

RESUME

Name : **P.David Jawahar**

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Educational qualification:

<i>Degree</i>	<i>Institution / University</i>	<i>Year</i>	<i>Class</i>
B.A (Corporate Secretaryship)	Government Arts College, Chennai, Madras University	1985	First
M.B.A – Human Resource Management	Bharathidasan Institute of Management, Bharathidasan University, Trichy	1988	First
PhD – Organisational Behaviour	Department of Management Studies, Madras University	1999	

Project work / Thesis Details

M.B.A: Evaluating the effectiveness of training programmes at CUMI, Chennai.

PhD: The role of empowerment as a moderator of the relationship between work stress and individually and organizationally valued states.

Experience:

Year	Organisation	Designation	Details
1988-1991 (3 years)	Telematics Systems Limited, Chennai	Executive Assistant to the Managing Director	Reporting to the MD, Coordinating corporate activities and preparation of reports
1991-1992 (6 months)	Department of Adult and Continuing Education, University of Madras	Faculty Member (Part-Time)	Teach Post-graduate Courses
1992-1997	Department of Management Studies, University of Madras	Research Scholar (Full-Time)	Pursued research to earn a PhD
1997- 2005 (7 years and 7 months)	Department of Management Studies, National Institute of Technology, Trichy	Lecturer	Lecturing, Curriculum preparation, Counselling, Training and Consultancy
2005 (June) – 2005 (November) (6months)	School of Management Studies, Tamil Nadu Open University, Chennai	Lecturer (on Reader Scale)	Preparation of course material for MBA programme and coordination of Programme Study Centres
2005 (December) – 2009 (May)	Bharathidasan Institute of Management, Trichy	Reader/ Associate Professor	Lecturing, new courses development, counseling, training and consultancy. In charge of Management Journal and research centre
2009 (May) – till date	Bharathidasan Institute of Management, Trichy	Professor	

Career Highlights:

- Selected by Rotary International District, 3000 to visit RI District, 2640 (Osaka, Japan) as a member of the Group Study Exchange Programme in March 2002
- Developed a soft skills training manual for the soft skills training programmes conducted at TREC STEP and sponsored by the UNIDO
- Developed the *Centre for Contemporary Management Research* at Bharathidasan Institute of Management Trichy, 2007
- Have organised and chaired BIM's first and second Conference on Management Research – *Athenaeum '07, Athenaeum '08 and Athenaeum '09*
- Have designed and developed (as Editor – in - Chief) the first international journal of Bharathidasan Institute of Management – Journal of Contemporary Management Research . In publication since March 2007
- Chaired a session at the ICBM – International Conference, Bangkok, Thailand (November 2007)

Academic Memberships:

- Member of the Advisory Committee, Science and Technology Entrepreneurship Park, N.I.T, Tiruchirappalli.
- Member of the Board of Studies - National Institute of Technology, Periyar Maniammai University, and Bharathidasan University
- Examiner in the Examiner's panel of Madras, Bharathidasan, Bharathiar, Manonmaniam Sundaranar, Alagappa and Annamalai Universities
- M.Phil guide at Alagappa and Mother Teresa Universities
- PhD guide at Bharathidasan and Mother Teresa Universities

Membership in Professional Bodies:

- Corporate Member of the National Institute of Personnel Management

Summer/ Winter schools attended:

- *Personal Growth Laboratory* conducted by the **Xavier Labour Relations Institute (Jamshedpur)**, (2000)
- *Workshop on “Using Case Studies For Teaching Entrepreneurship”* conducted by the **SEE (Society of Entrepreneurial Educators) at the Indian School of Business, Hyderabad**, (2003)
- *Faculty Development Programme on Entrepreneurship Development* conducted by **TREC – STEP, Tiruchirappalli** (2004)
- *Winter Institute on Bounded Rationality in Psychology and Management* conducted by the **Max Planck Institute for Human Development, Berlin at Indian Institute of Management, Bangalore** (2005)

Academic tasks undertaken:

- Curriculum Development
- Lecturing
- Counseling
- Preparing study materials
- Training and Consultancy

Professional Capabilities:

- Soft Skills Training
- Counseling
- Functional expertise (HRM)
- Employee relations
- Training and Development
- Research and publication
- Project Management

Training Activities:

Focus Areas:

- Team Building Skills
- Leadership Skills Development
- Soft Skills Development
- Achievement Motivation Training

In association with TREC-STEP (acknowledged as the Best STEP by the Govt. of India), I have designed, implemented and administered various training programmes for entrepreneurs, faculty members, Govt. officials, students and executives. A short list of the various training programmes conducted under my supervision is listed below:

- Entrepreneurship Development Programmes (EDP) for small scale entrepreneurs
- Management Development Programmes for participants from government departments and local industries
- Achievement motivation training programmes for tiny entrepreneurs
- Orientation programmes for officers of District Industries Centres
- Orientation programmes for ministerial staff of District Industries Centres
- Achievement motivation training programmes for Entrepreneurs using non-conventional energy
- HR Training programmes for Senior/Middle level Engineers of PWD
- Faculty Development Programme sponsored by Department of Science and Technology, Government of India, New Delhi.
- Small industries management assistants programme, sponsored by Small Industries Development Bank of India, Chennai
- Executive development programme for small-scale industries, Tiruchirappalli.

