

**NAAC SPONSORED TWO DAY NATIONAL SEMINAR ON
'QUANTITATIVE AND QUALITATIVE METRICS OF REVISED NAAC MANUAL
2022(ONLINE MODE)'**


Naipunnnya[®]

Date of event: 9th, 10th January 2023

Faculty In-charge: Ms. Siji Jose



REPORT

NAAC sponsored Two Day National Seminar on 'Quantitative and Qualitative Metrics of revised NAAC Manual - 2022'(online mode) ,was hosted by Naipunnya Institute of Management and Information Technology, on the 9th & 10th of January 2023.The objective of the workshop was to provide a forum to familiarize participants with the qualitative and quantitative metrics as per the revised compressed NAAC manual-2022; to identify fresh inputs and the best practices for higher education institutions and to chalk out new strategies to enable the Higher Education Institutes (HEIs) to enhance sustenance and the quality levels of higher education. The online seminar was had a participation of 161 participants.

The programme was hosted through Zoom Platform. The seminar started with a prayer followed by the welcome address by Rev. Fr. Dr. Paulachan K.J, Exe Director & Principal, NIMIT. After the Introductory address, Dr. Anne Mary Fernandez, Assessor - National Assessment and Accreditation Council (NAAC) and Retd. Registrar Karunya University delivered the keynote address. She spoke about the procedure followed by NAAC in evaluating the institutions during the process of NAAC accreditation. In the inaugural address she emphasized on parameters ensuring quality education and development of students. She said that the purpose of establishment of National Assessment and Accreditation Council is to motivate the HEIs are moving in right direction and to provide quality education to the students, making them at par with their global counterparts. She spoke about the procedure followed by NAAC in evaluating the institutions during the process of NAAC accreditation.

During session 1, Dr. Anne Mary Fernandez briefed about the qualitative and quantitative metrics in criteria 1, 2, 3 as per revised NAAC manual 2022.Benchmarks for the criteria were also discussed. Outcome based education and implementation of NEP in institutions was also discussed during the session. Participants were encouraged to ask questions as and when each criteria discussion was completed. The second session for the day began at 1.00pm. During session 2, Dr. Jacob P.M, Director Naipunnya Business School, Pongam briefed on the Best Practices and Institutional Distinctiveness. Session 1 on Day 2 started at 10.00 am with a prayer followed by a detailed session on qualitative and quantitative metrics for criteria 4,5,6,7 as per revised NAAC manual 2022 by Dr. Anne Mary Fernandez Assessor - National Assessment and Accreditation Council (NAAC) and Retd Registrar. Karunya University. The benchmark for each criterion were also discussed. The Second session of Day 2 was handled by Dr. Gabriel Simon Thattil- Professor of Commerce, School of Business Management and Legal Studies. The session started at 1.00 p.m. Dr. Gabriel briefed on New Strategies to enhance Quality Levels of Higher Education Institutes (HEI). The session was followed by question and answer session. The two days' national seminar was greatly appreciated by the participants and was evident with the interaction and feedback shared during the session and post event.

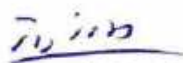
Prepared by:



Ms. Siji Jose

IQAC Secretary

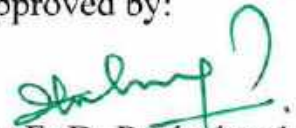
Verified by:



Dr. Joy Joseph Puthussery

Dean of Studies & IQAC Coordinator

Approved by:



Rev.Fr.Dr.Paulachan k.J

Principal

BROCHURE

**NAAC SPONSORED TWO DAY
NATIONAL SEMINAR ON
'QUANTITATIVE AND QUALITATIVE METRICS
OF REVISED NAAC MANUAL - 2022'
(ONLINE MODE)**

**On
9th & 10th
January
2023**

RESOURCE PERSONS

Dr. Anne Mary Fernandez



**Assessor - NAAC,
Retd. Registrar-
Karunya University.**

Dr. Gabriel Simon Thattil



**Professor of Commerce,
Director, IQAC,
University of Kerala.**

Dr. Jacob P M



**Director
Naipunnya Business School,
Pongam**

**NAIPUNNYA INSTITUTE OF MANAGEMENT
AND INFORMATION TECHNOLOGY (NIMIT)**

(Affiliated to the University of Calicut, Accredited by NAAC with B++, ISO 9001-2015 Certified)
Pongam, Koratty East, Thrissur District, Kerala State, India, Pincode - 680 308

Registration Link : <https://forms.gle/B7AesuhkixZgf5Tk6>

About the Seminar

The goal of the seminar is to inform participants about the essential inputs for obtaining NAAC accreditation for their institutes. It attempts to provide a more comprehensive knowledge of the need for high-quality education and how the NAAC process may help institutions to obtain it.

Objectives

This seminar seeks to provide a forum for the generation of fresh ideas, discuss problems, and suggest solutions that will raise the standard of our higher education.

- * To familiarise participants with the qualitative and quantitative metrics as per the revised compressed NAAC manual-2022.
- * To identify fresh inputs and the best practices for higher education institutions.

Major Areas of Discussion

- Impact of New education policy in accreditation process
- Academia – Industry collaboration
- Research quality and contribution
- Outcome based education curriculum and pedagogy
- Environmental and gender sensitivity
- Value oriented approach in higher education.
- Best practices and benchmarking
- Institutional distinctiveness

Target Audience/Participants

The proposed conference is targeted mainly towards the academic community and industrial representatives. The participants may include:

- Renowned Academicians.
- Industrial representatives
- Institutions seeking NAAC accreditation/ reaccreditation.
- Academic community with research Scholars



Programme Schedule

Day 1 - 9 January 2023

- 9.45 am - Inauguration
10.00 am-12.00 pm - Session 1
"Qualitative Metrics as per Revised NAAC Manual 2022"
Dr. Anne Mary Fernandez
Assessor - NAAC,
Retd. Registrar - Karunya University.
- 1.00 pm - 3.00 pm - Session 2
"Best Practices and Institutional Distinctiveness"
Dr. Jacob P. M.,
Director Naipunnya Business School, Pongam.

Day 2 - 10 January 2023

- 10.00 am-12.00 pm - Session 1
"New Strategies to Enhance Quality Levels of Higher Education Institutes (HEI)"
Dr. Gabriel Simon Thattil,
Professor of Commerce,
School of Business Management and Legal Studies,
Director, IQAC, University of Kerala .
- 1.00 pm - 3.00 pm - Session 2
"Quantitative Metrics as per Revised NAAC Manual 2022"
Dr. Anne Mary Fernandez
Assessor - NAAC,
Retd. Registrar - Karunya University.

