



Dr. Thatta Sowdamini

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Professional Summary

Teaching professional with 14 years of experience with a wide range of knowledge in HR, looking to excel in teaching profession and deliver the knowledge through innovative pedagogical techniques to create better citizens.

Skills

- Knowledge of setting question papers
- Has experience in guiding research scholars.
- Extremely organized in planning of class material
- Experience in handling consultancy projects
- Student development and counseling in career development.
- Capable of writing and developing curriculum.

Work History

Assistant Professor

Department of HRM
GITAM INSTITUTE OF MANAGEMENT
GITAM(Deemed to be University)
Visakhapatnam

July 2017 – till date

Assistant Professor

Department of Management Studies, Pydah College of Engg.and Tech,
Visakhapatnam

July 2009 – June 2017

Lecturer

St. Joseph College for Women (A),
Visakhapatnam

April 2004 – May 2009

Awards and Recognitions

- Best Educationist Award – April 2017 - International Institute of Education and Management, Delhi, India.
- National Mahila Rattan Gold Medal Award - April 2017- Indian Solidarity Council New Delhi India.

Education

PhD 2014

Andhra University, Visakhapatnam

Research Topic: “Six Sigma Practices: A Study of LG polymers, Visakhapatnam”

M Phil 2008

Madurai Kamaraj University, Tamilnadu.

Research Topic: “A Study on Inventory Management in Hindustan Shipyard, Visakhapatnam”

MBA 2010

Pondicherry University, Pondicherry.

Research Topic: “A Study on Job Satisfaction of Employees with reference to Hind Info Way Private Limited, Visakhapatnam”

M Com 2010

Andhra University, Visakhapatnam.

Research Topic: “A Critical Study on HRD in NTPC Shimhadri Power Project Limited, Visakhapatnam”

Professional Memberships

- **International advisory board Member of the International Institute of Engineers and Researchers (IIER).**
- **Editorial board member for International journal of management[IJM]and International Association for Engineering and Management Education [IAEMA]**
- **Life-membership in (NIPM) national institute of personal management Visakhapatnam chapter**
- **Life member in (GHRD) Global HRD Visakhapatnam Chapter**

Research Guidance

Currently guiding three research scholars of Ph.D, Gitam Institute of Management, Gitam (Deemed to be University)

Seminars/ Events Organised

- Convener for “Pragnaya-2K17” – One day national level management meet
- Co-convener for “Pragnaya-2015” – One day national level management meet
- Co-convener for International conference on Technological Innovations in Management Ecosystem – July 27-28, 2018, organized by GITAM Institute of Management, GITAM (deemed to be University)

Faculty Development Programs

- Participated in FDP session - “Five day Faculty Development Programme on Advanced Research Methods & Data Analysis” Research methodology conducted by Gitam University, Visakhapatnam on 19-23 June 2018.
- Participated in Three days National Level Workshop On Research Methodology, Statistical Data Analysis and Interpretation By using Statistical Package for Social Science & Analysis of Moment Structure (SPSS & AMOS) organized by INSTITUTE FOR STATISTICS AND ANALYTICAL RESEARCH (ISAR) CHENNAI FROM JUNE 8-10TH 2018
- Participated in FDP session on ‘Research Tools and Techniques for Research Scholars and Faculty’ conducted at Sree Vidyanikenthan Institute of Management on 12th - 14th April 2018.
- Participated in FDP session on Digital Marketing conducted at GITAM University, Visakhapatnam on 17th February 2018.
- Participated in FDP session on Leadership conducted by IBS Business School, Visakhapatnam on 20 August 2014.

Management Development Programs

Delivered lecture on **Leadership and Building Trust** for the Executives of **VCTPL Visakhapatnam** on 21st Feb 2019.

Delivered lecture on **Leadership and Building Trust** for the Executives of **VCTPL Visakhapatnam** on 24th Jan 2019.

