

Dr. J. Michael Raj

CURRICULUM VITAE

Assistant professor

Department of Human Resource Management

St. Joseph's College (Autonomous)

Email: michaelraj_hr1@mail.sjctni.edu

Cell: 9442360506

Career Objectives

- ◆ To pursue my career with leading academic institution and commit myself to the students' growth
- ◆ This relationship definitely helps me to explore myself with sufficient knowledge, skills and attitudes in Human Resource Management and Labour Laws field.
- ◆ To play a vital role in challenging and innovative method of teaching by which I want to develop the communication skills of the students for the continuous improvement in their self - confidence.

Educational credentials

DEGREE / POSTGRADUATE /	INSTITUTION
Ph.D in Human Resource Management – July 2020	Department of HRM, St. Joseph's College (Autonomous), Trichirapalli – 2
NET – December 2010	University Grants Commission, New Delhi
M. Phil (Management)	Periyar University, Salem, Tamilnadu
M .B .A (Human Resource)	Bharathiar University, Coimbatore
M.A. (PM&IR) (Personnel Management & Industrial Relations)	St. Joseph's College (Autonomous) Tiruchirapalli – 620 002.
B.A.Eng.Lit	St. Joseph's College, (Autonomous) Tiruchirappali-2.

Professional Profile

- Since June 2022** : **Senior Grade Assistant Professor**
Dept. of Human Resource Management
St. Joseph's College (Autonomous), Trichy
- Since June 2017** : **Senior Scale Assistant Professor**
Dept. of Human Resource Management
St. Joseph's College (Autonomous), Trichy
- Since June 2012** : **Assistant Professor (Aided),**
Dept. of Human Resource Management ,
St. Joseph's College (Autonomous), Trichy
- From June 2007 to May 2012** : **Assistant Professor (Unaided)**
Dept of Human Resource Management,
St. Joseph's college, (Autonomous), Trichy – 2
- Between June 2004 & May 2007** : **Faculty (Assistant Professor)**
Dept of Personnel Management and Industrial Relations
St. Joseph's college, (Autonomous), Trichy – 2
- Between June 2002 & May 2004** : **Guest Faculty**
Dept of Business Administration
St. Joseph's College (Autonomous), Trichy - 2
- Between June 1999 & August 2002** : Management Staff, Dept. of Business Administration
Christhuraj College, Tiruchirapalli.
- Job Structure**
- : Handling classes with Management Syllabi
 - : Organizing in-plant training
 - : Coordinating industrial visits
 - : Organising cultural programme
 - : Training the students in communication skills

Participation in the Seminar or Conference

- Organised one day National Seminar on **“India’s Labour Legislation and Its Employment Relation for the Next Decade”** as a Organising Secretary, Sponsored by ICSSR, held on 8th March 2016, at St. Joseph’s College, Trichy
- Participated in the Educators Workshop on Principles of Peace held on 12th and 13th July 2014, at the University of Madras. The theme **“Raising Public Minded Leaders for Building Nations of Peace”**.
- Participated in the National Conference on **“Twenty Years of Economic Reforms and Inclusive Growth in India”** organized by Departments of Commerce, Economics, HRM, and Management Studies, St.Joseph’s College, Trichy, between 13th and 14th February 2012.
- Participated in the Orientation Programme for Junior Staff from 11th to 14th June 2012, organized by the Management of St. Joseph’s College (Autonomous)
- Participated in the Orientation Training Programme for the newly recruited Teaching staff between 15th May and 24th May 2013 (for 10 days) , organized by the Professional Training Committee and Jesuit Higher Education Commission of Madurai Province at Loyola college , Chennai

Papers presented

- a.** Presented a paper titled **“HRD Practices in the Industries”** in the **ICSSR Sponsored National Seminar on HUMAN RESOURCE MANAGEMENT IN THE ERA OF GLOBALISATION: ISSUES AND CHALLENGES** between **28th and 29th March, 2014** Organised by the Department of LifeLong Learning, Khajamalai Campus, Bharathidasan University, Tirchirappalli – 620 023.
- b.** Presented a paper titled **“A study on Identifying the Factors Influencing Employee Retention in Scientific Publishing Services Pvt Ltd.,”** in UGC sponsored two day National Conference on **‘Talent Management for the New Age Indian Organisations: Creating New Priorities’** organized by Department of HRM, St.Joseph’s College (Autonomous) , Tiruchirappali , between 4th and 5th February 2015.

