



Dr. JERRY RICHARDS I.

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Date of Birth: October 28, 1983

Marital Status: Single

Religion: Christian

S/o R. Immanuel Sundararajan (Ex-Indian Navy & Rtd. Manager @ UCO Bank)

Languages to Speak: English, Tamil, Malayalam and Kannada

ACADEMIC PROFILE

My academic specialism in '**Human Resource Management**' from the start of my teaching career has given me an opportunity to engage with a range of '**Management subjects along with Social Work**'. My capability to understand diverse student audience and communicate deftly with them have been influential in teaching Social Work, Human Resource Management, Strategic Human Resource Management, Human Resource Development, Organizational Psychology, Labour Laws, Industrial Relations, Knowledge Management, Strategic Management, Business Analytics, Business & Technology, Marketing Analytics, Marketing Management, HR Analytics, Organization Management, Management Concepts, Financial Services, Research Methodology and Social Science Research both at the **Graduate (BCom Honours) and Masters Levels (MSW & MBA)**.

CURRENT WORK POSITION

- **Professor of Practice**, Dept of Commerce Honours, St Joseph's College (Autonomous), Tiruchirappalli: June 16, 2025 - Present
- **Teaching Faculty**, MBA (Pondicherry University – St Joseph's College MBA Twinning Program): January 2023 - Present
(Taught HRD, Management Concepts and Knowledge Management and Strategic Management for MBA)

Total Years of Work Experience: 14 Years and 10 Months

Academic (Teaching): 11 Years & 4 Months

Practice Experience: 3 Years & 6 Months

EDUCATION

- **PhD (Social Work) with Human Resource Management** as Field of Specialization
Awarded on March 24, 2015
Pondicherry University (A Central University), Puducherry 605014
(Awarded UGC-NET JRF & SRF in Social Work)
Area of Research: Bullying in the Academic Workplace
- **Qualified UGC–NET for the award of Junior Research Fellowship (JRF) and Eligibility for Lectureship in Social Work** held on December 26, 2010
(Date of Qualifying the UGC-NET: June 13, 2011)
- **MSW (Human Resource Management)**
Year of Passing: April 2008 - First Class with Distinction (82.95%)
Bishop Heber College (Autonomous), Tiruchirappalli 620017, Tamil Nadu
(Affiliated to Bharathidasan University, Tamil Nadu)
- **B.Sc. (Physics)**
Year of Passing: April 2005 - First Class (72.60%)
St. Joseph's College (Autonomous), Tiruchirappalli 620002, Tamil Nadu
(Affiliated to Bharathidasan University, Tamil Nadu)

AWARDS & FELLOWSHIP

- Awarded the **UGC-NET – Junior and Senior Research Fellowship in Social Work** by University Grants Commission, New Delhi for pursuing PhD in Social Work at Pondicherry University, Puducherry from August 2011 to October 2014.
- **Secured First Rank** in the following papers during II and III Semesters of MSW at Bishop Heber College (Autonomous), Tiruchirappalli, Tamil Nadu during 2006-2008:
-Social Work Research & Social Statistics; Counselling Intervention with Student; Human Resource Management; Labour Welfare & Industrial Relations and E – Commerce
- Awarded **First Prize for Proficiency in Field Work in MSW** at Bishop Heber College (Autonomous), Tiruchirappalli
- Awarded **College Management Prize for 'Physics' with Second Rank** during II Year BSc at St. Joseph's College (Autonomous), Tiruchirappalli.

WORK HISTORY

- **Assistant Professor of Social Work:** Holy Cross College (Autonomous), Tirichirappalli 620002: August 01, 2024 – October 19, 2024 (2 Months)