Delivered lecture on **Leadership and Building Trust** for the Executives of **VCTPL Visakhapatnam** on 1st December 2018.

Delivered lecture on **Professional Etiquette, Self-Management and Body-Language** for the supporting staff of GITAM UNIVERSITY organized by centre for learning and development on 23-24 may 2018.

Delivered lecture on **Team work and Team Spirit** for executives at **Visakhapatnam Port Trust** on 8/5/2018.

Delivered lecture on **Change Management** for the **State Government Employees** organized by **APHRD** on 25 April 2018.

Delivered lectures on **Employee Retention** and **Succession Planning** for the **HR Executives in Vizag** organized by **Global HRD**, Visakhapatnam on 1-3 February 2018.

Consultancy

- **HR Audit for Dredging Corporation of India Ltd Visakhapatnam (August-October 2018)**

List of Workshops / Seminar Attended

- December 2018** Attended a workshop in **6th PAN-IIM WORLD MANAGEMENT CONFERENCE on - START UP TO SCALE UP: MANAGEMENT AND POLICY PERSPECTIVES - workshop on SEM and Quantitative and Qualitative Submission** held at IIM Bangalore from 12-15, December, 2018.
- November 2018** Participated in International conference on “Expanding HR value: Unraveling the Future of Work” organized by IPE Hyderabad on –November 15-16 2018
- November 2018** Participated in “HR-conclave –Future Workplace- Evolving Role of HR” , organized by CII Visakhapatnam
- October 2018** Participated in National Seminar “Human Future in Digital Era-Issues And Challenges” organized by dept of Commerce and Management Studies Andhra University.
- July 2018** Participated in International conference on Technological Innovations in Management Ecosystem – July 27-28, 2018, organized by GITAM Institute of Management, GITAM (deemed to be University)
- February 2018** Participated in the two day international seminar on “HRM in Digital Age” held at Acharya Nagarjuna University, Guntur, Andhra Pradesh.
- Jan 2018** Participated in the International conference on Evolving World Order: Perceptive, Issues and Challenges on 19 & 20 – January 2018
- February 2015** Participated in the UGC Four –Day International seminar on “Industrial and Human Relations in the Era of Globalization” held at Acharya Nagarjuna University, Guntur, Andhra Pradesh
- July 2014** Participated in the UGC national seminar on “Sustainable Industry Institute Interaction in the Changing Global Environment” held at Andhra University, Visakhapatnam.
- December 2013** Participated in the 2nd International Conference on "Managing Human Resources at the Workplace", at SDM IMD Mysore.
- December 2012** Participated in the UGC national seminar on “New Trends in Business Education”, held Andhra University, Visakhapatnam.
- December 2012** Participated in the national seminar on “Managing Millennial”-HR Issues and Imperatives organized by school of management studies, held at Gayatri Vidya Parishad & NHRD Visakhapatnam Chapter.

- October 2009** Participated in the National Seminar on “Economic Empowerment of Rural Women through Entrepreneurial Development Skills Issues and Challenges” held by School of Management Studies, Adikavi Nannaya University, Rajahmundry, Andhra Pradesh.
- July 2009** Participated in the National Seminar on “Dynamics of Banking Sector Reforms: Emerging Issues, Challenges and Strategies” organised by Centre for Banking Studies & Research, Dept. of Commerce and Management studies, Andhra University, Visakhapatnam.
- September 2008** Participated in the National seminar on “Inflation on common man” held at Madras Christian College, Chennai, Tamilnadu.
- November 2007** Participated in the UGC sponsored National Workshop on “Organizational Culture in Colleges: Paradigm shift” held at St Joseph’s College for Women (Autonomous), Visakhapatnam, Andhra Pradesh.
- September 2007** Participated in the National Seminar on “ Marketing of Insurance Services Emerging Challenges and Opportunities” organized by Department of Commerce, SKSD MahilaKalasala, Tanaku, Andhra Pradesh.
- May 2007** Participated in one-day workshop on “Examination System in Autonomous Colleges – An Update” organized by St Joseph’s College for Women (Autonomous), Visakhapatnam, Andhra Pradesh.
- December 2006** Participated in the 59th All India Commerce Conference held at Andhra University in Visakhapatnam, Andhra Pradesh organized by Faculty of Commerce and Management Studies, Andhra University.
- November 2006** Participated in the two-day workshop on “Enhancement of Educational Experiences” organized by Department of Home science, St Joseph’s College for Women (Autonomous), Visakhapatnam, Andhra Pradesh.
- March 2006** Attended a seminar on ‘Commerce Education: Emerging Challenges’ conducted by AU Commerce Teachers Association at MR college Vizianagaram.
- November 2005** Attended in a workshop on ‘Facilitator the New Age Teacher’ conducted by ICFAI National College, Visakhapatnam.