- c. Presented a paper titled **'A Study on Leadership Behaviour and Organisational Performance in L.R.Fabrications, Coimbatore'** in UGC sponsored two day National Conference on **'Talent Management for the New Age Indian Organisations: Creating New Priorities'** organized by Department of HRM, St.Joseph's College (Autonomous) , Tiruchirappali , between 4th and 5th February 2015.
- d. Presented a paper titled **'The Impact of Social Networking on Talent Acquisition'** in UGC sponsored two day National Conference on **'Talent Management for the New Age Indian Organisations: Creating New Priorities'** organized by Department of HRM, St.Joseph's College (Autonomous) , Tiruchirappali , between 4th and 5th February 2015.

Publications of research papers

- a) Dr.K.Arockiam and Mr.J.Michael Raj (2015), **"A study on Identifying the Factors Influencing Employee Retention in Scientific Publishing Services Pvt Ltd.,"** , **TRANS STELLER (ISSN 2249 – 6874)**, An International Journal of Human Resource Management and Research (Peer reviewed Bi-Monthly Journal) 99 - 106.
- b) Dr.J.Wilfred Angello Gerald and Mr.J.Michael Raj (2015), **"A Study on Leadership Behaviour and Organisational Performance in L.R.Fabrications, Coimbatore"** , **TRANS STELLER (ISSN 2249 – 6874)**, An International Journal of Human Resource Management and Research (Peer reviewed Bi-Monthly Journal) 189 -194.
- c) Dr.Y.Vijila and Mr.J.Michael Raj (2015), **"The Impact of Social Networking on Talent Acquisition"** , **TRANS STELLER (ISSN 2249 – 6874)**, An International Journal of Human Resource Management and Research (Peer reviewed Bi-Monthly Journal) 217 - 222.
- d) Presented a paper titled **'A study on Training Need Analysis At Ramco Cements Ltd., in Ariyalur district'** in North Asian International Research Journal of Social Science & Humanities having impact factor 3.015 which is the UGC approved journal.
- e) Dr.K.Arockiam and Mr .J. Michael Raj (2018), **"Evaluation of Employees' Towards the Effectiveness of Employees' Training"** At Ramco Cements Ltd., In Ariyalur District, Tamil Nadu, International Journal of Management Technology and Engineering, Volume 8, Issue IX, September – 2018

College Management Committee member

Fine arts Co-ordinator, St. Joseph's College, Trichy : Between June 2021 and April 2022

Assistant Fine arts Co-ordinator, SJC, Trichy : Between June 2018 and April 2021

Seminars / Conferences / Workshops Attended

Title	Type	Organisation Name	Place	No. Of Days	Date
Re-fresher Course in Commerce and Management	Online Refresher Course	UGC – Human Resource Development Centre, Pondicherry University, Pondicherry	Through online	14 days	9 th September to 22 nd September 2021
Orientation Programme	Two – day Orientation programme	St. Joseph's College	St. Joseph's College	2	Between 15 th and 16 th July, 2022
Workshop	In-service Teacher Training Programme	Tamil Nadu State Council for Higher Education	Alagappa University, Karaikudi	2	Between 5 th May and 6 th May, 2022
National Seminar	ICSSR Sponsored a Two – Day National Seminar	Dept. of HRM, St. Joseph's College, Trichy	St. Joseph's College	2	Between 31 st March and 1 st April, 2022
UGC – sponsored online Refresher course	Refresher course in HRM	Madurai Kamaraj University	Through online	14	Between 17 th March and 30 th March 2023
Empowerment Programme for Junior Faculty	FDP	St. Joseph's College, Trichy	Ariyamangalam, Trichy	1	24 – 8 – 2019

