



SHRIMATI INDIRA GANDHI COLLEGE

(Affiliated to Bharathidasan University)

Nationally Accredited at 'A' Grade (4th Cycle) by NAAC | An ISO 9001 : 2015 Certified Institution

Tiruchirappalli - 620 002

Name : Dr.R.Anitha Santhana Mary
Designation : Assistant Professor
Department : Business Administration
Qualification : M.Com., M.Phil M.B.A SET(MGT) Ph.D
Experience : Teaching: 29 years and 9 months **Research** : Nil
Area of Specialization(s) : Human Resource Management
Email (Official ID) : anithasanthanamary@sigc.edu
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Academic Qualifications

Degree	Branch	Institution / University Name	Year of Graduation
Ph.D.	Commerce	Urumu Dhanalakshmi College-Tiruchirappalli	2019
SET	Management	Mother Theresa University for Women-Kodaikanal	2017
M.B.A	General	Periyar University-Salem	2012
M.Phil.	Commerce	Urumu Dhanalakshmi College-Tiruchirappalli	1999
M.Com	Commerce	Seethalakshmi Ramaswami College-Tiruchirappalli	1995
B. Com	Commerce	Holy Cross College-Tiruchirappalli	1993

Additional Qualifications

Diploma / Vocational / Certification	Area of Specialization	Institution / University /Agency Name	Year
Soft Skills Development		NPTEL	SEP-2024

Research Publications (Indexed)

National

“An analytical enquiry of HRM Practices in the employees of Railway Ponmalai Workshop,Tiruchirappalli.” Golden Research Thoughts” ISSN:2231-5063, Volume 6, Issue 7 , January 2017, Page No 1-6, Impact Factor 4.6052(UIF), www.lsrj.in

Book Publications NIL

Presentations in Conference

National conference

1. 2015-Aug) A Study on Challenge and Initiatives of Grand Mission – “Digital India”, ISBN 978-93-80-767-53-6, Vol 6 April 2016 Pg 49-52.(CONFERENCE PROCEEDINGS)
2. Published a paper on “WORKING WOMEN HOSTEL SCHEME” in the one day national seminar held at Shrimati Indira Gandhi college, trichy sponsored by Indian Council Of Social Science Research(ICSSR) Ministry Of Human Resource Development (MHRD) Government of India on 06.10.2023, ISBN:978-93-5980-204-6.

International conference

1. (2012-Sep) E-Human Resource Management, “International Conference on Corporate Excellence in the challenging Global Scenario”
2. (2014-Feb) New Avenue in HR Training and Development, International Conference on “New Dimensions in Commerce and Industry in the Globalised Era, ISSN: 0975-3915,Vol III Issue 2(a) February 2014 Pg 31-33”(CONFERENCE PROCEEDING)
3. ICBFM-2017” An Empirical Study on Labour Welfare Measures in Southern Railway Goldenrock Workshop”,ISBN 978-93-80530-00-0, January 2017 Pg 8-10.(CONFERENCE PROCEEDINGS)

Participation in Conference

International Conference

1. International: (2012-Sep) E-Human Resource Management, “International Conference on Corporate Excellence in the challenging Global Scenario”.
2. (15.06.2020 to 19.06.2020) attended an International Conference on Innovative Challenges in Multidisciplinary Research and Practices .

National:

Participation in Seminars

1. (15th & 16th Dec .2004)” Regional Seminar on Core Competencies for Effective Human Intervention.” organized by Department of Personal Management and Industrial Relations, St. Joseph’s College, Tiruchirapalli.
2. (18th & 19th Feb.2005)” UGC sponsored National Seminar on Emerging issues of Non-Banking Finance Companies in India ” organized by PG & Research Department of Commerce, A.V.V.M. Sri Pushpam college, Tanjore.
3. (15th & 16th March 2007)” UGC sponsored National Seminar on Emerging HRD Practices in the information technology era.” organized by PG & Research Department of Commerce, National College, Trichy.
4. (7th & 8th April 2007) “Two day International Seminar on Emerging Paradigm in Financial Services.” presented a paper on “Mutual Funds” organized by Department of Commerce & Business Administration & Department of Commerce & Financial Studies, Bharathidasan University, Cauvery College, Trichy.
5. (4th Jan 2014) International Seminar on “Impact of Global Crisis on Indian Business Scenario” presented a paper on “Strategic Human Resource Management” organized by Department of Commerce, Commerce(CA) & Management, Vivekanandha college for women, Namakkal.
6. Dr.R.Anitha Santhana Mary, has participated in the Seminar on “AI Tools for Research” organised by Academic Staff College, Dr. M.G.R. Educational and Research Institute held on 26th June, 2024 .