Paper Presentation

- February 2019** Presented a paper on “WORKPLACE INNOVATION IS A COMPETITIVE FORCE : A CONCEPTUAL STUDY” held in UGC sponsored international conference on “Emerging Trends in Business and Management” conducted by Nehru memorial college Thiruchurapalli, 12 February, 2019.
- December 2018** Presented paper on “AN EXPLORATORY STUDY OF THE CONTENT OF PSYCHOLOGICAL CONTRACT IN THE INDIAN START-UPS” held at IIM Bangalore.
- November 2018** Presented paper on “The role of personal competencies to reinforce Emotional Intelligence: An empirical study” held at IPE Hyderabad November 15-16 2018
- October 2018** Presented a paper on “HRM in Digital Era: A study on HRIS Implementation and Issues” held at Dept. of Commerce and Management Studies Andhra University October -31st 2018
- July 2018** Presented paper on “Managing Talent - An Optimal Workforce Strategy” held at International conference on a Role of technology in management ecosystem at GITAM University Visakhapatnam campus on July 27-28th 2018

- July 2018** Presented paper on “An Analysis Of Recruitment And Selection Process : A Systematic Literature Review” held at International conference on a Role of technology in management ecosystem at GITAM University Visakhapatnam campus on July 27-28th 2018
- June 2018** Presented a paper on “Analyzing The Role Of Lean Management In Health Care : A Systematic Literature Review” held at VIT VELLORE on June 14th-15 2018
- March 2018** Presented paper on disruptive technology: a friend or foe? held at GITAM (deemed to be University) Hyderabad Campus on 9th march 2018
- February 2018** Presented paper on “Are Millennials rightly Engaged?”, in the two day international seminar on “HRM in Digital Age” held at Acharya Nagarjuna University, Guntur, Andhra Pradesh.
- January 2018** Paper presented on “Social Entrepreneurship via Social Activism: A case study of Sahodari Foundation – a helping hand for Transgenders” in the International conference on Evolving World Order: Perceptive, Issues and Challenges on 19 & 20 – January 2018
- February 2015** Presented a paper on “Benefits of Six Sigma: A Case study of Six Sigma Projects in LG Polymers, Visakhapatnam”, in Fourth International Conference on Competency Building Strategies in Business and Technology for Sustainable Development held on 20th February 2015, at Sri Ganesh School of Business Management, Mettupatti, Salem, Tamilnadu.
- February 2015** Presented a paper on “The Impact of CSR for Engaging Employees”, in the UGC Four – Day International seminar on “Industrial and Human Relations in the Era of Globalization” held at Acharya Nagarjuna University, Guntur, Andhra Pradesh, on February 5-8, 2015.
- December 2013** Presented a paper on “Gender Impact on Work- Life Balance” (Specific reference to Women Faculty In Private Management Colleges located at Visakhapatnam city), held at SDMIMD Mysore, Karnataka.
- December 2012** Presented a paper “CSR and Environment Protection - Different Day Same Soup” held on 10th December 2012 at Andhra University held by Department of management Studies, Visakhapatnam.
- December 2012** Presented a paper on “A New Paradigm of Work Life Balance” held during 7th December 2012 at Gayatri vidya parishad at school of management studies, Andhra Pradesh Visakhapatnam.
- October 2009** Presented a paper entitled “Issues and Challenges of Women Entrepreneurs In India” held by School of Management Studies, AdikaviNannaya University, Rajahmundry, Andhra Pradesh.
- July 2009** Presented a paper entitled “Measuring Customer Satisfaction in The Banking Industry” held by Dept. of Commerce and Management studies, Andhra University, Visakhapatnam, Andhra Pradesh.
- September 2008** Presented a paper entitled “Effects of Inflation on Common Man” held at Madras Christian College, Chennai, Tamilnadu.
- November 2007** Presented a paper entitled “Accountability in Autonomous Colleges - An Overview” in the UGC sponsored National Workshop held at St Joseph’s College for Women (Autonomous), Visakhapatnam,
- September 2007** Presented a paper entitled “Customer Care and Relationship Management (An Overview of Insurance Sector) in the National Seminar organized by Department of Commerce, SKSD MahilaKalasala, Tanaku, Andhra Pradesh.