Co-ordinators

Dr. Joy Joseph Puthussery
IQAC Co-ordinator (9446947917)

Ms. Sonia Thomas
NAAC Co-ordinator (9886670216)

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY (NIMIT)

Pongam, Koratty East, Thrissur District, Kerala State - 680 308.
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PROGRAM SCHEDULE

NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY

PONGAM, KORATTY

NAAC Sponsored Two Day National Seminar on

'Quantitative and Qualitative Metrics of Revised NAAC Manual 2022(online mode)'

Venue: Main Block Conference Hall

Date : 09 January 2023

Time: 10.00am

Programme Schedule

Prayer

Introductory Note & Welcome Address : Rev.Fr. Dr. Paulachan K J,
Principal and Executive Director

Key note address

Introductory Note : Ms.Noble Devassy , Criteria 3 head
10.00am-10.20am : Keynote address(Dr.Anne Mary Fernandez -NAAC Assessor ,
Retd Registrar Karunya University)

Session 1

10.20 am-12.00pm : Qualitative Metrics as per revised NAAC manual 2022
(Dr.Anne Mary Fernandez -NAAC Assessor , Retd Registrar Karunya
University)

Vote of Thanks : Ms. Noble Devassy, Criteria 3 head

Session 2

Introductory Note : Ms. Anitha Mary Alex, Criteria 7 head
1.00pm - 3.00pm : Best Practices and Institutional Distinctiveness
(Dr. Jacob P.M , Director Naipunnya Business School , Pongam)

Thank you Note : Ms. Anitha Mary Alex, Criteria 7 head



NAIPUNNYA INSTITUTE OF MANAGEMENT AND INFORMATION TECHNOLOGY
PONGAM, KORATTY

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Venue: Main Block Conference Hall

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Programme Schedule

Session 1

Introductory Note : Ms. Sarithadevi S, Criteria 1 head

10.00 am-12.00pm

: New Strategies to enhance Quality Levels of Higher Education
Institutes(HEI)

(Dr.Gabriel Simon Thattil- Professor of Commerce, School of Business
Management and Legal Studies, Director, IQAC, University of Kerala)

Thank you note : Ms. Sarithadevi S, Criteria 1 head

Session 2

Introductory Note : Mr. Sebastian Poonolly, Criteria 4 head

1.00pm - 3.00pm

: Quantitative Metrics as per revised NAAC manual 2022

(Dr.Anne Mary Fernandez -Assessor · National Assessment and
Accreditation Council (NAAC) and Retd Registrar. Karunya
University.)

Thank you Note : Mr. Sebastian Poonolly, Criteria 4 head



RESOURCE PERSON'S PROFILE



Dr. Ann Mary
Fernandez, Dean
Administration,
Alliance University, Bangalore

A highly skilled and effective teacher, researcher, educational administrator with commitment for social and development causes, determined to add value to the organization served through transparent and ethical modes of functioning.

Specializes and focuses on building higher education international networks with overseas partner institutions actively fostering and promoting globalized system of education. Has firsthand experience of visiting and collaborating with institutions in Sweden, USA, Canada and Israel.

Experience:

Dean Administration, Alliance University, Jul 2012 - Present · 10 years 5 months

Over all supervision of the Administrative work of the University, In-Charge of the College of Engineering and Design and the College of Law. Heading Admissions, Curriculum planning, designing for engineering and law. Educational networking with Industry and Foreign Universities, e-governance etc... Over all supervision of the Administrative work of the University, In-Charge of the College of Engineering and Design and the College of Law. Heading Admissions, Curriculum planning, designing for engineering and law. Educational networking with Industry and Foreign Universities, e-governance etc...

Peer Team Member

National Assessment and Accreditation Council, Bangalore, Dec 1998 - Present · 24 years For Colleges and Universities located in India

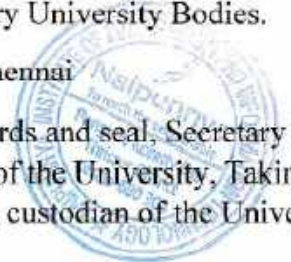
Continue to serve as a trained expert member on NAAC's Team of National Assessors to assess the Quality of higher education in Colleges and Universities all over India. Continue to serve as a trained expert member on NAAC's Team of National Assessors to assess the Quality of higher education in Colleges and Universities all over India.

Registrar, Karunya University, Apr 2007 - Jun 2012 · 5 years 3 months, Coimbatore

Chief Executive Officer of the university in charge of the University seal, records, administration and secretary of all the Statutory University Bodies. Chief Executive Officer of the university in charge of the University seal, records, administration and secretary of all the Statutory University Bodies.

Registrar, University of Madras, Sep 2005 - Dec 2006 · 1 yr 4 months, Chennai

Chief Executive officer of the University, custodian of the University records and seal, Secretary to the Senate, Syndicate of the University, Secretary to all Statutory committees of the University, Taking care of the university administration. Chief Executive officer of the University, custodian of the University



records and seal, Secretary to the Senate, Syndicate of the University, Secretary to all Statutory committees of the University, Taking care of the university administration.

Holy Cross College (Autonomous) Tiruchirappalli - 6 years 3 months

Head of the Department of Economics & Reader in Jun 2002 - Aug 2005 · 3 years 3 months

Initiated the M. Phil Programme in Economics and was responsible for starting the research initiatives of the Department. Initiated the M. Phil Programme in Economics and was responsible for starting the research initiatives of the Department.

Dean of Art's and Reader in Economics Jun 1999 - Jun 2002 · 3 years 1 month

Responsible for curriculum planning for all the Art's Departments. Initiated Faculty Performance Indicators and Department Performance Indices. Was responsible for managing the College IQAC. Responsible for curriculum planning for all the Art's Departments. Initiated Faculty Performance Indicators and Department Performance Indices. Was responsible for managing the College IQAC.

Development Consultant and Trainer

Free Lance Development consultant Apr 1994 - Aug 2005 · 11 years 5 India and Abroad

Evaluating Development Projects of different NGO's In India and Abroad. Training NGO Staff in different types of development activity concerning Sustainable practices, Community Development Projects, Gender Development Projects, Child Development Projects, and Disaster Management Assessment etc. Evaluating Development Projects of different NGO's In India and Abroad. Training NGO Staff in different types of development activity concerning Sustainable practices, Community Development Projects, Gender Development Projects, Child Development Projects, and Disaster Management Assessment etc.

President Kudambam 1999 - 2004 · 5 years Tiruchirappalli

Worked the Head of the Kudumbam General Body and the governing Body. Oversaw the activities of LEISA, farmer networks, Farmer Field Schools, Sustainable Agriculture Programs, Value Addition to Agriculture Programs, Gender Development Programs. Participated in evaluative studies made by external funding agencies. Oversaw the financial working of the organization, was involved in staff recruitment and HR functions.