Other Training Programmes Conducted:

- General management programme for BHEL Promotee Executives
- Soft skills programme for BHEL Executive Trainees
- MDP for Trichy Engineering Cluster
- Outbound Experiential Leadership Programme for BHELSIA (6 consecutive years from 2003 onwards)
- Motivation programmes for faculty and employees of IMTI, Trichy
- Management Development Programmes for Technical and Supervisory Personnel, TNPL, Karur
- Management Training for Railway Personnel at Zonal Training Institute, Southern Railway, Trichy

Other Current Training Activities: (2008 – onwards)

- InfoDev (World Bank) – BIM – TREC STEP sponsored training programme for budding entrepreneurs
- MDPs on 1) Mentoring and 2) Talent Management for BHEL executives
- MDP for BHEL (Ranipet) entrepreneurs
- Outbound programme on Change Management for BHELSIA Entrepreneurs
- MDP for executives of Thirumalai Chemicals Ltd
- MDP for executives of Neyveli Lignite Corporation Ltd

Book reviews

- International Management – Pearson Education, Chennai (2008)
- Organization Theory – Pearson Education, Chennai (2007)
- Business communication – Vikas Publications, Chennai (2003)
- Organisational Behaviour – Vikas Publications, Chennai (2001)

Foreign Visits:

- Visited Germany, United Kingdom, Netherlands, Japan, Singapore and Thailand

Details of Publications

(a) Books Edited/ Published

1. David Jawahar P., (Ed) **Contemporary Issues in Management Research**, New Delhi: Excel Books (2009)
2. David Jawahar P., (Ed) **Emerging Issues in Management Research**, New Delhi: Excel Books (2008)
3. David Jawahar P. and Ramesh Venkatraman, (Ed) **Perspectives on HR and IT Management**, New Delhi: Excel Books (2007).

(b) Refereed National Journals

1. David Jawahar P. and Maheswari R, *Service Perception: Emotional Attachment as a mediator of the relationship between Service Performance and Emotional Brand*, **ICFAI Journal of Marketing Management**, Vol.III No.2 (pages 7 – 22) May 2009
2. Maheswari R. and David Jawahar P., *Emotional Attachment as a mediator between Service Encounter Satisfaction and Emotional Brand*, **SCMS Journal of Indian Management**, Volume V, No.3 (pages 81-92), July-September 2008.
2. David Jawahar P., Usha Nandhini S., and Shivachandran M, **ICFAI Journal of Entrepreneurship Development**, Volume II, No.1, (Pages 30-40), March 2005.
3. Thamaraiselvan N. and David Jawahar P., *Success Determinants of Brand Extension: An Indian Perspective*, **ICFAI Journal of Marketing Management**, Vol. III, No.3, (pages 66-77), August 2004.
4. David Jawahar P., *Action Plan for Benchmarking Human Resources*, **Pragyan**, (IMS, Dehradun), Volume 1, Issue 2, (Pages 80-85), December 2003.
5. Srinivasan P. T. and David Jawahar P., *Empowerment as a moderator of the relationship between work stress and psychosomatic symptoms*, **ICFAI Journal of Organisational Behavior**, Volume II, No.4, (Pages 7-14), October 2003.
6. David Jawahar P., *Authority in the work place*, **Indian Journal of Business Papers**, Volume 1, No.2, (Pages 95&96), December1998.
7. David Jawahar P., *Empowerment Revisited*, **Personnel Today**, Volume XIX, No. 3, (Pages 37-40), October-December1998.

(c) Other Academic Publications:

1. David Jawahar P., *Motivating Technical People*, **Kerala Personnel**, (Pages 47 – 51), Annual Issue 2003.
2. David Jawahar P. and Thamaraiselvan N., *Recruitment in the New Age: Challenges and Issues*, **Kerala Personnel**, (Pages 71 – 75), Annual Issue 2002.
3. David Jawahar P., *Transforming leadership*, **Kerala Personnel**, (Pages 69 – 72), Annual Issue 2001.
4. Anandan C. and David Jawahar P., *HR problems in IT industry*, **HRD Times**, Volume 2, No.1, (Pages 6-7), November 2000.

