

CURRICULAM VITE

Dr. J. VINCENT XAVIER, M.B.A. M.Phil.,(M.A (SD) M.A. (J&MC)) Ph.D.

Asst Prof in Human Resource Management,

St. Joseph's College (Autonomous), Trichy – 2.

Institutional id; vincentxavier_hr2@mail.sjctni.edu

Personal: vincenthrm27@gmail.com

MOBILE- 94435 32189 / 8489707531

Objective:

- To be a good teacher
- Youth development

Educational Qualification

- **MBA., M. Phil., Ph.D., (HRM Specialization)**

Additional Qualification

- **MA- Social Dynamics**
- **MA-Mass Communication & Journalism**
- **B.ed**

Title of the thesis

Ph.D : A Study on Executives' Perception on Organization Development Strategies Practised In Tamil Nadu Newsprint Paper Limited (TNPL), Karur, Tamil Nadu, India

M. Phil : A study on the effectiveness of Organizational Counseling programme.

M.B.A : A Study on the effectiveness on employee Training programme.

Academic work experience

- 1996 - 1997 - Lecturer in Humanities (Social Ethics)
St. Joseph's College (Autonomous), Trichy -2.

- 1998 -2003 - Lecturer, Nandha College of Paramedical Science, Erode
- Since 2003 - Asst Prof in HRM, St. Joseph's College (Autonomous) , Trichy-02

Visiting Faculty

- 2003- 2011 - Department of Visual Communication, Periyar EVR College, (Autonomous), Trichy
- Since 2010- Taninayagam Adigal Institute of Journalism and Public Relations, Trichy

Additional Skill

- Professionally trained Soft Skill Trainer

As Resource Person / Invited Talk

Since 2006 - **M B A programme**, CDE, Bharathidasan University, Trichy-24.

- ✓ 30.01.2011 - **Renewable energy** – NSS Camp. St. Joseph's College (Autonomous), Trichy.
- ✓ 21.09.2011- **Training on 'Interpersonal skills'** NYK, Organised by Ministry of Youth affairs and sports, Government of India
- ✓ 17.03.2011 - Talk on '**Bio Diversity conservation**' for college students- Organised by Ministry of Environment and Forest, Govt of India
- ✓ 10.01.2012 - Talk on '**NSS Aims & Objectives for ITI NSS Students**- Sponsored by Director of Technical education, Chennai, Govt of Tamil Nadu
- ✓ 11.01.2012 - Talk on '**Communication & professional skills**' for ITI NSS Students.
Sponsored by Director of Technical education, Chennai, Govt of Tamil Nadu
- ✓ 12.01.2012 - Talk on '**Lifestyle education**' for ITI NSS Students - Sponsored by Director of Technical Education, Chennai, Govt of Tamil Nadu
- ✓ 18.12.2012 - **HRM in Rural areas** – NSS students St. Joseph's College, Trichy.
- ✓ 30.01.2012 - Key note Address on **Career planning & Succession planning** - in UGC Sponsored National seminar-Recent trends in HRM Department of HRM, Bharathidasan

University Trichy ✓ 29.08.2013 - Talk on '**Time management**' NYK, Organised by Ministry of Youth affairs and Sports, Government of India

✓ 10.12.2015- Talk on '**HRM in Rural areas**' – Shepherd Camp St. Joseph's College (Autonomous), Trichy.

✓ 10.01.2016 – Talk on '**Decision making & Problem solving skills**' NYK, Organised by Ministry of Youth affairs and sports, Government of India

✓ 07.03.2016 – Lecture on "**Cross cultural Management**" – Through VIDEO CONFERENCING from St. Joseph's College, Trichy to Deivanai Ammal College for Women, Viluppuram.

✓ 18.07.2016 - Talk on '**Recent trends in Management**' Cauvery College for Women, Trichy.

✓ 29.09.2018-30.09.2018- '**Leadership Development Training programme**' for students Representatives - Deivanai Ammal College for Women, Viluppuram

✓ 04.02.2018- Talk on '**Leadership Development** –Today's context-Dept of English (Shift- II) , St. Joseph's College (Autonomous), Trichy

✓ 31.07.2018- Talk on '**Relevance of Sociology in Human Resource Management**' Dept of Sociology Bharathidasan University, Trichy -24

Since 2020 - As Resource person - Pondicherry university twinning programme

10.12.23- Talk on '**Human Rights**' Holy cross college(Autonomous) ,Trichy-02

Administrative Experience

1996-1997 - **Asst Director**, SH Hostel, St. Joseph's College, (Autonomous) Trichy.