Relief and Rehabilitation Funds Management

Indo German Social Service Society Jan 2001 - Sep 2001 · 9 months

14 States in India 14 States in India. Worked with an international team to assess the use of relief and rehabilitation funds from Indo-German Social Service Society to Various NGO's working in the area of disaster relief and rehabilitation work. Travelled extensively through 14 states in India making field level survey and drafting a report. Worked with an international team to assess the use of relief and rehabilitation funds from Indo-German Social Service Society to Various NGO's working in the area of disaster relief and rehabilitation work. Travelled extensively through 14 states in India making field level survey and drafting a report.

Senate Member Bharathidasan

University Aug 1995 - Jul 1998 · 3 years



Represented the Faculty of Holy Cross College (Autonomous) in the University Senate.

Bharathidasan University, Doctor of Philosophy (PhD), Economics, 1989 - 1993

Bharathidasan University, M.Phil Economics, 1982 – 1983, Grade: I class

Holy Cross College, Tiruchirappalli, Bachelors and Masters Degrees, Economics, 1972 – 1977

Activities and societies: Secretary of Economics Forum and Planning Forum, Winner of Academic proficiency Prizes, Best outgoing Debater in English, Member of the Madras University Debating Team.

1. Design of Curriculum on Capacity building for adolescent girls Pondichery for South Arcot Multi-Purpose Social Service Society. May 2006 – Present
2. Small Enterprise Development Market Feasibility Study for replication in Self Help Groups of Tsunami Affected areas in South Arcot District and Pondicherry, for South Arcot Multi-Purpose Social Service Society (SAMSS) May 2005. May 2005 – Present
3. Evaluation of the VIC Dalit Network in Tamil Nadu with the collaboration of the Xavier Institute of Development and Action Studies (XIDAS) Jabalpur, for Vlaams International Centrum Belgium. March 2003. Mar 2003 – Present
4. Evaluation of the Programs of the Dr. Ambedkar Cultural Academy, Peringudy Madurai, Tamil Nadu, for the development of Dalits in Southern Districts of Tamil Nadu, for Vlaams International Centrum (VIC), Belgium. Jan to March 2002. Mar 2002 – Present
5. Associated with Free Lance Development consultant. Evaluation of the Community Development Project of Karwar Rural Women and Children Development Society (KRWCDs) Karnataka State, December 2001, for CORDAID Netherlands. December 2001 to February 2002. Feb 2002 – Present
6. Associated with Free Lance Development consultant. Evaluation of the Tiruchirappalli City Corporation's Public Health System and Suggestions for a New revamped Public Health Program. Sept 2001 to Jan 2002. Jan 2002 – Present
7. Associated with Free Lance Development consultant. Evaluation of the Industrial training Schools (ITI's) run by the Tiruchirappalli Province of the Salesian Priests and funded by Comede Belgium and Government of Belgium. November 2001- January 2002.
8. Associated with Free Lance Development consultant. National Evaluation of the Emergency Relief and Rehabilitation Projects of IGSSS (1993 to 2000), for Indo German Social Service Society (IGSSS) and MISERIOR, Germany. Jan 2001 to Sept 2001. Sep 2001 – Present
9. Associated with Free Lance Development. Worked with an international team to evaluate the use of Relief and Rehabilitation funds provided to NGO's in 14 Major States of India. Evaluation of Madurai Multipurpose Social Service Society's 'Integral Structural Approach to the Empowerment of Dalits in Batlagundu region of Tamil Nadu' for MANI TESE ITALIA. July 2000. Jul 2000 – Present.
10. Associated with Free Lance Development consultant. Evaluation of "The fisher folk children's education Programme" of Karunalaya Chennai, for CORDAID NETHERLAND. July 2000. Jul 2000 – Present
11. Associated with Free Lance Development consultant. Evaluation of the Rehabilitation Programme for Street children and Child Labor, a combined venture of the Don Bosco Anbu Illams of Salem, Coimbatore and Chennai in Tamil Nadu for CORDAID NETHERLANDS. June 2000. Jun 2000 – Present



12. Associated with Free Lance Development consultant. Evaluation of Child Labour Elimination Programme of DRSWS, Sankari Salem District, for CARITAS NETHERLANDS. March 2000. Mar 2000 – Present
13. Associated with Free Lance Development consultant. Evaluation of Health Workers Project for SOC SEAD, for ANES VAD, France. December 1999. Dec 1999 – Present
14. Associated with Free Lance Development consultant. Evaluation of Child Labour Elimination Project of Karunya Trust in the Lower Palani Hills of Kodaikanal Taluk, for CARITAS NETHERLANDS. November 1999. Nov 1999 – Present
15. Associated with Free Lance Development consultant. Evaluation of Free the Child Project of SOC SEAD, for Free the child, Canada. November 1999. Nov 1999 – Present
16. Associated with Free Lance Development consultant. Participatory Evaluation of SEVAI, Allur Tiruchirappalli, for Christian Aid, London. March 1999. Mar 1999 – Present
17. Associated with Free Lance Development consultant. Participatory evaluation of the community development and gender development initiatives of the NGO and the efficiency with which the objectives of the funding agency were achieved. An Evaluation of School for Working children Project, Ottanchatram, Palani Taluk, Dindigul District. (SWESTIC), for CARITAS NETHERLANDS. October 1998. Oct 1998 – Present
18. Associated with Free Lance Development consultant. A study of the working conditions of cobbler children and efforts made by the funding agency to integrate them into the main stream of education, through the services of the NGO. An Evaluation of the Child Labour Elimination Project for Beedi workers in Tiruchirappalli, SOC SEAD, for CARITAS NETHERLANDS. August 1998. Aug 1998 – Present
19. Associated with Free Lance Development consultant. A study of the conditions of women and children in the Beedi making industry with focus on the efforts of the NGO to improve the condition of the women and the children. Suggestions were provided to improve the deliverables and make the program more sustainable. An Evaluation of the Integrated Child Development Project of People's Organization for Liberation and Education (POLE), Salem District, for CARITAS NETHERLAND. May 1998.3. May 1998 - Present May 1998 – Present
20. Associated with Free Lance Development consultant. A study on the conditions of child laborers in the silver smith industry and the role of the NGO in providing education and basic amenities to the children and their families. Policy direction for improvement and sustainability of the NGO's Programs. 2. An Evaluation of the Child Labour Elimination Project of Venture Trust, Pudukottai, for CARITAS NETHERLANDS. August 1997.2. An Evaluation of the Child Labour Elimination Project of Venture Trust, Pudukottai, for CARITAS NETHERLANDS. August 1997 Aug 1997 – Present
21. Associated with Free Lance Development consultant Evaluating the services of the NGO to Child labourers and marginalized families. "Peoples Organization" the Thrust of Tamil Nadu Social Service Society (TASOSS) Tiruchirappalli. Mar 1996 – Present
22. Associated with Free Lance Development consultant. Evaluating the benefits of the various programs conducted by TASOSS Tiruchirappalli and providing a SWOT analysis to the international funding agency funding the program. Providing policy guidelines for future programs.

