colombo Business Journal*, (ISSN: 2579-2210) Vol. 11, No.02. December, 2020
7. Anjali John & Jagathy Raj V.P (2020). Employer Branding: A Decisive Mode of Employee Relationship Management. *International Journal of Knowledge- Based Organization (IJKBO)*, Vol. 10, Issue 3, July- September 2020, ISSN: 2155-6393.
8. Anjali John & Jagathy Raj V.P (2019). Employer Branding: A Decisive Mode of Employee Relationship Management published in the proceeding of *International Conference of Business and Management, Delhi School of Management, Delhi Technological University*, 29-30, March 2019, ISBN No: 978-93-88237-59-8.
9. Anjali John & Jagathy Raj V. P (2018). Employer Branding: A Strategic Tool for Competitive Advantage. *Sustainable Human Resources Management*, ISBN: 978-93-5311-922-5. (Edited Book)

10. Anjali John & Neenet Baby (2018). Key Drivers of Employee Engagement: An Empirical Investigation. *Journal of Social Welfare and Management* – Vol 10. No.3, Sep-Dec 2018. ISSN: 0975-0231.

PAPER PRESENTATION

1. Nimmi P.M, Geetha Jose & Anjali John (2022) “Developing psychological resources to eliminate Urban-Rural disparity: Evidence from God’s Own Country”, *International Conference on Business Management and Allied Disciplines (ICBMAD-2022)* organised by University of Kerala on August 24-28, 2022.

2. Nimmi P.M., Anjali John & Muhammed Nowfal S. (2021) “Role of psychological resources in sustainable career development: Empirical Investigation”, National conference on *New Paradigms in Management on the theme Carving Out a New Future: Resilience & Recovery*, organized by Rajagiri Business School on 19th January 2021.

3. Anjali John (2020) “Organisational Engagement during Remote Work – HR Perspectives”, *International Social Sciences Colloquium*, organized by SCMS Cochin School of Business on 10-11 December, 2020.

4. Anjali John & Jagathy Raj V. P (2019) “Corporate Social Responsibility as Key Employer Branding Tool: A Case Study Approach”, National Conference on *New Paradigms of Management on the theme Management for Society*, organized by Rajagiri Business School, on 29th January, 2019

5. Anjali John & Jagathy Raj V.P (2019) “Employer Branding: A Decisive Mode of Employee Relationship Management”, *International Conference on Business and Management*, organized by Delhi Technological University on 29-30 March, 2019.

6. Anjali John & Jagathy Raj V. P (2018) “Employer Branding: A Strategic Tool for Competitive Advantage”, *International Conference on Sustainable Human Resources Management- Practices, Policies & Perspectives in South Asia*, organized by University of Hyderabad on November 1-2, 2018.

7. Anjali John & Neenet Baby (2018) “Key Drivers of Employee Engagement: An Empirical Investigation” at Marise 2K18, *International Conference on Challenges of Digital Business in the New Millennium*, organized by Dr. John Matthai Centre, Regional Campus, University of Calicut, on 12th November, 2018.

SEMINARS & WORKSHOPS

1. Participated in a two- day Faculty Development Program on “*Research Data Analysis using R- programming – Concepts & Applications*” organized by School of Business, Woxen University from January 22-23, 2022.

2. Completed the Professional Certification Program in “*HR Analytics and Metrics*” jointly organised by Marthoma College of Management & Technology (MCMAT), Perumbavoor and National Institute of Personnel Management (NIPM)-Kerala Chapter from 15th November 2021 to 29th November 2021.

3. Participate in the National Faculty Development Program on “*Teaching- Competencies for Self – Directed Learning*” organized by IQAC, Mar Baselios Institute of Technology and Sciences (MBITS) from July 28-30,2021.
4. Participated in the webinar on “*Recent trends in Data Analytics 2021- Research Perspective*” organized by PG Department of Computer Science, KMM College of Arts and Science on July 17, 2021.
5. Participated in the International Colloquium on “*Analytics Driven Models & Innovations in Supply Chain and Marketing*” organized by DDU KAUSHAL Kendra in association with Appalachian State University, USA held on July 14- 15, 2021.
6. Participated in one week online national workshops on “*Creative Adaptation- Reaching Out Through Digital Classrooms*” organized by the St. Thomas College of Teacher Education (IQAC) in collaboration with the UGC- HRDC, University of Kerala from 19th to 25th May, 2020.
7. Participated in the three-day workshop on “*Effective Theory-Building and Testing Using Structural Equation Modelling for Social Sciences*” organized by DDU Kaushal Kendra from December 19- 21, 2019.
8. Attended AICTE sponsored one-week Short Term Training Programme (STTP) on “*Business Research and Data Analysis using Structural Equation Modelling (SEM) using AMOS*” during November 25-30, 2019.

ACHIEVEMENTS

1. Won Best Paper Award for the paper “Role of psychological resources in sustainable career development: Empirical Investigation” in the National conference on *New Paradigms in Management on the theme Carving Out a New Future: Resilience & Recovery*, organized by Rajagiri Business School on 19th January 2021