• 2015-2018 - **Vice-Principal**, St. Joseph's College, (Autonomous) Trichy.

2015-2018- INDEP – Coordinator Judges committee

• 2018-May - **Camp officer**, Central valuation, Bharathidasan University, Trichy

Research Experience

• 2012-2014- **Co –Investigator** - UGC funded Minor project. (Name of the Project – 'HRD Practices among the prisoners' Study conducted at Tiruchirappalli District)

Member- Board of Studies

- ✓ 2003-2006 – 2015-2018- Dept of Business Administration, St. Joseph's College, (Autonomous) Trichy. ✓ 2007-2013 - Dept of HRM, St. Joseph's College,(Autonomous) Trichy.
- ✓ 2016-2017- Dept of BBA, Sri Vishalaxi College for women, Kuniyamuthur, Coimbatore Dt
- ✓ Since 2017- Department of Business Administration- Cauvery College for Women, Trichy
- ✓ 2016-2017 - Dept of Foundation courses, St. Joseph's College,(Autonomous) Trichy.
- ✓ Since 2018, June - Department of Management Studies, Bharathidasan University, Trichy-24
- Since 2019, June Dept of Management Studies ,Poondi Pushpam College(Autonomous),Tanjavur.

Member - in various Academic committees, St. Joseph's college, (Autonomous) Trichy Between 2015 to 2018

- ✓ Examination committee & Additional Chief-Superintendent
- ✓ Academic council member
- ✓ Students Discipline committee
- ✓ Planning & Evaluation committee
- ✓ Mentoring Facilitation committee

Member Academic committees, St. Joseph's college, (Autonomous) Trichy Since 2024

- ✓ Students welfare committee

PhD Approved Guide: In Human Resource Management by Bharathidasan University, Trichy-24
(Currently Registered 4 candidates)

Organizing Secretary for National Level Conference and Seminar

- 14th Dec 2016 – Managerial perspectives –Issues & Challenges in the era of Globalization
National Conference- Organized by Dept of BBA. St. Joseph's College (Autonomous), Trichy

• 2017 - National conference on 'Emerging business system in Economic development of Society'
Organized by Dept of BBA, St. Joseph's College, (Autonomous), Trichy

• 2018 Aug 30th and 31st - Globalization and People's Management: Battle between fairness and
Efficiency- (ICSSR- Sponsored National Seminar - Organized by Dept of HRM, St. Joseph's
College, (Autonomous), Trichy)

2025 –Coordinator-BUIZ OPERA-25 –Inter-collegiate cultural meet

Non Academic Work Experience in Developmental field

2003-2005 - Project consultant for a child development project (Tdh-NL) Undertaken by an
NGO - named IRDC, (Integrated Rural Development Centre) Kantarvakootai, Pudukkottai Dt

SEMINAR / WORK SHOP / CONFERENCE / TRAINING/FDP/REFERSHER COURSE attended (National/ International/Regional level)

Seminar National	-	14	
Seminar International	-	04	
Work shop	-	05 (1 International)	
Conference National	-	08	
International	-	01	
Training	-	03	
Symposium	-	01	
Webinar (National level)	-	05	
Refresher Course (National Level UGC-Sponsored)	-	01	

FDP (National Level)

- 05 (1. From Cochin University,
Kerala ,
2. AICTE –Sponsored by
Ministry of Education,
Govt of India).