Woman of the Year 2006

Issued by University Women's Association Chennai, Mar 2006



Associated with University of Madras. In honour of being the first Woman Registrar of the University of Madras in 150 years of its History.

Excellence in Conserving Environment

Issued by Tiruchirappalli District Exnora, Nov 2005

Languages

English, Hindi, Tamil

Associated with University of Madras

For Conceiving and implementing RE-SCAPES an Environment specific Extension project At Holy Cross College (Autonomous) Tiruchirappalli

Prof. (Dr.) Jacob P. M.

Residential Address:

Director, Naipunnya Business School (NBS)
Pongam, Koratty East
Thrissur District
Pin: 680 308
Kerala State, INDIA
Phone office: (+91) 480 2730340
Email: hod@mbanimit.ac.in

The House 2/144-A
Thaikattukara P.O. Muttom,
Aluva, Ernakulam dist.
Pin: 683106
Kerala State, INDIA.
Mobile: 9446218306/8089148646
Email: jacobpulikoden@gmail.com

Experience Summary

2015 June onwards: Professor & Director, Naipunnya Business School (NBS), Thrissur District

2012-2015 Professor & HoD, Holy Grace Academy of Management Studies, Mala, Thrissur.

2009-2012: Assistant Professor (SG), Karunya School of Management

2007-2009: Soft Skills Trainer, Karunya University and SPOC for Infosys Campus Connect

1986-2004: M/S GSK Ltd., Mumbai

Subjects Taught: Management Theory and Practice, Human Resource Management, Strategic Management, New Enterprise Management, Performance Management.

PhD thesis Evaluator: Member of the Board for PhD thesis Evaluation for Annamalai University, Former evaluator for Manonmaniam Sundaranar University, & Bharathiar University, Annamalai University, Chidambaram, Tamilnadu

Guide: Kerala University of Fisheries and Ocean Sciences (KUFOS)



Education:

2015: PhD, Business Administration at Annamalai University

**2009: MBA (HRM), Department of Business studies,
Annamalai
University**

2007: MSCP (Master of Science - Counseling Psychology) Assumption University of Thailand

1985: B.Sc. (Chemistry), Kerala University

PhD Dissertation: A study on the usage of Social Networking sites and its impact on Job performance among IT professionals.

Research Publications:

1. Mrs. Anitha Mary Alex, Dr. S.V. Murugesan, Dr. Jacob P .M (2022) THE IMPACT OF COVID 19 ON KERALA'S MSME SECTOR, Journal of Positive School Psychology <http://journalppw.com> 2022, Vol. 6, No. 6, 2323-2330 (SCOPUS Q2)
2. Dr. Jacob P. M. (2022), Risk Perception and Subjective Norms Towards Online Purchase Intention of Medicines in India: Moderated Through Demographic Variables Published In Kanpur Philosophers: International Journal Of Humanities, Law And Social Sciences ISSN 2348-8301 Vol. IX, Issue 1, No.17: 2022, UGC CARE Approved, Group I, Peer Reviewed and Referred Journal by New Archaeological & Genealogical Society Kanpur India.
3. Dr. Jacob P M (2022) Online Customers' Purchase Intention of Buying Medicines Through Online Platforms: Examining The Mediation Of Tam In The Indian Context, Published by JOURNAL OF THE ASIATIC SOCIETY OF MUMBAI ISSN : 0972-0766 Vol. : XCV, No:30, 2022 UGC CARE Approved, Peer Reviewed and Referred Journal
4. Dr. Jacob P M (2022) Acceptance of E-Pharmacy Among Rural People Published in Shodha Prabha; ISSN 0974-8946 Volume-47, Issue-1, No.2 : 2022 UGC Care Approved, Group I, Peer Reviewed and Referred Journal
5. Dr. Jacob P M (2021) Consumer Buying Behaviour towards Smart Phone among Middle Aged Consumers, International Journal of Latest Engineering and Management Research (IJLEMR) ISSN: 2455-4847 www.ijlemr.com || Volume 06 - Issue 07 || July 2021 || PP. 53-58 www.ijlemr.com
7. Dr. Jacob P M (2021), Perception of officials regarding the effect of the project management process on the project management practices of Government projects Turkish Journal of Physiotherapy and Rehabilitation; 32(3) ISSN 2651-4451 | e-ISSN 2651-446X
8. Mathew Jacob & Fr. Varghese Assin, (2020), Jesus teachings for effective ethical management Pages 54-58, Vaidakthya-2020, The conference Proceedings, National Conference on "Business Ethics in an age of Technological Disruption" on 13th March 2020
9. Fr.Varghese Assin, Siva Kumar P, Mathew Jacob (2020), Outlining the Ethical Frontiers for Digital Pharmacy: Literature Review, Pages 10-17, Vaidakthya-2020, The conference Proceedings "National Conference on Business Ethics in an age of Technological Disruption on 13th March 2020
10. Teresa P & Mathew Jacob (2020), Fish dishes at the crossroads – Use of Formaldehyde in fish business, Pages 33-37, Vaidakthya-2020, The conference Proceedings "National Conference on Business Ethics in an age of Technological Disruption on 13th March 2020
11. Divya, Tamizjyothi, & Mathew Jacob (2019), Role of HRM in Disaster Management Vaidakthya-2019 The Conference Proceedings "Crisis Management and Strategic Response" ISBN: 978-93-5346-900-9



