

Prof. R. Vijaya lakshmi

Assistant Professor, The ICFAI University, Raipur

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Contact No.: 07415365769

Education Qualification:

Doctor of Philosophy (Topic: Employee Engagement Practices in Public and Private Sector Banks: A study in Chhattisgarh, Pursuing)



Chhattisgarh Swami Vivekanand
Technical University

Master of Philosophy (Topic: HRD Through Training in Higher Education)



Andhra University
Visakhapatnam

Master of Business Administration with HR Specialization



Pondicherry University
Visakhapatnam

Master of Human Resource Management with HR Specialization



Andhra University
Visakhapatnam

Bachelor of Commerce with Computer Specialization



Gayatri Vidya Parishad
Andhra University
Visakhapatnam

Work Experience:

- Teaching Experience (in years) : 9+ Years
- Industrial Experience (in years) : Nil
- Total Experience: 9+ Years

Research Area:

- HR with Analytics

Awards & Honours:

- NIL

Books Published:

- NIL

Publications:

- International: 07

1. Vijaya Lakshmi, R., Ashok Kumar Chandra and Mahesh Kumar Soma “Corporate Governance-Enabled Performance Outcomes and Factors of Employee Engagement in Public and Private Sector Banks in Chhattisgarh”, was published in The IUP Journal of Corporate Governance, XX(1), (2021), 43-63. (ABDC Journal : “C Category”)
2. Vijaya Lakshmi, R., Ashok Kumar Chandra and Mahesh Kumar Soma. “Factors influencing Employee Engagement in Public and Private Sector Banks in Chhattisgarh”, was published in Journal of Contemporary Issues in Business and Government Vol. 27, No. 3, (2021), 172-179. DOI: 10.47750/cibg.2021.27.03.024 (SSCI, WOS)
3. Vijaya Lakshmi, R. and Prof. Ashok Kumar Chandra “Impact of Training and development on Employee performance” was published in International Journal of Management, Technology and Engineering, 9(III), (2019), 584-587. (UGC CARE LIST JOURNAL)
4. Vijaya Lakshmi, R. and Sheetal Sharma. The Impact of Employee and Employer Relationship and Knowledge Sharing on Employee Productivity: A comparative study of Public and Private Sector Banks in India, was published in International

Journal of Advanced Management, Technology and Engineering Sciences, 8(III), (2018), 1179-1184.

5. Manoj Sharma, Sheetal Sharma and Vijaya Lakshmi, R. Productivity link to the internal environment: A case study of banks in Chhattisgarh, was published in IJPAM, 118(20), (2018), 439-447.
6. Vijaya Lakshmi, R. and Sheetal Sharma. Role of motivation on employee productivity among bank employees in Chhattisgarh, India, was published in Research Journal of Management Sciences, 6(10), (2017), 1-7.
7. Sheetal Sharma and Vijaya Lakshmi, R. Workplace Environment and its impact on Employee's productivity: A case study of banks in Raipur, was published in Open Journal of Advances in Business & Management (OJABM), 1(3), (2016), 51-63.

- Papers Presented in Conferences

1. Vijaya Lakshmi, R : Paper titled "Cumulative mediating impact of Employee Engagement to Perceive how Organizational culture and Leadership styles affect Bank employees job satisfaction(Public and Private Sector Banks in Chhattisgarh)". Presented in 1st IIM Bodh Gaya International Management Conference 2021 on Post COVID Management Strategies: Recovery, Resilience & Adaptation Organized by IIM Bodh Gaya, Prabandh Vihar, Bodh Gaya, Bihar, India on April 23-24, 2021.
2. Vijaya Lakshmi, R: Paper titled "Linking Employee Engagement through Job Satisfaction (Public and Private Sector Banks in Chhattisgarh)". Presented in International Conference on "Re-Imagining Business and Re-Skilling Workforce for Emerging Digital Ecosystem", Organized by Jayapuria School of Management, Indirapuram, Ghaziabad, India on February 13th, 2021.
3. Vijaya Lakshmi, R: Paper titled "Linking Transformational Leadership with Employee Engagement through Organizational Commitment and Organizational Culture". Presented in International e-Conference on "Re-Inventing the Future of Work and Business : Challenges, Opportunities and The Path A Head", Organized by KIIT School of Management, Bhubaneswar, India on February 27th and 28th, 2021.
4. Vijaya Lakshmi, R: Paper titled "Factors influencing Employee Engagement in Public and Private Sector Banks in Chhattisgarh". Presented in 12th International e-Conference on "Digitalization as Vehicle for Innovation, Organizational Growth

and Effectiveness", Organized by Prestige Institute of Management, Gwalior, India on December 19th and 20th, 2020.

