

Dr. Joby Jose

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🌐 <https://www.icet.ac.in/faculties/943/staff-profile>



Employment History

January 2025 –	📌 Director and Professor , Department of Management Studies, Ilahia College of Engineering and Technology
May 2024 to August 2024	📌 Associate Professor and HOD , Department of Management Studies, Kochi Business School, Edachira
July 2017 – May 2024	📌 Associate Professor , Department of Management Studies, DC-SMAT, Pullikanam, Vagamon
December 2018 – February 2019	📌 Professor , Cromwell Department of Management, UK International Education, Ajman
August 2016 to July 2017	📌 Director and HOD , Santhigiri Institute of Management, Vazhithala, Thodupuzha
November 2015 to July 2016	📌 Assistant Professor , Santhigiri College of Computer Science, Vazhithala, Thodupuzha
January 2011 – October 2012	📌 Assistant Professor , Pallavan College of Engineering-Kanchipuram, Chennai
September 2009 to December 2010	📌 Assistant Professor , Vels Srinivasa College of Engineering and Technology, Chennai
May 2008 to June 2009	📌 Management Trainee , Sundaram BNP Paribas, Cochin





Professional Experience

2023	📌 PhD Guideship - MG University in Management Studies.
2020	📌 Appointed to the Board of Examiners for PhD thesis Evaluations to a few of the universities and Conducted open defenses for PhD thesis as Indian examiner
2023	📌 Chairman of Board of examiners for MG University MBA-S1 Examination.
	📌 Co-guideship for a PhD in Business Administration, Annamalai University.
	📌 Resource person for MDP conducted for KSRTC staff in DCSMAT, Vagamon.
	📌 Resource person for OLOI(One Local Government One Idea) program conducted at DCSMAT in collaboration with KDISC and KITES India.





Research Experience

2012 – 2015	📌 Ph.D, (Full Time) Junior Research Fellow , Annamalai University Campus, Chidambaram, Annamalai Nagar
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Education

- 2012 – 2015  **Ph.D, Annamalai University Campus, Chidambaram, Annamalai Nagar :** Phd in Business Administration
Thesis title: *Influencers of Organizational Culture in Information Technology Industry*
- 2010 – 2011  **Post Graduation, Annamalai University Campus, Chidambaram, Annamalai Nagar:** M. Phil in Business Administration
Thesis title: *Employee Morale in Manufacturing Industry*
- 2006 – 2008  **Post Graduation, Annamalai University Campus, Chidambaram, Annamalai Nagar:** MBA in Business Administration.
Project title: Management of employee stress in MRF, Kottayam.
- 2008 – 2010  **Post Graduation, Annamalai University DDE, Chidambaram, Annamalai Nagar:** MSW in Social Work.
Project title: Employee well-being .

Books

- 2018  Joby Jose and N Panchanatham - "The influencers of organizational culture in information technology industry"
- 2022  Venkatesh Palraj, M. Krishnamoorthi and Joby Jose - "Emerging trends in business and technology for sustainable growth"
- 2023  Dr. Jayaram Kanzal T. Lilly Sandhya, Dr. Joby Jose and Prof. Kesavan R Human Resource Management
-  Dr. Joby Jose, Dr. Sruthi Vijayakrishnan and Dr. Sindhu S Pillai , Proceedings of international conference on sustainable business.

Book Chapter

- 2022  Dr. Joby Jose and Prof. Sanilkumar VK (2022). A study on capital structure patterns with reference to selected automobile companies. Contemporary research in social science. ISBN: 978-81-956844-0-3

Research Publications

Journal Articles

- 1 D. A. V. Anoob J S and D. J. Jose, "The impact of financial inclusion among the fisher households in kerala," *Communication and Management Journal*, vol. 9, no. 8, 2024.
- 2 B. NB and J. Jose, "Prevention of industrial accidents: Measures and challenges," *International Journal of Innovations in Management, Engineering and Science*, vol. 7, pp. 1–3, 2021.
- 3 J. Jose and N. Panchanatham, "The influence of job involvement on organizational culture and its dimensions in it industry," *Journal of Exclusive Management Science*, vol. 6, pp. 1–8, 2017.
- 4 J. Jose and N. Panchanatham, "The influence of occupational stress on organizational culture and its dimensions in it industry," *Research Journal of social science and management*, vol. 6, pp. 21–30, 2017.