12. Fr.Varghese Assin, Siva Kumar P, Mathew Jacob (2019), Ease or Safe: A study on Online Pharmacy in the purview of consumer vulnerability Vaidakthya-2019, The Conference Proceedings "Crisis Management and Strategic Response" ISBN: 978-93-5346-900-9
13. Jacob Pulikotil Mathew
14. Vivek Paulose, Josephraj, & Mathew Jacob, Antecedents & Outcomes of Organizational Innovation: A Conceptual review, Vaidakthya-2019, The Conference Proceedings "Crisis Management and Strategic Response" ISBN: 978-93-5346-900-9
15. 7. Vivek Paulose, Josephraj, & Mathew Jacob, Disruptive Innovation as a Field of Research - A Scientometric Analysis, International Conference on Business and Management in Businesses - Embracing the Age of Digitalization, March, 2019 ISBN: 978-93-88237-50-8.
16. 8. Mathew Jacob & Salomi Cheruvathur (2019) Crisis Management Strategies - Lessons from the old Testament of the Bible, Vaidakthya-2019, The Conference Proceedings "Crisis Management and Strategic Response" ISBN: 978-93-5346-900-9
17. Mathew Jacob & Salomi Cheruvathur (2018), "Biblical Principles for Management from the New Testament of the Bible" Paper presented at Vaidakthya, "Contemporary Business Environment: Changes and Challenges" at Naipunnaya Business School, 20th February, 2018 (pp 54-57) ISBN: 978-93-5291-027-4
18. Mathew Jacob & Jithin Benedict (2017) A study on Customer Satisfaction towards, Online tax Services Benedict Paper presented at Vaidakthya, "Recent Trends in E-Business: Opportunities and Challenges"" on Naipunnaya Business School, 20th May, 2017 (pp 15-17) ISBN: 978-93- 5268-538-7.
19. Mathew Jacob, Benedict Jithin. (2017), "A study on Consumer's attitude towards Mobile advertisements" *Erudition, The Albertian Journal of Management* Vol.11 (1), 7-13. ISSN: 0973-7839.
20. Mathew Jacob, Grace Benny & Sebastian P. (2017), Indianisms in English Language, the *Albertian Journal of Management* Vol.11 (1), 42-46. ISSN: 0973-7839.
21. Mathew Jacob (2016) A study on Attrition among Insurance Agents in Chennai city Paper presented at Vaidakthya, "Trends and Challenges in Enterprise Management" on Naipunnaya Business School, 20th May, 2016 (pp 1-6).
22. Feby. A. & Mathew Jacob (2016) "Brand Perception towards Mother's Rice in Ernakulam District" Paper presented at Vaidakthya, "Trends and Challenges in Enterprise Management" on Naipunnaya Business School, 20th May, 2016 (pp 1-6).
23. A. R. S. Pillai, & Mathew Jacob (2016) "A Study on Customer Satisfaction towards Back Water Tourism in Alleppey" Paper presented at Vaidakthya, "Trends and Challenges in Enterprise Management" on Naipunnaya Business School, 20th May, 2016 (pp 7-11).
24. Dhaya A. & Mathew Jacob (2016) "A Study on Emotional Intelligence and its Effect on Employee Performance at KLF Nirmal Industries Private Ltd. Paper presented at Vaidakthya, "Trends and Challenges in Enterprise Management" on Naipunnaya Business School, 20th May, 2016 (pp 28-33).
25. J. Davis & Mathew Jacob (2016) "Stress and its Impact on Job Performance of Nurses at LF Hospital & Research Centre, Vaidakthya "Trends and Challenges in Enterprise Management" on Naipunnaya Business School, 20th May, 2016 (pp 122-127).
26. Jithin Benedict, Sini P. K, & Mathew Jacob (2016), "A Study on the Perception of Online Shoppers towards Luxury Products" "Trends and Challenges in Enterprise Management" on Naipunnaya Business School, 20th May, 2016 (pp 83-90). Mathew Jacob (2010) "Internet Addiction and relationships formed on Internet among University students" *Karunya Journal of Research*, Volume 2, Issue 1, January 2010. ISSN-0974-7214.
27. Mathew Jacob, Benedict Jithin. (2015), Motorola case study *Erudition, The Albertian Journal of Management* Vol.10 (1), 25-34. ISSN: 0973-7839.



28. Mathew Jacob & Benedict Jithin (2015) "An exploratory study on the Prevalence of Road Rage in Cochin City. International Journal of Commerce and Management Research (PIJCMR), Vol.1 (1), 105-110.ISSN:2321-3604.
29. Mathew Jacob, Anandanatarajan and Srivastava Sheela (2014), "Good Governance through Social networking" published by ICBO IFEM-2014, CHENNAI
30. Mathew Jacob, Anandanatarajan and Srivastava Sheela (2014), "Advertising through Social Networks- Prospects and Problems" published by Adaikalamatha Institute of Management, Thanjavur ISSN 2250-1940
31. Mathew Jacob, Anandanatarajan and Srivastava Sheela (2014), "Social networking among HR professionals" published by Sree Narayana Gurukulam college of Engineering, Ernakulam ISBN 978-93-82338-84-0
32. Mathew Jacob, Anandanatarajan and Srivastava Sheela (2013), "The use of Social networking sites for Disaster Management" published by Noorul Islam University ISSN No 0973-3957
33. Mathew Jacob, Anandanatarajan and Srivastava Sheela (2013), "Homeschooling through Social networking sites" published by Pioneer institute of Professional studies, Indore ISSN-0974-8954-SHODH
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46. Srivastava Sheela and Mathew Jacob (2012) A comparative study on product differentiation and diverse marketing strategies adopted by ICICI, HDFC and AXIS Bank, Faculty of Management studies, BHU, ISBN 978-93-820-62-73-8.

Career Accomplishments (Academics)

- Visited colleges as part of Mock Peer team visits and gave advices to the colleges
- Able to accredit the Business School with a B++ grade in UGC NAAC
- Conducted several sessions on NAAC accreditation with colleges in University of Calicut and Kannur University
- NAAC Criteria 3 coordinator for Naipunnya Institute of Management and Information Technology (NIMIT), worked with the NAAC team and the institute was awarded with
- Vaidakthya conference convener from 2016-2022
- Conducted training program for supervisors of Naipunnya Welfare services, Angamaly, April, 2019
- Conducted training program for faculty members of Bharat Mata college, Aluva, June, 2019
- Valuation of 10 Doctoral thesis in Business Administration at Annamalai University, Tamilnadu.
- **Chief Superintendent** of Examinations of Holy Grace Academy of Management studies, under Calicut University, 2012-15.
- **Conference coordinator** at Holy Grace Academy of Management Studies in 2013 & 2014.
- **Coordinator** for ACBSP at Holy Grace Academy of Management Studies, 2012-2015.
- Developed **website content** for Holy Grace Academy of Management Studies, 2015.
- Developed content for **Placement Brochure**, Holy Grace Academy of Management Studies for 2013-15 batch.
- **NRI admission coordinator & Entrance exam coordinator for Karunya University** during 2009-11.
- Conducted several workshops on "Teaching and Learning styles" for Faculty.



- Conducted training on “**Effective Communication skills**” for scientists of **Salim Ali Institute for Ornithology**, Tamilnadu.
- Trained at **NITTTR**, on communication skills, 2010
- Conducted **Psychometric test on personality for testing employees** and students of Karunya University
- Conducted workshops on **Interview skills, Resume Writing, Group discussions, Personality development** for students.
- Conducted training programs for various organizations on “**Business Skills**”

Career Accomplishments (Industry)

Glaxo SmithKline Ltd., Mumbai, India (1986-2004)

- Received corporate Award for the **Best Sales Executive in the country - 2002**
- **Ace Club, Super Ace Club member**, and **Privilege club member** during 91, 92, 96, 97, 2002, and 2003.
- Trained on Business modules like **Client Centered Selling, Premier Beyond 2000** conducted by GSK academy.