Participation in Webinars

1. (11.05.2020) “The Art of Teaching is the Art of Assisting” organized by Department of Commerce, Hindustan College of Arts & Science, Coimbatore.
2. (22.05.2020)” Guidelines for Writing a Research Paper” organized by Research Committee, Arasu Engineering College, Kumbakonam
3. (28.05.2020)” Smart Tools for Enhancing the Research Skills” organized by Department of Library, Matru Sewa Sangh Institute of Social Work, Nagpur.
4. (30.05.2020)” Common Errors in the Construction of Doctoral Thesis” organized by Bonhoure Centre for Research, St.Xavier's College of Education(Autonomous)Tirunelveli.
5. (07.06.2020)” Tools for making your Thesis Complete” organized by Usharama College of Engineering & Technology, Usharama College of Engineering & Technology, Andhra Pradesh.
6. (16.06.2020)” Turn Your Thesis into Articles” organized by Bonhoure Centre for Research, St.Xavier's College of Education(Autonomous)Tirunelveli.
7. (22.06.2020)” Introduction to E-learning Content Creation” organized by Computer Society of India.
8. (26.06.2020)” Simple Tips to Writing the Research Article” organized by PG & Research Department of Commerce, Jairams Arts & Science College, Karur.
9. (04.07.2020)” Approaches on Online Teaching and its Assessment Methods” organized by Department of Commerce (Shift-II) in association with IQAC, Patrician College of Arts and Science, Chennai.
10. (04.07.2020)” Mentoring Teachers for Effective Online Teaching” organized by Department of Commerce, Daulat Ram College, University of Delhi

11. (09.07.2020)” Current Scenario of Work Management & ICT Tools for Teaching and Learning Process” organized by PG & Research Department of Mathematics & Hindustan Innovative Learning Club, Hindustan College of Arts & Science, Coimbatore.
12. (15.05.2021)” Investor Awareness Program” organized by Cheran Arts & Science College in association with Ambition Learning Solutions, Cheran Arts & Science College, Tirupur.
13. (21.05.2021)” HR Conclave-IGNITIA 2021” organized by Department of Management, Patrician College Of Arts and Science-Chennai.
14. (24.05.2021)” Professionalism Among Faculty Members In Higher Education” organized by Department of Business Administration & IQAC, Soundarya Institute Of Management & Science, Bengaluru.

Participation in Workshop

1. 26th & 27th July 2019) Two days workshop on “NAAC Awareness ”organized by Primax Foundation, Bengaluru.
2. 20.02.2025 One day workshop on Vikaspedia - A platform for Augmentation of Multilingual Digital Resources for Development at Shrimati Indira Gandhi College.
3. Participated in the Masterclass Series under IP Utsav, organised virtually by the AICTE and Ministry of Education’s Innovation Cell (MIC) from 21.04.2025-26.04.2025

Participation in Orientation Programme / Short Term Courses

1. Successfully completed Orientation course organized by Academic Staff College, in Bharathidasan University, Tiruchirappalli on 09.11.2005 to 06.12.2025.
2. (30.09.2020)” Orientation cum Training Programme on Professional English for Commerce & Management Course “ organized by Teachers of affiliated colleges of State Universities of Tamilnadu and Periyar University, Salem.
3. Successfully completed the course on “Soft Skills Development ” in NPTEL from July – September 2024.

Participation in Faculty Development Programme

1. (22.04.2020)” Social Responsibility of Educationalist in COVID-19” organized by Department of Science and Humanities, SRM Institute of Science and Technology, Chennai.
2. (24.04.2020)” Develop the ability to write Research Proposal” organized by Adarsh Group of Institutions, Bengaluru,
- 3.(30.04.2020)” Online College Management and Online Content Creation Tools” organized by Department of Commerce & Economics and University of Mumbai with North Storm Academy, BMM & BAMMC Department of Lala Lajpat Rai College of Commerce & Economics and University of Mumbai with North Storm Academy.
4. (04.05.2020-06.05.2020)” Teaching, Learning and Evaluation” organized by Internal Quality Assurance Cell, Arulmigu Palaniandavar Arts College for Women, Palani .
5. (08.05.2020)” Faculty to Administrator” organized by Department of Business Administration, Cauvery College for Women (Autonomous) Trichy
6. (09.05.2020) “The Art of Story Telling in Academic Writing” organized by Department of Business Administration, Cauvery College for Women (Autonomous) Trichy.
7. (11.05.2020)” Youth and Nation Building” organized by Annai Women's College, Karur.
8. (13.05.2020 & 14.05.2020)” FDP 2.0” organized by North Storm Academy.
9. (15.05.2020)” Augmented Reality & Virtual Reality” organized by Department of Computer Science, Dr.M.G.R Educational and Research Institute(Deemed to be University).
10. (16.05.2020 & 17.05.2020)” Project Proposals for Funding Agencies(UGC STRIDE & ICSSR IMPRESS); Preparation and Submission Protocol” organized by Patrician College Research Committee, Patrician College of Arts and Science, Chennai.
11. (18.05.2020)” My Life My Pride My Career” organized by Department of Accounting & Finance(Shift-II) in association with Audacious Dreams Foundation, Patrician College of Arts and Science, Chennai.