5. David Jawahar P. and Soujanya K., *Job Sculpting*, **Kerala Personnel**, (Pages 52 & 53), Annual Issue 2000.
6. Anandan C. and David Jawahar P., *Role of sales promotion in building brand loyalty*, **HRD Times**, Volume 1, No.7, (Pages 34-36), July 1999
7. David Jawahar P. and Subha V., *Telecommuting: An Indian perspective*, **Kerala Personnel**, (Pages 69 & 70) Annual Issue 1999.
8. Anandan C. and David Jawahar P., *True Learning Organizations*, **HRD Times**, Volume 3, No.6, (Pages 11-14), December 1998.

(e) Papers presented at International Conferences

1. David Jawahar P., and Maheswari R., *Emotional Branding: Indian Scenario*, **ICBM Conference, Bangkok, Thailand**, November 2007
2. Thamaraiselvan N. and David Jawahar P., *How do consumers evaluate service brand extensions: Indian Insights*, **International Conference on Marketing Strategies for Emerging Markets, Indian Institute of Management, Kozhikode**, December 2004.
3. Srinivasan P.T. and David Jawahar P., *Empowerment as a moderator of the relationship between work stress and psychosomatic symptoms*, **Fourth International Society of Quality of Life Studies (ISOQLS), Washington DC, USA**, Nov-Dec. 2001.

(f) Participation in International Conferences

1. **Nirma International Conference on Management (NICOM – 2007)** conducted by Nirma Institute of Management, Nirma University of Science and Technology, Ahmedabad, January 5th – 7th, 2007

(g) Papers presented at National Conferences

1. Thamaraiselvan N and David Jawahar P., *FMCG Brand Extensions – Consumer Evaluation View Point*, **National Conference on Contemporary Trends in Business Research, PSG College of Technology**, November 2004
2. Usha Nandhini S, David Jawahar P, and Shivachandran M., *Determining Success Levels Through Analysis of Repayment Patterns: A Survey of Self Help Groups*, **National Conference on Contemporary Trends in Business Research, PSG College of Technology**, November 2004
3. David Jawahar P., Usha Nandhini S., and Shivachandran M, *Rural Transformation through Self Help Groups (SHGs)*, **UGC sponsored National Seminar on Development of Entrepreneurship among Women in Unorganized Sector through SHGs, organized by School of Business, MOP Vaishnav College for Women, Chennai**, August 30-31, 2004.
4. David Jawahar P. and Usha Nandhini S, *Promoting Women Entrepreneurs: Related Issues*, **National Conference on Women In Development Process, Sant**

- Longowal Institute of Engineering and Technology, Longowal, Punjab, India, March 15-16, 2004.**
5. David Jawahar P., *Action Plan for Benchmarking HR*, **National Seminar on Management in Transition, University of Madras, Chennai, India**, February, 2003.
 6. David Jawahar P. and Thamaraiselvan N., *Ethics in Advertising: Sense and Sensibility*, National Seminar on “**Ethics and Management: Emerging Issues in the New Millennium**”, **North Gujarat University, India**, January 2002.

Research/Project Guidance

MBA Projects:

Have guided more than 50 MBA projects for students of Bharathidasan Institute of Management, NIT, Trichy and Distance Education students of Bharathidasan, Madurai Kamaraj, Alagappa and IGNOU Universities

M. Phil. Thesis: (Awarded)

1. Shanmugam RM., *A Study on Organisational Climate in Chettinad Cements Corporation*, July 2003, Alagappa University.
2. Shanthi D., *Evaluating the Emotional Intelligence of Senior Employees at G.B Engineering Industries*, June 2004, Alagappa University.
3. Caroline Deepa J, *Gender and Emotional Intelligence – A Comparative Study between Men and Women working in the Public Sector and Private Sector*, March 2006, Mother Teresa Women’s University
4. Senthil Nathan, *Alternative Media for Consumer Durables: Reaching Lower Income Groups*, July 2006, Alagappa University
5. Chitra K., *Stress and Coping Styles: A Comparative Study on Men and Women*, December 2007, Annamalai University

Ph. D. Research: (Awarded)

1. R. Maheswari, *Emotional Attachment as a mediator of the relationship between Service Evaluation Index and Emotional Brand with specific reference to banks*, December 2008, Bharathidasan University.

Currently guiding students at the Bharathidasan University, Trichy and Periyar Maniammai University

Areas of ongoing research:

- Emotions in the Workplace
- Cross Cultural Management
- Behavioural Finance
- Private Labels

Personal Details:

Date of birth : 11 October, 1964
Sex : Male
Nationality : Indian
Languages known : Tamil and English
Marital Status : Married
Dependents : Wife, daughter and son
Interests : Books, body language, politics, music and traveling
Passport details : E0990468, Valid up to 24th January 2012

References:

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