- **Visiting Faculty at the Dept of BCom Honours, St Joseph's College (Autonomous), Tiruchirappalli 620002:** January 2023 – March 2025 (2 Years & 3 Months)
(Taught Strategic Management, Business Analytics, Marketing Analytics, Marketing Management, Organization Management, Financial Services and Research Methodology respectively)
- **HR Trainer (Training the Professional Social Workers on Mitigating Workplace Bullying, Public Speaking, Business Communication, Social Intelligence, Life Skills, Transactional Analysis & Research Methods in Social Sciences):** November 02, 2020 – December 31, 2022 (2 years & 2 Months) at Training and Rehabilitation for Underprivileged Society Through Mutual Enlightenment – (TRUST ME), No.01 Tollgate, Tiruchirappalli 621216
- **Associate Professor & Head, PG Dept. of Social Work:** July 02, 2018 – October 03, 2020 (2 Years & 3 Months) at St Aloysius Degree College & Centre for Post Graduate Studies Cox Town, Bangalore 560005 (Affiliated to Bengaluru North University)
- **Assistant Professor of Social Work:** July 13, 2015 – April 30, 2018 (2 Years & 9 Months) at Kristu Jayanti College (Autonomous), Kothanur (PO), Bangalore 560077 (Affiliated to Bengaluru North University, Karnataka)
- **UGC Junior & Senior Research Fellow (PhD Scholar):** August 2011 – October 2014 (3 Years) at Dept. of Social Work, Pondicherry University, Puducherry 605014. While pursuing PhD, some of the additional teaching assignments undertaken at the Dept. of Social Work, Pondicherry University were the following:
-Taught **Human Resource Management (HRM) and Social Work Research** for MSW students.
-Taught **Organizational Behaviour and Strategic Human Resource Management** for students of PG Diploma in **Industrial Relations and Labour Laws (PGDIRLL)** offered by the Dept. of Social Work, Pondicherry University.
- **Faculty, PG Dept. of Social Work:** March 11, 2011 – June 30, 2011 (3 Months): Lorven Educational Centre (Affiliated to Bangalore University, Karnataka)
- **Credentialing Executive (Taking Care of Joining and Exit Formalities of US Radiologists, Assisting Radiologists in their Licensing Procedures at US Hospitals, Maintaining HRIS and Updating HR Records):** October 12, 2009 – March 9, 2011 (1 Year & 4 Months) at Teleradiology Solutions (**Healthcare IT Company**), Whitefield, Bangalore 560048
- **Lecturer in Social Work:** May 30, 2008 – April 30, 2009 (11 Months) at Srimad Andavan Arts & Science College, Tiruchirappalli 620005

PROFESSIONAL ASSIGNMENTS

- **Question Paper Setter**, Dept. of BCom Honours, St Joseph's College (Autonomous), Tiruchirappalli 620002
- Was a **Member, Governing Council**, St Aloysius Degree College & Centre for Post Graduate Studies, Cox Town, Bangalore 560005
- Was on the **Board of Examinations (M.Phil. & MSW)**, Dept. of Social Work, **Christ University, Bangalore 560029**
- Was on the **Board of Examinations (MSW)**, Dept. of Social Work, **St. Joseph's College (Autonomous), Bangalore 560027**
- Was a **Content Editor for BSW Study Materials for Krishna Kanta Handiqui State Open University, Guwahati 781017, Assam**

TRAINING CERTIFICATION

- *Trained as **Training of Trainers on Life Skills** by Rajiv Gandhi National Institute of Youth Development, Tamil Nadu collaboration with Centre for Life Skills Education, Kristu Jayanti College, Bangalore*

INVITED TALKS & LECTURES

- Resource Person to speak on **Gender Equality** organized by the Department of Computer Science, St. Joseph's College (Autonomous), Tiruchirappalli on February 25, 2025
- Resource Person to speak on **Ancient Trade, Commerce and Management Practices in India** as part of the Inauguration of the Certificate Course organized by the Dept. of BCom Honours on February 03, 2025.
- Training the School Teachers on “**Gatekeeper Training for Suicide Prevention**” at Holy Cross College (Autonomous), Tiruchirappalli 620002 on October 26, 2024.
- Spoke on “**Emotional Well-being for a Better Tomorrow**” for the School Teachers of Holy Cross Matriculation School, Oddanchatram on October 05, 2024.
- Spoke on “**Stop Bullying**” for the school students at Govt. Girls Hr. Sec. School, Town Hall, Tiruchirappalli 620002 organized by the Dept. of Social Work, Holy Cross College (Autonomous), Tiruchirappalli, Tamil Nadu on October 14, 2022.
- Lectured on ‘**Adolescents and Cyber Security**’ for UG & PG students of Holy Cross College, Tiruchirappalli 620002, Tamil Nadu from July 04-15, 2022.

- Spoke on **“Basics of Social Science Research”** for I Year MSW students of Pondicherry University on June 16, 2022.
- Spoke on **“Bullying in the Academic Workplace: Mitigating it for Workplace Success”** at St Aloysius Degree College & Centre for Post Graduate Studies, Cox Town, Bangalore as part of Faculty Development Program on August 25, 2020