December 2006 Presented a paper entitled “Infrastructure and Economic Development in India (An Overview of Solid Waste Management) in the 59th All India Commerce Conference held at Andhra University in Visakhapatnam, Andhra Pradesh.

Guest Lecturers

- “Explore the Manager in You” for wardens of A P Social Welfare Residential Schools, Andhra Pradesh, India.
- Managerial Skills for BA students of St. Joseph College for Women (A), Visakhapatnam

Publications

July 2018 “Analyzing the role of Lean Management in Health Care: A Systematic Literature Review” published by International Journal of Mechanical Engineering & Technology (Scopus Indexed Journal), Volume 9, Issue 7, July 2018, pp. 303-312, ISSN 0976-6340.

Aug 2017 “Green work life balance & green HRM :A new replica for organizational triumph’ published by International Journal of Academic Research Development -2017 Jul-Aug vol 2(4) , Pg 456-461 impact factor RJIF 5.2 ISSN 2455-4197.

March 2017 “Transformation Of Business with Six Sigma” published by Business Destiny magazine, March -2017 vol.4(7)

July 2015 “Six Sigma Approach for Productivity Enhancement” published by National Productivity Council of India, July-September 2015, Vol.56, No2.

2014 “Quality Management in an Organisation through Six Sigma” published in International Journal and Magazine of Engineering Technology, Management and Research, YuvaEngineers – 2014. Vol. 4(1), Pg. 6-8.

2012 “Wellness at Work Place – A new HR strategy” - published in PRIJM referred Journal – 2012, Vol. 4(9), Pg. 88-95.

2010 “Corporate Social Responsibility - New Management Strategy for Future Business” published in “Proficient” an International Journal of Management – 2010, Vol. 2(2), Pg. 65-71.

Text Books

- “Six Sigma Practices: A Study of LG polymers, Visakhapatnam” ISBN: 978-81-927236-46-8, published by Sucharitha publications.

Book Review

- On “**TOTAL QUALITY MANAGEMENT**” authored by Poornima M Charinthimath, Pearson India Education Services Ltd., Third Edition, ISBN: 978-93-325-7939-21” published in GITAM Journal of Management. (Jan – Mar, 2018)

Book Chapter

“HR in the Era of Automation” in the book of Changing Horizons of Indian Business a publication of Indian Association of Management Development (IAMD), Bharti Publications Feb 2019; ISBN 978-93-86608-83-3.

Community Service Project Work

“The Spurt in Demand for Dental Care in Visakhapatnam –A Social Medical Perspective”

Personal Details

Date of Birth	20.05.1981
Marital Status	Married
Languages Known	English, Telugu & Hindi