Honors & Awards:

- Honored by GSK in abroad locations during 1991, 92, 96, 97, 2002, and 2003 for outstanding performance in sales.

Technical Proficiencies

- Proficient in Micro-Soft word, Excel, Power Point, SPSS and Internet.

Interests:

- Reading, Research, Training, Travelling, Photography, Naturopathy, Driving, and Cooking

Strengths

- Good Verbal and oral Communication Skills, Positive Attitude, Self-Confident, Easily Adaptable, Ethical, Disciplined, Believes in Teamwork, Hardworking, Strong belief in God.

Personal Profile

- **Name:** Jacob P.M.
- **Age:** 57 years, 22nd February, 1965
- **Father:** Mr. P.C. Mathew
- **Mother:** Late Mrs. Lilly Mathew
- **Wife:** Salomi Jacob, Branch Manager, L.I.C. OF INDIA, Chennai
- **Passport No:** F3937369
- **Driving License:** Holder of a valid Indian driving license, No: 58/445/1987
- **Religion:** Christian Marthomite

Countries Visited

- China, Jordan, France, Israel, Germany, Netherlands, Holland, Switzerland, Thailand, Singapore, Malaysia, United Arab Emirates, State of Qatar, Egypt, , Bahrain and Australia, UK.
- Accredited Trainer, Infosys campus Connect (An Infosys technologies initiative)
- Life member YMCA, Aluva
- Life member of ESAF (Evangelical Social Action Forum) – part of ESAF small finance bank Ltd.





GABRIEL SIMON THATTIL

Current Status in the University

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Dean, Faculty of Commerce, University of Kerala
Director, IQAC
University of Kerala

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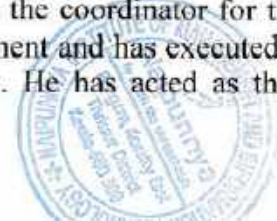
**Residence: C154A , Radhakrishna Lane
Peroorkada, Thiruvananthapuram, Kerala, India 695005**

Bio-Graphic Sketch

Born on the 8th of Aug 1963, he had his school education from Maharashtra, Karnataka, Orissa and Kerala. A Commerce Graduate from M G University Kottayam, Kerala with First Class, M.Com. from M G University Kottayam, Kerala with First Class, MPhil from University of Kerala with A grade and PhD from University of Calicut in 1996, he also has an MBA degree. He qualified for the UGC Junior Research Fellowship in 1992. A uniformly good academic career with a track record of excellence can be claimed.

Prof. Gabriel Simon has been teaching since 1991, joined as a lecturer and turned to be Professor in 2010, he has worked in four different colleges and a Management Institute of repute in Pune, before joining the University of Kerala in 1998. His teaching career spans over a period of 31 years on Programs like B.Com. M.Com. MBA and M Phil. An author of four books with numerous publications to his credit, he has acted as Chair as well as invited speaker in several National and International seminars across the country.

Dr. Gabriel has produced 31 PhDs and over 50 MPhils, acted as the project coordinator for two major research projects of the Department of Commerce and was the coordinator for the SAP-UGC project, coordinator for the innovative project of the Department and has executed a major consultancy work for Federal Bank on Behalf of the University. He has acted as the



Department coordinator for their extension programs as well as linkage programs with specialized Institutions like IIITM. He was the coordinator for three International Seminars and several national seminars and workshops, besides acting as the organizing secretary for the All India Accounting Conference.

Currently he is Chief Editor of Indian Journal of Accounting the formal Journal of Indian Accounting Association, which has fifty-seven branches across the country and is the Director of the Internal Quality Assurance Cell of University of Kerala. It was during his tenure as Director that the University was accredited with 'A' grade in 2015 and A++ grade in 2022. He is Governing Board Member of Centre for Development Studies, External; Editor for Ramanujan International Journal of Business and Research (RIJBR), New Delhi.

Academic Record

- Awarded MBA with first class from Annamalai University in 2009 with specialization in Financial Management.
- Awarded PhD in the Faculty of Commerce from the University of Calicut in 1996. Thesis titled, "A study on the state-of-the-art of Human Resources Management in the industrial sector of Kerala".
- Awarded Post Graduate Diploma in Human Resources Management (PGDHRM) from IGNOU.
- Awarded M.Phil degree with 'A' grade from the University of Kerala in 1991 with specialization in Financial Management.
- Qualified in the National Eligibility Test of UGC for JRF and lectureship in 1991, awarded JRF
- Awarded M.Com degree with first class from Mahatma Gandhi University in 1988 with specialization in Finance.
- Awarded B.Com degree with first class from Gandhiji University in 1986 with specialization in Costing and Finance.
- Passed the Pre-degree examination in Commerce group from the University of Kerala in 1983 with first class.
- Passed the S.S.L.C Examination from S.R.V Govt. Model High School, Ernakulam in 1981 with first class.

Exceptional Merit

- Was the first rank holder for **MPhil** from the University of Kerala
- Was the first rank holder for **M.Com** at Sacred Heart College, Thevara and **fourth** rank holder in Mahatma Gandhi University.
- Uniformly good academic record throughout the career

Fellowships

- Awarded Jr. Research Fellowship of UGC based on NET 1991
- Awarded University Merit Scholarship for M.Com
- Awarded INBA {Indian Naval Benevolent Association} Scholarship for B.Com

Teaching Experience

- Total teaching experience of twenty-eight years as detailed below:



- P G teaching experience of 22 years, courses- MBA, M.Com PGDHRM MHRM.M Phil
- Appointed as Sr. Lecturer at the Dept: of Commerce, University of Kerala, Trivandrum in May 1998, promoted as Reader with effect from Feb: 2002.
- Worked as a faculty for 4 different Colleges of MG university
- Was a Faculty in Management Studies at the Institute for Management Development and Research Pune.
- Joined The University of Kerala in 1998, Promoted as professor in Feb. 2010

Research Experience

- Coordinator for the Major Research Project of UGC SAP awarded to the Department
- Is an approved Research Guide of the University of Kerala, Trivandrum, both in the faculty of Commerce and in the faculty of Management Studies
- Is an approved Research Guide of Mahatma Gandhi University, Kottayam, Kerala, in the faculty of Social Sciences.
- Currently providing research guidance to twelve doctoral fellows of the specified two Universities.
- Is an approved Guide for the M.Phil Programme of University of Kerala.