EVENTS ORGANIZED AND COORDINATED

- Webinar on **“Working with Adolescents: Challenges & Opportunities”** on September 07, 2020.
- Webinar on **“PhD Journey: Where to Start?”** on June 24, 2020
- Webinar on **“Remote Teaching and Learning: Strategies and Impact”** at on June 22, 2020
- National Conference on **“Green Social Work: From Environmental Crises to Ecojustice”** on February 27 & 28, 2018
- Panel Discussion on **“Surrogacy Bill 2016: Socio- Legal Challenges Ahead”** on January 23, 2017
- National Conference on **“Criminology and Correctional Services Administration: Problems and Prospects”** on March 17 and 18, 2017.
- Panel Discussion on **“Multiperspectivity in Corporate Social Responsibility (CSR)”** on August 29, 2017
- Educators Workshop on **“Social Media Addiction: Psychosocial Challenges of Millennial Teenagers”** on September 23, 2017
- National Seminar on **“Asset Based Community Development (ABCD)”** on October 07, 2016.
- National Conference on **“Disability Management at Work: Problems and Prospects”** on October 11 and 12, 2017.
- Panel Discussion on **“Ecojustice”** on November 14, 2017
- State Level Consultation on **“Prevention of Child Sexual Abuse”** on November 25, 2017
- National Level Seminar cum Workshop on **“Qualitative Research Techniques in Social Sciences”** on March 3 and 4, 2016
- Panel Discussion on **“Disaster Management: A Multi-disciplinary Approach”** on September 03, 2016
- Panel Discussion on **“Gerontology: A Multi-disciplinary Approach”** on September 28, 2015

PUBLICATIONS

- Published a paper on **‘Bullying among School Students’** in Progressive Outlook (A Refereed National Research Journal of Social Sciences) - (Quarterly – Vol: III – No: 1-A, Special Issue – Jan 2013, Page 63-68, ISSN: 2231-2358).

- Published a paper entitled '**Workplace Bullying: A Challenger for HR Professionals**' in the International Journal for Research and Development, Vol.2, No.3, September -October 2014 issue (ISSN: 2321-3434).
- Published a paper entitled '**Redesigning and Reinventing Social Work Education in India**' in the Journal for Research, Extension and Development, Vol.3, No.3, November 2014 issue (ISSN: 2319-1899).

PAPERS PRESENTED AT THE INTERNATIONAL CONFERENCES & NATIONAL SEMINAR

- Presented a paper on '**Bullying in the Workplace: An Occupational Stressor**' at the IEEE - International Conference on the Changing Paradigms of Technology and Strategic Management (ICPSM-2013) organized by the School of Management, SASTRA University, Thanjavur on August 30th and 31st, 2013.
- Presented a paper on '**Bullying of Disabled Employees in the Workplace**' at the National Seminar on Literature and Human Rights organized by the Department of English, Pondicherry University, Puducherry on August 7th & 8th, 2013.
- Presented a paper on '**Bullying among School Students**' during the UGC Sponsored Two Day International Conference on Child and Adolescent Mental Health organized by the Department of Social Work, Bharathidasan University, Tiruchirappalli, Tamil Nadu on 18th and 19th January 2013.
- Presented a paper on '**Bullying among Youths at Workplace in Puducherry**' at the 4th International Conference on Life Skills Education organized by Rajiv Gandhi National Institute of Youth Development (RGNIYD), Sriperumbudur, Tamil Nadu in collaboration with University of Mumbai and KBP College, Navi Mumbai during December 7th to 9th, 2012.

PARTICIPATION IN WORKSHOPS, WEBINARS & TRAINING PROGRAMME

- Attended a National Workshop on '**Suicide Prevention and Gatekeeper Training**' organized by the Dept. of Social Work, Holy Cross College (Autonomous), Tiruchirappalli on August 30, 2024
- Participated in the perspective building Workshop on '**Gender and Masculinity**' jointly organized by Maitri Network and ADECOM Network, Puducherry from September 01-04, 2021
- Participated in the Webinar on '**Creating Safe Communities for Women & Children during Disaster**' organized by the National Institute of Disaster Management (NIDM), Ministry of Home Affairs, Govt. of India in collaboration with International Justice Mission (IJM), Bangalore on August 05, 2020