Members					
Towards Scientific and Equitable Education for all	Conference	AIFUCTO	Kanya kumari	3	23 rd to 25 th Nov, 2018
Refresher Course in Management Studies –UGC Sponsored	Refresher course	UGC – HRDC Centre, University of Madras, Chennai	Chennai	21	6.9.17
Rev.Dr.Lazar Endowment Seminar on 'Resource and Research'	Seminar	Department of Library, St. Joseph's College	Sail Auditorium	1	15.10.16
91 st Orientation Programme for University and College Teachers	Orientation	Bharathidasan University	Bharathidasan University	28	20.5.18
Higher Education in the Knowledge Age: Techno – Pedagogical Perspectives and Innovations	Conference	IQAC, St.Joseph's College and Dept. of Education Tech, BDU	St. Joseph's College, Trichy	2	24-2-16
Modern Research Methods and Tools	Seminar	St. Joseph's College, Trichy	St. Joseph's College, Trichy	1	15.10.15
Talent Management for the New Age Indian Organisation: Creating New Priorities	Conference	Dept. of HRM, St.Joseph's College	Jubilee Building, St. Joseph's College	2	4.2.15
UGC Sponsored National Conference on Competency Mapping and Development	Conference	Dept. of HRM, St. Joseph's College	St. Joseph's College	1	19.11.13
On going Faculty Development Training Programme	Orientation	St. Joseph's College & Jesuit Higher Education	Anugraha Animation Centre, Dindugul District	4	19.11.13
Orientation programme for Junior Staff	Orientation	St. Joseph's College, Trichy	St. Joseph's College, Trichy	4	11.6.12

Resource Person

Type of Programme	Title	Beneficiaries	Date
Valediction of HRM Association	Organizer	70 HRM Students	25 th February, 2025
Workshop on Holistic Wellneww	Stress Management	100 B.Com Honor Students	19 th February, 2025
HRM Association Meeting	Event co-ordinator	70 HRM Students	8 th Jnauary, 2025
Inauguration of HRM Association 2024 – ‘25	Organizer	70 HRM Students	9 th July, 2024
English communication classes	Communication skills	Students in Institute of Ophthalmology, Joseph Eye Hospital, Trichy	Between August 2024 and April 2025
BUIZ – OPERA, 2025	Judge for ADZAP	Students from Different colleges	4 th February, 2025
PU-SJC MBA Twinning Programme	Compensation Management	MBA students	Between August 2024 and April 2025
PU-SJC MBA Twinning Programme	Organisational Behaviour	MBA students	Between August 2024 and April 2025
Shepherd programme – Legal Awareness camp	Felicitation	20 students from HRM and 20 people of the village	March 2024
HRM Association meeting	Event Co-ordinator	70 HRM Students	30 th August, 2023
Potential Development Club	Guest of Honor	70 HRM Students	26 th September, 2023
Organizer for Inauguration of HRM Association 2023 – ‘24	Challenges of HR in Today’s Context	70 HRM Students	12 th July, 2023

PU-SJC MBA Twinning Programme	Compensation Management	MBA students	Between November 2023 and April 2024
Organizer for the Industrial Visit	Industrial Visit to Ramco Cements Ltd., Ariyalur district	70 HRM Students	16 th February, 2024
Electoral Literacy Club	Judge for Elocution and Essay Competition	40 HRM and other department students	7.02.2024
English communication classes	Communication skills	Students in Institute of Ophthalmology, Joseph Eye Hospital, Trichy	Between August 2022 and April 2023
E-content Materials through JosTEL, LMS	Self-Paced Course on Talent Management	35 HRM Students	28.04.2022
Certificate Course	Interpersonal Communication Skills	Students from Different departments	Between 17 th October'22 and 5 th April'23
PU-SJC MBA Twinning Programme	Cross Cultural Business Management	MBA students	Between January 2019 and April 2019
English communication classes	Communication skills	Students in Institute of Ophthalmology, Joseph Eye Hospital, Trichy	Between August 2019 and April 2020
PU-SJC MBA Twinning Programme	Human Resource Development	MBA students	Between November 2020 and April 2021
PU-SJC MBA Twinning Programme	Human Resource Development	MBA students	Between July 2018 and December 2018