- 5 J. Jose and N. Panchanatham, "The influence of organizational commitment on organizational culture and its dimensions in it industry," *North Asian Research Journal of Multidisciplinary*, vol. 3, pp. 35–54, 2017.
- 6 J. Jose and N. Panchanatham, "The influence of job satisfaction on organizational culture and its dimensions in it industry," *Golden research thoughts*, vol. 4, pp. 1–11, 2015.
- 7 J. Jose and N. Panchanatham, "Influence of job satisfaction and organizational commitment on job involvement towards organizational effectiveness," *Indian Journal of applied research*, vol. 4, pp. 280–283, 2014.
- 8 J. Jose and N. Panchanatham, "Influence of socio-economic variables on organizational culture in it industry," *The international journal's: research journal of economics and business studies*, vol. 3, pp. 63–69, 2014.
- 9 J. Jose and N. Panchanatham, "The influence of organizational variables on culture in it industry," *International Journal of Exclusive Management Research*, vol. 4, pp. 1–13, 2014.
- 10 N. P. V. B. Joby Jose, "Influence of executives' personality on ors," *Indian streams of research journals*, vol. 3, pp. 1–6, 2013.
- 11 P. N. Joby Jose and M. R, "Influencers of employee morale," *Golden research thoughts*, vol. 4, pp. 1–4, 2013.

Conference Proceedings

- 1 S. BS and D. J. Jose, "A study on the consumer's perception towards green products in kerala -reference to kottayam," in *2022 First International Conference on Sustainable business*, 2022, pp. 70–85.
- 2 A. Rani and D. J. J. Lakshmipriya Dr., "Telecommunication industry analysis using datamining techniques: A survey," in *Proceedings of the International Conference DCIC 2022*, 2022, pp. 129–137.

Expertise and Subjects handled

Subjects	<ul style="list-style-type: none"> Organizational Behaviour, Human Resource Management, Organizational Development, Training and Development, Performance Management, Industrial Relation and Labour Welfare International Business, Managerial Economics, Business Ethics and Corporate Governance, Merchant Banking and Financial Services, Management information systems and Business Research Methods
Area of Specialization	<ul style="list-style-type: none"> Organizational Behaviour, Human Resource Management
Personal Strength	<ul style="list-style-type: none"> Communication Skills, Confident, Positive Attitude, Aspiration to Learn New Things, Comprehensive Problem Solving and Motivated Team player
Misc.	<ul style="list-style-type: none"> Academic research, teaching, training, Mentoring and Career Consultancy

Miscellaneous Experience












Awards and Achievements

- 2023  NPTEL Discipline Stars
- 2008  Winner Basket Ball "executive Sports Meet o8", Conducted in Annamalai University Campus.






Certification/Affiliation

- 2025  AI in Human Resource Management, IIT-Guwahati - NPTEL Course

Miscellaneous Experience (continued)

- 2024  **HR Analytics, IIT-Roorkee:** NPTEL Course.
-  **Training and Development, IIT-Kharagpur** - NPTEL Course
-  **HR Analytics Using Excel-IIMB:** NPTEL Course.
-  **Leadership and Team Effectiveness, IIT-Roorkee** - NPTEL Course
- 2023  **Designing Work Organization, IIT-Roorkee:** NPTEL Course.
-  **Leadership for India Inc:Practical Concepts and Constructs-IIT Madras** - NPTEL Course
-  **Talent Acquisition and Management- IIT-Roorkee:** NPTEL Course.
- 2022  **Training of Trainers, IIT- Roorkee** - NPTEL Course
-  **Managerial Skills for Interpersonal Dynamics, IIT-Kharagpur:** NPTEL Course.
- 2019  **Human Resource Development, IIT-Kharagpur** - NPTEL Course
-  **Performance and Reward management, IIT-Kharagpur:** NPTEL Course.





FDP

- 2025  **AI in Human Resource Management, IIT-Guwahati, NPTEL**
- 2024  **HR Analytics, IIT-Roorkee, NPTEL**
-  **Training and Development, IIT-Kharagpur, NPTEL**
- 2021  **AICTE Incorporating Universal Human Values in Education, 6th to 10th December 2021**
- 2020  **Entrepreneurship Skill Development, organized by UGC – STRIDE, Mahatma Gandhi University, Kottayam, 23rd to 28th November 2020**

Conferences

- 2022  **Coordinator,International Conference on Business Sustainability,2022, DC School of Management and Technology.**

Duties/Responsibilities

-  **In Charge of Academic Integration and Monitoring Cell**
-  **NBA Department Coordinator**
-  **IQAC Member**
-  **Research cell Member**

References

Dr. N. Panchanatham

Vice- Chancellor- Gandhi Gram University,

Former Vice- Chancellor, TNTEU,

Ph.D Guide

panchanatham@gmail.com