PhD produced- 24, thesis submitted 2

Research Publications

- Books Authored- 3
- Research Publications- 42
- Study Materials for courses- 7

Co-Academic & Extension Service

- Is currently serving as the Director, IQAC, University of Kerala
- Is currently serving as the General Secretary of Indian Accounting Association which has 50 branches across the country.
- Is the coordinator for the flagship career guidance scheme for school children- My Career My Dream
- Was the IQAC Director of the University of Kerala when it first got accredited by NAAC with 'A' Grade in 2015.
- Assisted four universities in their pre-NAAC accreditation process
- Acted as academic auditor for Mahatma Gandhi University
- Was a member of the study group of NBFC's engaged in policy reforms for the State Planning Board.

Memberships

- Professional Member All India Management Association and Kerala Management Association.
- Corporate member, National Institute of Personnel Management, Kolkata.
- Life member, All India Commerce Association, New Delhi.
- Life member, South India American Studies Network



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- Life member Indian Accounting Association
 - Formerly Member, Faculty of Commerce, University of Kerala
 - Managing Editor for Commerce and Business Researcher, quarterly research publication of the Department of commerce, university of Kerala.
 - Member, Advisory Board, Science and Society, a Multidisciplinary Journal.
 - Member, Cell of Experts, Review Projector (India)-An Indian Book Review.
 - Membership in Academic Bodies
 - Member Board of Studies (Pass) University of Kerala
 - Member PG Board of Studies in Commerce, University of Kerala.
 - Director Finishing School, University of Kerala

Projects and Consultancy Undertaken

- Was the coordinator for a major research undertaken by the Dept. of Commerce, University of Kerala for the M/O Social Justice and Empowerment, Govt. of India
- Was the coordinator of UGC-SAP Project 2009-14
- Is the coordinator for the innovative project of the Department on Financial Planning and Financial Literacy for SC/ST Communities.
- Was the coordinator for two consultancy project of the Department undertaken during 2015-17

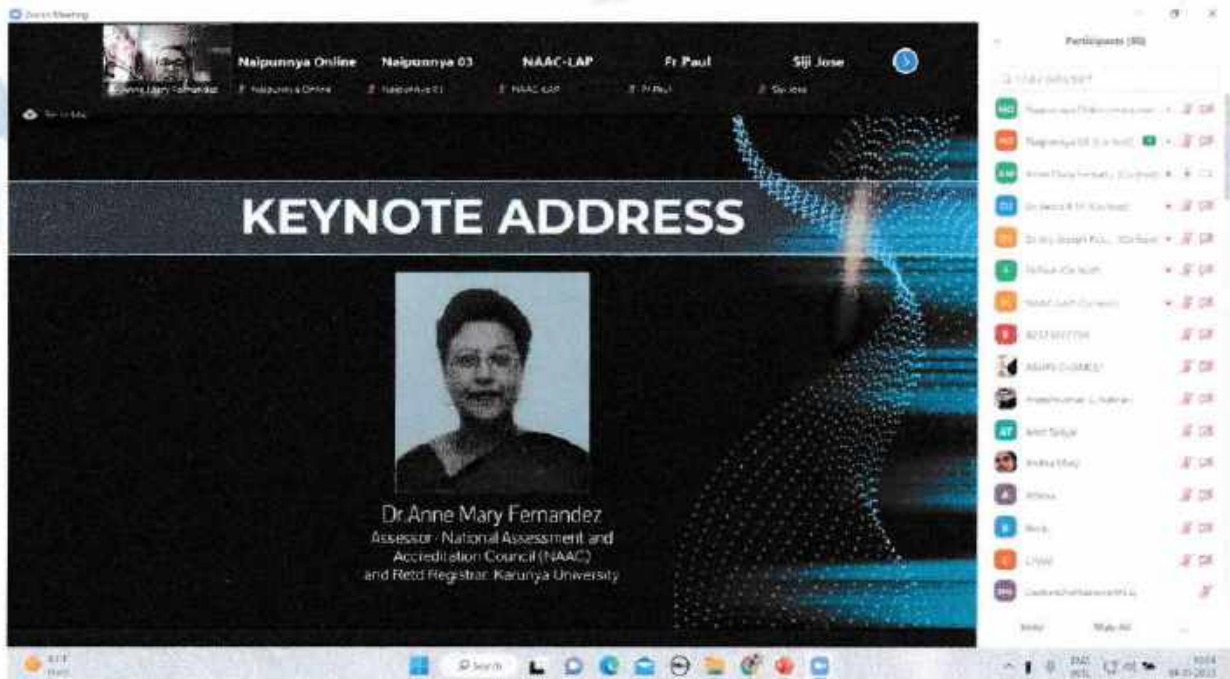
Areas of Interest for projects include: Banking, Rural Finance, Human Resource Management, Cooperation, Analysis of Financial Statement and working results of Business enterprises.