12. (20.05.2020)” Free and Open Access Resources for Teaching, Learning and Research” organized by Department of Business Administration, Sri Adi Chunchanagiri Women's College, Cumbum.
13. (27.05.2020-02.06.2020)” Pedagogical Methods Suitable for a Pandemic Situation” organized by Department of Economics, Nallamuthu Gounder Mahalingam College, Pollachi & Erode Arts & Science College, Erode.
14. (06.06.2020-10.06.2020)”Moodle Learning Management System” organized by Spoken Tutorial Project,IIT Bombay, funded by the National Mission on Education through ICT, MHRD, Government of India, Mannar Thirumalai Naicker College,(Autonomous), Madurai.
15. (09.06.2020-15.06.2020)” New Directions and Dimensions in Higher Education” organized by Internal Quality Assurance Cell, Arulmigu Palaniandavar Arts College for Women,Palani.
16. (11.06.2020 & 12.06.2020)”Academic Enhancement in Digital Teaching and Learning” organized by St. Peter's College of Engineering and Technology Hyderabad.
17. (12.06.2020)” Teacher the Ultimate & New Challenges in International Trade” organized by Department of Management Studies, Dhanalakshmi Srinivasan Engineering College, Perambalur.
18. (22.06.2020) “E-Pathshala: A Platform for Online Learning” organised by Department of Commerce(Accounting & Finance)& Department of Business Administration, Prince Shri Venkateshwara Arts & Science College, Chennai
19. (22.07.2020) ” Plagiarism in Research and Publications and How to Prevent it” organized by Department of Commerce, Cauvery College for Women (Autonomous) Trichy.
20. (24.05.2021-26.05.2021) “Role of Faculty in Moulding Students” organized by Internal Quality Assurance Cell, HKBK Degree College, Bengaluru.
21. Successfully completed Innovation Ambassador (IA) training ‘Foundation Level’ I online mode by MoE’s innovation cell & AICTE during the IIC calendar year 2022-2023

22. Faculty development program on “TRAIN THE TRAINER PROGRAM ON DIGITAL PRODUCTIVITY AND AI FLUENCY ” conducted by Naan Mudhalvan in partnership with Microsoft from 28.08.2023 to 01.09.2023.
23. Ten days faculty development Programme under Malaviya Mission Teacher Training Programme (MM-TTP) of University Grants Commission (UGC), organized by UGC-Malaviya Mission Teacher Training Centre (UGC-MMTTC), Bharathidasan University, Tiruchirappalli, Tamil Nadu from 18.03.2024 to 27.03.2024 and obtained the Grade ‘A’.
24. Participated in the online seven days international Faculty Development course on “Ethics Model of Excellence Framework“ organised by PG and Research Department Of Commerce, Rani Anna Govt college for women , Tirunelveli & Global ethics, South Asian Center, Bangalore from 23.04.2024-30.04.2024.
25. Participated and completed AICTE Training And Learning (ATAL) Academy Faculty Development Program on Women in Cybersecurity and Disaster Management: A Strategy Framework for Sustainable Safety at SHRIMATI INDIRA GANDHI COLLEGE from 20/01/2025 to 25/01/2025.
26. Participated in one week Virtual Faculty Development Programme on “ Fostering Innovation and strengthening the Start-up Ecosystem in Academia” organized by the IQAC and IIC of Sree Ayyappa college for women Nagercoil in collaboration with GrowEx ventures, Tamilnadu from 24.03.2025 to 30.03.2025
27. Successfully completed Innovation Ambassodar (IA) training ‘Advanced Level’ online mode by MoE’s innovation cell &AICTE during the IIC calendar year 2024-2025.
28. Successfully completed Innovation Ambassodar (IA) training ‘Reskilling Level’ online mode by MoE’s innovation cell &AICTE during the IIC calendar year 2024-2025.

Member in BoS

1. BOS member for BBA Programme from 2021-2024
2. BOS member for UG Commerce from 2025-2028