Extra curricular

Fine Arts : Music, Drama, Writing and Public Speech
Specialization : Human Resource planning, Organization
Development

PERSONAL DETAILS:

Name : J. VINCENT XAVIER.
Date of Birth : 27.08.1972
Father's Name : S. Joseph
Marital Status : Married
Languages Known : Tamil & English

Address for Communication

**Residential Address: 14, MELATHERU, MELAP PUDUR,
TRICHY 02. MOBILE- 94435 32189/8489707531**

**List of
SEMINAR / WORK SHOP / CONFERENCE / TRAINING /WORK
SHOP/FDP/REFERSHER COURSE/SYMPOSIUM
Attended (National/ International/Regional level)**

SEMINARS

S. No	Topic	Venue	Date
1	Campus Diversity initiative (Ford foundation)	Sacred Heart College Kodaikanal	13 th – 15 th September1996
2	Leadership Program	St. Joseph's College, Trichy-2.	22 nd to23 rd September2004
3	Association of Economist (Annual Conference) State Level	St. Joseph's College, Trichy-2.	18 th to 19 th December 2004
4	Human Resource Practices and concerns in a globalized Economy (Regional)	St. Joseph's College, Trichy-2.	24 th to 25 th February 2005
5	Digitalized Information exchange quality sustenance and enhancement (National)	St. Joseph's College, Trichy-2.	3 rd to 4 th March 2005
6	Trends in higher education Formation of ideology(National)	St. Joseph's College, Trichy-2.	17 th to 19 th March 2005
7	“Issues on higher education” (National seminar)	Bharathidasan University, Trichy -24.	23 rd March 2005
8	World Services Trade(State)	St.Joseph's College, Trichy-2.	4 th to 5 th December 2005
9	“ Teaching Methods in management Studies”(International level)	Bharathidasan University Trichy-24	Jan 20 th and 21 st 2007
10	Emerging Paradigm in Financial Services (International)	Bharathidasan Unversity,Trichy-24	7 th and 8 th April – 2007
11	Quality enhancement and sustenance in higher educational institution through six sigma	St.Joseph's College, Trichy-2.	23 rd & 24 th Oct 2008
12	Workshop on dimensions of HR practices	St.Joseph's College, Trichy-2.	06 th Mar 2009
13	‘Strategic HRM perspectives and practices’ – UGC Sponsored National seminar	St.Joseph's College, Trichy-2.	13 th Mar- 2010
14	The role of ICT in Higher	St.Joseph's College,	29 th & 30 th Jan 2010

	education : Quality, Accessibility and security – UGC sponsored National seminar	Trichy-2.	
15	Research and development – Global perspectives	St.Joseph’s College, Trichy-2.	18 th Jan 2011
16	The Dynamics of management-The plus factors(National conference)	St.Joseph’s College, Trichy-2.	9 th & 10 th 2011
17	Recent trends in HRM(UGC sponsored National seminar)	Bharathidasan University, Kajamalai Campus, Trichy- 23	30 th & 31 st Mar 2012
18	Pursuing Socially relevant research – Possibilities and concerns	St.Joseph’s College, Trichy-2.	28 th Jan 2012
19	‘Twenty years of economic reforms and inclusive growth’ National conference	St.Joseph’s College, Trichy-2.	13 th & 14 th Mar 2012
20	Soft Skills	St.Joseph’s College, Trichy-2.	10 days Aug 2012
21	Value Education	St.Joseph’s College, Trichy-2.	Jan-2014
22	Managerial perspectives –Issues & Challenges in the era of Globalization (National Conference)	St.Joseph’s College, Trichy-2.	21Jan-2016
23	India’s labour legislation and its employment relation for the next decade (National seminar)	St.Joseph’s College, Trichy-2.	08, March – 2016
24			

WEBINARS

S. No	Topic	Venue	Date
1	Cyber Security –Need and Significance(National)	Aizwal, Mizoram Central University	26.10.2020
2	Global Trade Risks-Strategies and Challenges (International)	Allagappa University Karaikkudi	29.10.2020
3	Education and Technology (National)	Aizwal, Mizoram Central University	03.11.2020
4	Phenomenology of Research (National)	Aizwal, Mizoram Central University	04.11.2020
5	National Education Policy 2020- A Paradigm shift in Indian Education system(national)	Aizwal, Mizoram Central University	09.11.2020-10.11.2020

6	Training and Development-A tool to Optimizing Employee Engagement	Bharathidasan University Trichy-24	12.12.2020
7	Plagiarism, citation and Reference in social science Research	Alponsa College of Arts and Sciences, Kanniyakumari	03.09.2021
8	Innovation in Education	World Education submit	09.03.2022
9	Project proposal formulation and implementation	UGC, HRDC, JNV University, Jodpur, Rajasthan	10.01.2023