5. Vijaya Lakshmi, R: Paper titled "Corporate Governance Enabled Performance Outcomes and Factors of Employee Engagement in Public and Private Sector Banks in Chhattisgarh". Presented in 5th Conference on Human Resource Management, Organized by IBS, IFHE, Hyderabad, India on August 28 and 29, 2020.
6. Vijaya Lakshmi, R: Paper titled "Impact of Organizational Culture and Leadership Style toward Employee Engagement Practices (Public and Private Sector Banks in Chhattisgarh)". Presented in 5th Conference on Human Resource Management, Organized by IBS, IFHE, Hyderabad, India on August 28 and 29, 2020.
7. Vijaya Lakshmi, R: Paper titled "The Role of Employee Engagement in Organizational Success (Public and Private sector banks in Chhattisgarh)". Presented in International Virtual Conference on Applied Science, Technology, Management and Language Studies (ASTMLS2020), Organized by Sona School of management, Salem, Tamilnadu, India on December 11th and 12th, 2020.
8. Vijaya Lakshmi, R: Role of employee and employer relationship and knowledge sharing on employee performance: An Empirical research on banking sector, Presented in International Conference on Emerging Trends in Computing Technology & Management-2019, Organized by TIT, Bhopal, Madhya Pradesh, India, on Feb 07–09, 2019.
9. Vijaya Lakshmi, R: Paper titled "Performance Outcomes and Factors of Employee Engagement". Presented in International Conference on Inclusive Work Organisations Needs, Trends and Possibilities, Organized by Sona School of management, Salem, Tamilnadu, India on December 11th to 13th, 2019.
10. Vijaya Lakshmi R: Paper titled "Productivity link to the internal environment - A case study of banks in Chhattisgarh". Presented in International Conference on Innovations and Sustainable development in Sciences, Management and Technology (ICI-SDSMT-2017), Organized by Sri Shankaracharya Institute of Professional Management and Technology, Raipur, Chhattisgarh, India on March 25-26, 2017.
11. Vijaya Lakshmi, R: Paper titled "Workplace Environment and its impact on Employee's productivity - A case study of banks in Raipur". Presented in International Conference on Mathematical Sciences & Engineering Applications (ICM-SEA-2016), Organized by Department of Management, Baba Institute of Technology and Sciences, Visakhapatnam, Andhra Pradesh, India on December 23-25, 2016.

12. Vijaya Lakshmi, R: Paper titled “Impact of Employee and employer relationship and knowledge sharing on employee productivity : A comparative study on public and private sector banks”. Presented in BITCON-2018, Organized by Department of Management, Bhilai Institute of Technology, Durg, Chhattisgarh, India on February 15, 2018.
13. Vijaya Lakshmi, R: Paper titled “Impact of Work Environmental factors on employee productivity mediating role of work motivation among bank employees in Chhattisgarh”. Presented in BITCON-2017, Organized by Department of Management, Bhilai Institute of Technology, Durg, Chhattisgarh, India on March 28, 2017.
14. Vijaya Lakshmi, R: Paper titled “Emanating Trends in Human Resource Management” was presented in National Seminar on Recent Trends in Management and Commerce (VERVE-2016), held on 22 October, 2016, organized by MATS University, Raipur, Chhattisgarh.

- **Workshops/Webinars Attended**

1. Attended “two-day pre-conference workshop preceded the conference”. Held at IIM Bodh Gaya, Prabandh Vihar, Bodh Gaya, Bihar, India on April 21-22, 2021. (Organization Behavior and Human Resource Management)
2. Attended 3 days TEQIP-III sponsored FDP on “Data Analytic Techniques for Research & Their Advancements” at Rajasthan Technical University, Kota, (August 17-19, 2020).
3. Attended 2 days national webinar on “Data Analysis by SPSS: A Journey from objective to results at Rabindranath Tagore University, Bhopal, Madhya Pradesh, (May 29-30, 2020).
4. Attended webinar on “Nuances of online Teaching” at Lexicon Management Institute of Leadership and Excellence, Wagholi, Pune, (July 18, 2020).
5. Attended National webinar on “Research Methodology” organized by SVD. Government Degree College(W), Nidadavole, West Godavari district, Andhra Pradesh (May 21, 2020).
6. Attended one day online workshop on “Rural entrepreneurship and rural engagement for Higher Educational institutions” organized by Mahatma Gandhi national council of rural education, Department of Higher Education, Ministry of Education, Government of India (December 04, 2020).

7. Attended workshop on “National Workshop on Statistics and Operation Research with Excel and R Programming” Organized by NIT Raipur, from December 09-13, 2019
8. Attended National Workshop on “Scientific Paper Writing”, held at Department of Management, Bhilai Institute of Technology, Durg, Chhattisgarh, India on March 01, 2019.
9. Attended National Workshop on “Scientific Paper Writing”, held at Department of Management, Bhilai Institute of Technology, Durg, Chhattisgarh, India on October 15, 2016.
10. Attended Two Day Workshop on “Research Methodology”, organized by MATS School of Management Studies and Research, MATS University, Raipur, Chhattisgarh, India on August 04-05, 2017 (Resource Person: Prof. Kannadhasan, IIM, Raipur).

- **Workshops/FDP: 03**

11. A National Workshop delivered on “Emerging Trends in Computer Simulation-2011” at OM College of Engineering, Nagpur, 28th Jan to 29th Jan, 2011.
12. FDDP on “Quest for Best” Organized by Human Excellence department of LTJSS, Nagpur from 28th Nov 2011 to 30th Nov 2011.
13. AICTE Training And Learning (ATAL) Academy Online Elementary FDP on "Cyber Security" Organized by Vivekanand Education Society's Institute Of Technology from 5th July 2021 to 9th July 2021.

Number of Projects (On-going/Completed):

- **Ph.D. Thesis Guided: Nil**
- **P.G. Thesis Guided: 06**

Guest Lecture/Webinar Delivered:
Nil