English communication classes	Communication skills	Students in Institute of Ophthalmology, Joseph Eye Hospital, Trichy	Between August 2017 and March 2018
Awareness Programme for IX std students	Stress Management	IX std Students of Ponnaiah Hr. Sec School, Irudhaya puram, Palakarai	2.02.19
Republic Day Celebration	Scarification of Great Leaders	Primary School Students at Vennis Street, Chatram Bus stand	26.1.19
The Regional level Academic Competitions - CAFÉ 18	Judge for the Mime Event	Commerce students of Different colleges	19.2.18
Com Carnival 2018	Judge for the Ads up Event	Students from different colleges	12.1.18
INDEP – 2018	Event incharge for the mimicry	Students of St. Joseph's College	11.1.18
Vigilance Awareness Week Programme	Judge for English Elocution Competition conducted by BHEL	Students of St. Joseph's College	1.11.17
UGC Sponsored National Conference on Competency Mapping and Development	Convener for the conference	PG Students	30.1.14

Board members

Title	Organisation Name	Place	No. Of Days	Date
Examinar for MBA Central Valuation	Bharathidasan University	BDU	4	Between 2 nd and 5 th August 2021

External Examinar for BBA practical	Srinivasan College of Arts & Science, Perambalur	Srinivasan College of Arts & Science	1	21.10.2021
External Examinar for project Viva voce	Holy Cross College, Trichy	Holy Cross College	1	4.04.2018

M.phil Scholars Guided

12MHR110	R.Pramila	2013	A study on Emotional intelligence of employees at Mundyapakkam Govt Hospital, Vilupuram
12MHR114	S.Rajasekaran	2013	A study on Behaviour aspects of Competency Mapping at Madras Cements Ltd, Govindapuram works, Ariyal
12MHR112	Jency Priyadharshany	2013	A study on the Need assessment of HRD for the Development of Training Process in Midlink, Chennai
12MHR107	A.Sabitha	2013	A study on Employees` satisfaction at Kothari Sugars and Chemicals Ltd,Trichy
13MHR103	Viphrenuo Richa	2014	A Study on the Training & Development Activities at Agency for Integral Development Action, Dimapur
13MHR104	R.Mayank Kumar	2014	A Study on Effect of Work-Life Balance on Employee Retention in IT Industries, Noida
13MHR109	M.Valarmathi	2014	" Labour Welfare Measures and its effect on Employees` Productivity Retention in Kothari Sugars
13MHR116	Zamrudh deen	2014	Stress among college lecturers and Coping Strategies adopted by them
15MHR105	Mahalingam	2016	A Study on Employees` Absenteeism with reference to Nithiya Packaging Pvt., Ltd., Chennai
15MHR109	V.ABINAYA	2016	`Quality of Work Life of the Employees` in Ambiguity Engineering Works at Thuvakudi, Trichy
16MHR106	ANUMOL.T.A	2017	Employee Engagement in Texport Industries Pvt., Ltd., Kinfra International Apparel Park at Trivandrum
16MHR109	ARUNA SINGH	2017	Job Satisfaction among the Contract Labourers at GB Engineering Enterprises, Tiruchirapalli
17MHR103	KARUBU ARMEL GAEL	2018	A study on Talented Employees` Engagement in Job in CBSE Schools in Darmapuri and Krishnagiri Districts

Special Skills

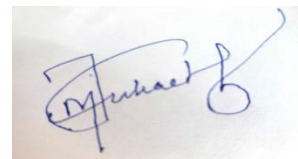
- I have prepared E- content material on the topic “**Payment of Bonus Act – 1965**” and uploaded in the college website.
- I have prepared course materials for Organisational Behaviour, Management Concepts, Total Quality Management, Labour Legislation I, Labour Legislation II , Industrial Relations and Human Resource Management in the Power point form
- I accompanied the students for the industrial visits to the companies in Gujarat, Jamshedpur, Bangalore and Delhi

Personal Profile

Date of Birth : 19th October 1972.
Sex : Male
Nationality & Religion : Indian, Roman Catholic
Marital Status : Married
Language Fluency : English, Tamil (mother tongue)
Hobbies : Singing songs and performing for the stage programmes.

Declaration

The above information, which I have furnished, is true to my knowledge and conscience



SIGNATURE