CONFERENCES

S. No	Topic	Venue	Date
1	Association of Economist (Annual Conference) State Level	St. Joseph's College, Trichy-2.	18 th to 19 th December 2004
2	World Services Trade(State)	St.Joseph's College, Trichy-2.	4 th to 5 th December 2005
3	“ Teaching Methods in management Studies”(International level)	Bharathidasan University Trichy-24	Jan 20 th and 21 st 2007
4	Emerging Paradigm in Financial Services (International)	Bharathidasan University,Trichy-24	7 th and 8 th April – 2007
5	Quality enhancement and sustenance in higher educational institution through six sigma	St.Joseph's College, Trichy-2.	23 rd & 24 th Oct 2008
6	Workshop on dimensions of HR practices	St.Joseph's College, Trichy-2.	06 th Mar 2009
7	The Dynamics of management-The plus factors(National conference)	St.Joseph's College, Trichy-2.	9 th & 10 th 2011
8	'Twenty years of economic reforms and inclusive growth' National conference	St.Joseph's College, Trichy-2.	13 th & 14 th Mar 2012
9	Managerial perspectives –Issues & Challenges in the era of Globalization (National Conference)	St.Joseph's College, Trichy-2.	21Jan-2016

TRAININGS

S. No	Topic	Venue	Date
1	Campus Diversity initiative (Ford foundation)	Sacred Heart College Kodaikanal	13 th – 15 th September1996
2	Effective communication And effective teaching	DACA(Dr.Ambedkar Cultural Academy) Madurai	27 th to 29 th May 2004
3	Leadership Program	St. Joseph's College, Trichy-2.	22 nd to23 rd September 2004
4	Soft Skills	St.Joseph's College, Trichy-2.	10 days Aug 2012
5	Quality Teaching and Research- (AICTE Sponsored)	International Management Institute Bhubaneswar	11.01.2021-16.01.2021
6	Leadership Programme	Christ University, Bangalore	27.09.2021-03.10.2021
7	Critical pedagogy	National Institute of Technical Training institute, Chennai	07.02.2022-11.02.2022
8	National Intellectual Property Awareness	Ministry of Commerce and Industry, Government of India	04.03.2022

ORIENTATION PROGRAMES

S. No	Topic	Venue	Date
1	Effective communication And effective teaching	DACA(Dr.Ambedkar Cultural Academy) Madurai	27 th to 29 th May 2004
2	Teaching orientation programme	St. Joseph's College, Trichy-2.	3- 5 – 2005

WORKSHOPS

S. No	Topic	Venue	Date
1	Workshop on dimensions of HR practices	St. Joseph's College, Trichy-2.	06 th Mar 2009
2	Econometric models	Allagappa University, Karaikudi	13.10.2020- 16.10.2020
3	Awareness on e' Workshop	Sanjay Ghodawat university,Kollapur.	15.12.2021
4	Introduction to Securities Markets	Teerthanker Mahavver University	03.02.2022

FACULTY DEVELOPMENT PROGRAMME

S. No	Topic	Venue	Date
1	Enhancing Psychological skills and Behaviour remodeling	Online mode- Cochin University, Kerala	19.10.2020- 25.10.2020
2	Outcome Based Assessment (AICTE Sponsored)	National Institute Technical Techer training Institute, Chennai	07.12.20-11.12.2020
3.	Open Educational Resources	St. Joseph's College (Autonomous), Trichy-02	25.09.2021
4	Gender Equality today for a Sustainable development	Holy Cross College(Autonomous) Trichy-02	16.03.220-31.03.2022 (15 Days FDP)
5	Intricacies of writing research publications and projects	St. Joseph's College (Autonomous), Trichy-02	27.10.2023
6	Entrepreneurial Finance and challenges	IOT Academy, Coimbatore	20.12.2023

REFERSHER COURSE

S. No	Topic	Venue	Date
1	Teacher Education-Learning outcomes and Educational Reforms	Kannur University, Kerala	17.11.20- 30.11.20

SYMPOSIUM

S. No	Topic	Venue	Date
1	Pandemic Climate Change and Growing Inequality-Emerging Paradigm Shift in helping Profession (International)	Bharathiar University, Coimbatore and Central University Tiruvarur	28.10.2020

List of Research Articles Presented In National and International Seminar/Conference

S.No	Topic	Venue
1.	'Self Help Groups-An agent for Rural Human Resource Development' Human Resource Practices and concerns in a globalized Economy (Regional)	St. Joseph's College, Trichy-2.
2.	'Social responsibility of education' - Trends in higher education Formation of ideology(National Seminar)	St. Joseph's College, Trichy-2.