- Participated in the Webinar on **‘How to Write and Publish books’** organized by the Center for Social Research, Dept. of Sociology & Social Work, Christ (Deemed to be University), Bangalore on July 16, 2020.
- Participated in the Webinar on **‘Social Work in Correctional Settings’** organized by the Dept. of Social Work, Bishop Heber College, Trichy on June 23, 2020.
- Participated in the Webinar/FDP on **‘Enhancing the Professional Competence of Social Work Educators’** organized by the Dept. of Social Work, Kristu Jayanti College (Autonomous), Bangalore on 04, 11 and 18 June, 2020.
- Participated in the Webinar on **‘Transdisciplinary Research: Principles & Practices’** organized by St Paul’s College, Bangalore in association with Mount Carmel College, Bangalore on June 04, 2020.
- Participated in the National Level Workshop on **‘Research Methodology & Data Analysis in Social Science using R & PYTHON’** organized by St Aloysius Degree College and Center for PG Studies, Bangalore on March 01, & 02, 2019.
- Participated in the One Day Training Programme on **‘Human Rights’** organized by the Department of Social Work, Christ University, Bangalore in collaboration with National Human Rights Commission, New Delhi on January 31, 2017.
- Participated in the **‘Training of Trainers on Life Skills’** organized by Rajiv Gandhi National Institute of Youth Development (RGNIYD), Sriperumbudur in collaboration with Centre for Life Skills Education from June 16 to 21, 2016 at Kristu Jayanti College, Bangalore.
- Participated in the **“South Asian Conference of Professional Social Workers on Dignity and Worth of Peoples in a Globalized Economy: Role of State, Enterprises, Corporates and Social Workers in Building Inclusive Societies”** organized by Dept. of Social Work, Christ University and KAPSW, Bangalore on August 27 & 28, 2015.
- Participated in a Seminar on **“Distress Labour Migration within and towards Southern Indian States”** organized by the Indian Social Institute, Bangalore on July 28, 2015.
- Participated in the National Workshop on **‘Research Methods and Quantitative Techniques’** organized by the Dept. of Economics, School of Management, Pondicherry University, Puducherry on May 02 & 03, 2014.
- Participated in the National Workshop on **‘Research Methods Using Structural Equation Modelling’** organized by the School of Management Studies, National Institute of Technology, Calicut (NITC), Kerala on April 25 & 26, 2014.

- Participated in HR CONCLAVE 2013 '**Contemporary Challenges and Opportunities in HRM**' organized by the Indian Institute of Management, Tiruchirappalli (IIM-T) on September 20, 2013.
- Participated in the National Conference on '**Praxis in Disability Studies**' organized by the Department of Social Work, Pondicherry University, Puducherry on July 26 & 27, 2013.
- Participated in the '**Assets Damage Assessment by Cyclone Thane**' organized by the State CSR Head, Suzlon Foundation, Puducherry on January 7, 2012.
- Attended a training programme on '**Participatory Urban Asset Planning and Appraisal**' organised by the French Institute of Pondicherry in collaboration with Manchester University, United Kingdom during February 13 to 28, 2012.
- Participated in the '**Workshop on Research Methodology**' organised by Rajiv Gandhi National Institute of Youth Development (RGNIYD), Sriperumbudur, Tamil Nadu during April 16 to 19, 2012.
- Participated in the '**Micro Skills Training Workshop on Research and Statistics**' organized by the Department of Social Work, Pondicherry University, Puducherry held on May 08 & 09, 2012.
- Completed a Course on '**Qualitative Research Methods in Labour Research**' organized by V. V. Giri National Labour Institute, Noida, Uttar Pradesh during July 02 to 13, 2012.
- Participated in the NAAC sponsored National Level Workshop on '**Enhancing Quality of Higher Education Institutions through Internal Quality Assurance Cell (IQAC)**' organized by Sacred Heart College (Autonomous), Tirupattur, Tamil Nadu on September 09 & 10, 2011.
- Completed training in the area of '**Life Skills Related to Addiction**' conducted by Regional Resource and Training Centre, T T Ranganathan Clinical Research Foundation, Chennai with sponsorship from NISD, Ministry of Social Justice and Empowerment, Govt. of India during November 28 to 30, 2011.
- Participated in the workshop on '**Writing for Publications**' organized by the PG and Research Dept. of Social Work, Bishop Heber College (Autonomous), Tiruchirappalli, Tamil Nadu in association with Liverpool Hope University, United Kingdom (UK) on July 03, 2008.

- Participated in **‘Role Play’** organized by the Department of Human Resource Management, St. Joseph’s College, Tiruchirappalli during HR Fest’ 07 – Inter College HR Meet held on February 24, 2007.
- Participated in the **‘Capacity Building Programme for Social Work Trainees’** organized by the PG and Research Dept. of Social Work, Bishop Heber College (Autonomous), Tiruchirappalli, Tamil Nadu during November 23 and 24, 2007.
- Participated in the UGC sponsored National Conference on **‘Social Work Education and Practice: Opportunities and Apprehensions’** organized by the PG and Research Dept. of Social Work, Bishop Heber College (Autonomous), Tiruchirappalli, Tamil Nadu during December 13 to 15, 2007.

MEMBERSHIP IN PROFESSIONAL BODY

- Member, **National Human Resource Development Network (NHRD)**, Gurugram, Haryana 122002
- Life Member, **Indian Society of Professional Social Work (ISPSW)**, NIMHANS, Bangalore 560029

REFEREES

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