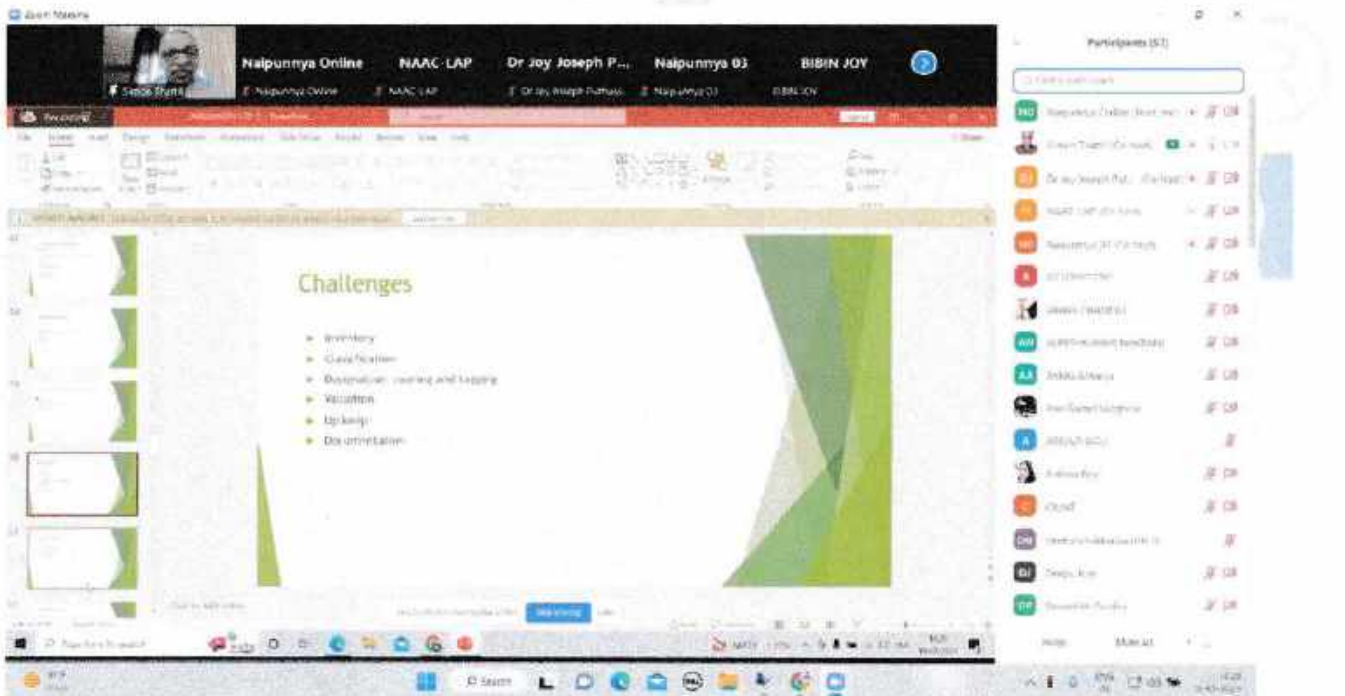
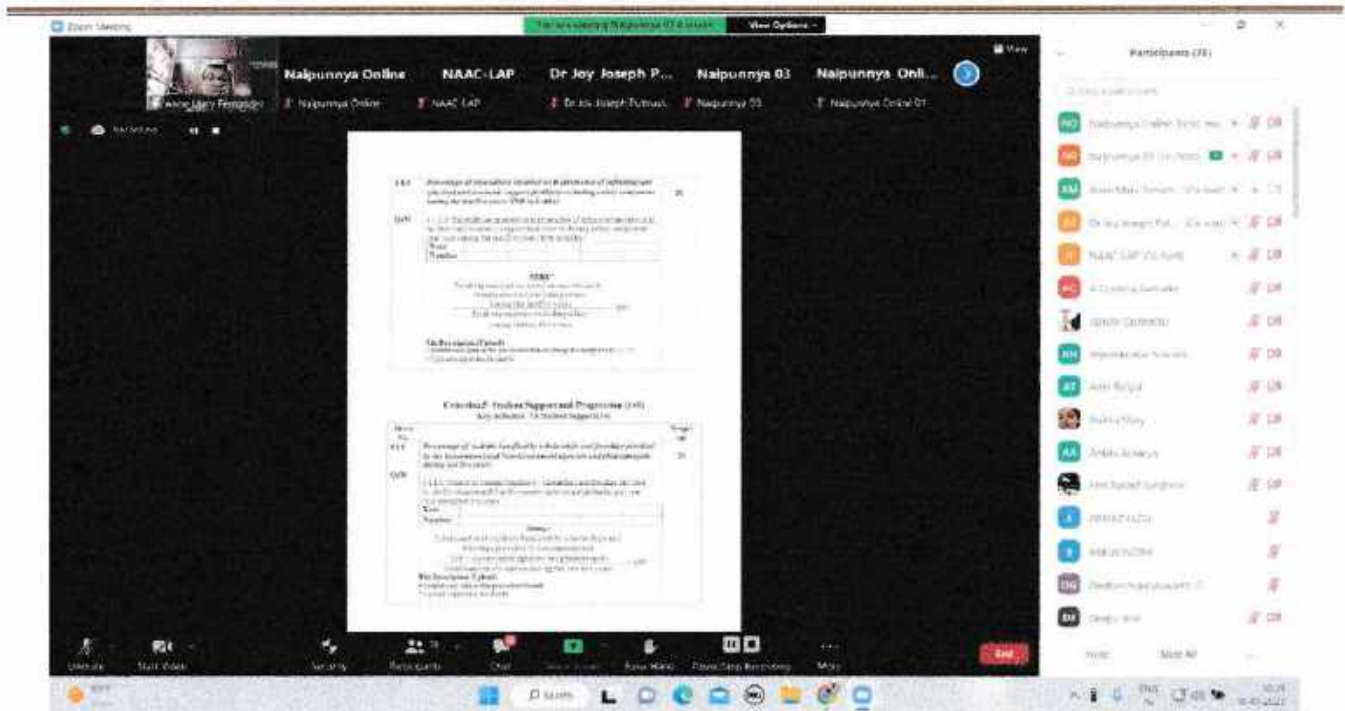
Naipunnnya

(Gabriel Simon Thattil)

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PHOTOGRAPHS





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27	Mr.Sebastian Poonnolly	NAIPUNNYA COLLEGE, PONGAM
28	Ms. Bidisha Roy	Mahatma Gandhi Mission University, Aurangabad, Maharashtra
29	Dr.U.V.ARIVAZHAGU	KINGSTON ENGINEERING COLLEGE
30	Dr Reena Purohit	Bal Ganga Mahavidhyalaya sendul kemar
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48	Ms.RAJEENA K	Nethaji Memorial Arts & Science College,Nemmara
49	Ms. Anna Babu	IIHM Goa
50	Dr.JIGNASABEN KANTILAL CHAVDA	SMT J J KUNDALIA GRADUATE TEACHERS COLLEGE, RAJKOT
51	Dr. Chirag Harsukhray Madhak	Smt. J. J. Kundalia Graduate Teachers' College
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60	C.Senbagavalli	Kovai kalaimagal of Arts and Science
61	Mrs. S. Amutha	Kovai Kalaimagal College of Arts and Science
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65	Mr.M.Shankar	Sankara College of Science and Commerce, Coimbatore
66	Mrs.A.Kirubha	Kovai Kalaimagal College of Arts and Science
67	Ms. Sneha Vijayan	Nethaji memorial arts and science College, Nemmara
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75	Dr. Nisha C. Ranninga	Smt. J. J. Kundalia Graduate Teachers' College
76	Dr S Nithyanandh	Sankara College Of Science and Commerce
77	Dr. B. Devi Priya	Sankara College of Science and Commerce
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79	Dr Lakshmanan MP	Govt College Chittur

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93	Dr.A. Muthuchudar	Sankara College of Science and Commerce
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95	Dr Deepa P S	Sankara College of Science and Commerce
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97	Ms.Sandhya K.V	Gurudev Arts and Science college, mathil
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160	Mrs Rajani.R	Nethaji memorial arts and science college
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Feedback

During the feedback session, the participants gave a positive feedback that the seminar enabled them to understand new strategies to enhance quality levels of higher education institutes and the best practices to be enhanced. They also suggested that the seminar could be a week seminar. The talk was appreciated by all for more insights into the need, importance and approach for quality deliverance and its sustenance in higher education. The feedback from the participants have shown encouraging traits and enthusiasm.

1. HOW WAS CONTENT OF THE SESSION.



2. QUALITY OF THE SESSION.