3.	‘Practical difficulties of higher education policy’ - “Issues on higher education” (National seminar)	Bharathidasan University, Trichy -24.
4.	Teaching methods in management Studies (International Seminar)	Bharathidasan University, Trichy -24.
6.	‘The present scenario of mutual funds’ - Emerging Paradigm in Financial Services (International seminar)	Bharathidasan University, Trichy -24.
7	‘HRM Strategies practiced in IT industries’ - Strategic HRM perspectives and practices’ – UGC Sponsored (National seminar)	St. Joseph’s College, Trichy-2.
8	‘HRD practices in manufacturing industry’ - The Dynamics of management- The plus factors(National conference)	St.Joseph’s College, Trichy-2.
9	‘Career planning & Succession planning’- Recent trends in HRM (UGC sponsored National seminar)	Bharathidasan University, Kajamalai Campus, Trichy- 23
10	‘Organization Development through Employee Training programme’- Recent trends in HRM (UGC sponsored National seminar)	Bharathidasan University, Kajamalai Campus, Trichy- 23

List of Publications in Journals

S I	Topic	Journal name	Impact Factor
1	‘The Practical difficulties of Higher Education policy’-Indian Scenario.	“REETEL’ ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
2	‘Organizational communication system’	“REETEL’ ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
3	“Invasion of forgin media”	Cauvery research journal ISSN NO:-0975- 1300- published by Cauvery College, Trichy	
4	Employee Training and Development programme	Cauvery research journal ISSN NO:-0975- 1300- published by Cauvery College, Trichy	
5	Workers Participation in Management	“REETEL’ ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
6	Competency Mapping	“REETEL’ ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
7	Organization Development practices in Higher education institutions	“REETEL’ ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	

8	Organization Development through organization Culture	“REETEL’ ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
9	Organization Development through organization Behaviour	“REETEL’ ISSN NO:-0973-404X published by St.Joseph’s College, Trichy-.02	
10	Organization Development through Employee training programme	‘ Recent trends in HRM (UGC sponsored National seminar book) ISBN- 978-81-920622-4-2 Published by Ideal publishing house, Trichy	
11	The Role of Vision and mission in the Organisational Development practices	International Journal of Exclusive Management Research(IJEMR-2014) ISSN 2249-2585	5.76
12	The Effectiveness of HRD programme and its role in Organisational effectiveness	International journal of Human resource and Industrial relations(IJHR&IR-2014) ISSN- 2349-3593	.98
13	A Study on the Effectiveness of Performance Appraisal System and its Influence with the Socio-Demographic Factors of the Employees of a Manufacturing Industry in Tamil Nadu	International Journal of Research in Management & Business Studies (IJRMBS 2015) ISSN : 2348-6503	3.76
14	A Study on the Quality of Work Life of the Manual Scavengers(Study conducted at Tiruchrappalli City corporation workers in Tamil Nadu	INTERNATIONAL JOURNAL OF BUSINESS AND ADMINISTRATION RESEARCH REVIEW (IJBARR-2015) ISSN -2347-856X	3.72
15	Laour problems in India in the post globalised era-Literary review	International Journal of Exclusive Global Research - Vol 1 Issue 4 April	
16	Role Of Soft Skills In The Employability	Madhya Bharti (मध्यभारती) : ISSN 0974-0066 with IF=6.28 Vol. 82, No. 11, January - June : 2022 UGC Care Approved, Group I, Peer Reviewed, Bilingual, Biannual, Multi-disciplinary Referred Journal	
17	Prevalence and Predictors of Hypertension in Work life balance among Health care professionals	Migration letters (Scopus) Volume 21. No 85 92024(pp1065-1072-ISSN – 1741-8984-Online 1741-8992	
18	Work life balance and life balance among health care professionals	SEYBOLD REPORT ISSN No-1533-9211	

Citation Details:

Since 2020

Citation	All 22	14
H-index	2	2
I 10 index	1	1