

CURRICULUM VITAE

Name : **Prof. R. HIREMANI NAIK., Ph.D.**

Father's Name : Sri. Rekya Naik

Date of Birth : 29th May 1965

Office Address : Professor & Chairman,
Department of MBA
Institute of Management Studies & Research,
Kuvempu University,
Jnanasahydri, Shankarghatta-577451
Office: 08282-256202
Mobile: 09448329269

Present Position : Professor and Chairman,
Department of MBA
Institute of Management Studies and Research
Kuvempu University,

Teaching & Research Discipline

1. Taxation
2. HR
3. Finance
4. Cost Management

Academic Qualification:

1. Passed P.U.C in Commerce in the year 1986
2. Passed B.Com from University of Mysore in the year 1990
3. Passed M.Com from Kuvempu University in the year 1992
4. Ph.D. from the Kuvempu University in the year 2002

Administrative Experience

1. Served as a Finance Officer for two and half years, Kuvempu University, Shankarghatta.
2. Served as a Syndicate Member of Kuvempu University.
3. Served as a Member, Academic Council of Kuvempu University
4. Served as a Dean, Faculty of Commerce. Kuvempu University.

Past Experience:

1. Served as a Lecturer in Commerce, S.J.S.K. Composite Junior College, Shivamogga for 3 years.
2. Served as a Lecturer in Commerce, Government First Grade College, Nyamathi, for 2 years.
3. Served as a Lecturer in Commerce, Kuvempu University, P.G. Center, Davanagere for 7 years.
4. Served as a Reader, DOS in Commerce, Karnataka University for 6 Years.
5. Served as an Associate Professor and Chairman of Institute of Management studies Kuvempu University Shankaraghatta for 3 years
6. Presently working as a Professor and Chairman of Institute of Management Studies at Kuvempu University, Shankaraghatta.
7. Served as a Dean of Faculty in Commerce. Kuvempu University, Shankaraghatta.
8. Served as a Finance Officer, Kuvempu Univeristy, Shankaraghatta.

Member of Editorial Board:

1. Associated with **Faculty of Social Sciences, University of Sindh**, Jamshoro **Pakistan** as a member of International editorial board of Annual Research Journal of Social Sciences.
2. Editorial Board Member of ACME Intellects International Journal of Research in Management.

3. Served as a member of Board of Appointment at Vijayanagara Sri Krishnadevaraya University, Bellary, Karnataka.
4. Served as a member of Board of Appointment at Gulbarga University, Gulbarga, Karnataka.
5. Serve as a member, Board of Appointment, Gulbarga University, Gulbarga.
6. Served as a Co-ordinator, Placement Cell, Kuvempu University and Instrument to place 512 students in different Companies.

Professional Achievements:

Papers Published:

1. A paper entitled '**Problems of Women Entrepreneurs in Chitradurga District**' has published in 'Southern Economist', Vol.40, November 13, 2001.
2. A paper entitled '**Role of DICs in Rural Industrialization: A Case Study of Chitradurga District- Karnataka**' has published in 'SEDME' Vol. 29, No 2, June 2002.
3. A paper entitled '**Power Sectors in Karnataka- A Review of Reforms Status and Impact of the electricity Act 2003**' has published in 'Parliamentary Affairs' Vol. 25, No. 12, December 2005.
4. A paper Entitled "**Infrastructural Facilities in PSUs,**" has published in the edited book on Commercial Viability of PSUs' edited by Prof. J. Made Gowda.
5. A paper entitled "**Power Sector in India: Heading Towards Reforms**" ICFAI Journal of Public Administration, January 2006, Vol. II No.1.
6. A paper entitled "**Availability based Electricity Tariff in the Power Sector in Karnataka**" has published in parliamentary affairs March – 2006 Issue 3.
7. A paper entitled "**Paradigm shift in Indian Foreign Trade in the WTO Regime**" has published in the edited book on "Agriculture and the WTO". By Dr. Talawar Sabanna
8. A paper entitled "**Peep into the Power Sector of India**" has published in a Journal "Gitam Journal of Management" Vol. 4, July/December 2006.

9. A paper entitled “**Banking Scene in the Global Economy Challenges Ahead**” has published in an edited book “Indian Banking and Financial Sector Reforms” by R.K. Singh.
10. Published a paper entitled”**Financing and Investment Decisions in power projects of Karnataka-A case study of Karnataka Power Corporation Ltd**” in proceedings of REA2008, IIT Delhi, www.narosa.com.
11. A paper entitled “**Foreign Direct Investment is breakfast for Fasting India**” has published in edited book WTO and India challenges and opportunities by R.K. Singh.
12. A paper entitled “ **Impact of availability-based Electricity Tariffs on the power sector**” has published in a “ICFAI University Journal of Infrastructure” volume 4.no3,September 2008
13. A paper entitled “**Economics of Business Process Outsourcing - Emerging Challenges and Opportunities for India,**” Published in a Journal Parliamentary Affairs, Vol 28 May 2008.
14. A paper entitled “**Financing and Investment decision in Power Generation Projects of Karnataka-a case study of KPCL**” has published in the Finance India. A International quarterly journal of finance (September 2010 edition)
15. A paper entitled “**Human Resources Management in India-Review and Avenue for Behavioral Research from Technology and Business**” has published in Annual Research Journal of Social Sciences, University of Sindh, Pakistan.
16. A paper entitled “**Kirana stores as entrepreneurial ventures in Rural India-an empirical study of Singanamane Grama Panchayath, Shivamogga**” has been published an edited Conference Volume on “**Entrepreneurship-The challenges Ahead**” with ISBN from Karnataka University.
17. A paper entitled “**A trouble stone on the lane of Women Entrepreneurs-An empirical study of Shivamogga**” has been published in an edited Conference Volume on “**Entrepreneurship-The challenges ahead**” with ISBN no from Karnataka University.
18. A paper entitled “**Status of online security in Indian banking industry (A focus on online identity theft and financial fraud prevention)**” has published in an edited

- book “Financial Management Practices for Organizational Sustainability” by Dr.S.Pragadeeshwaran.
19. A Paper entitled ‘**Importance of information acquisition for Strategic decision making through environmental scanning in ASEAN companies**’ has published in an edited volume on “**Renewing Business trends in Post Recessionary Economy**” with ISBN no.
 20. A Paper entitled ‘**Promotional Package Preferences among educated rural women - A Case study of Singanamane Grama panchayath**’ has published in an edited volume with ISBN no
 21. A paper entitled “**The Role of Accounting Practices in Panchayath Raj**” is published in Souhern Economist, May 2011.
 22. A paper entitled “**Effective fund utilization in Panchayth Raj Institutions in Karnataka-A case study of selected grama pachayths** ” is published in Annamalai Business Review,July-Dec 2011.
 23. A paper entitled “**The Role of SHGs in socio-economic empowerment of women-A case study Shivamogga City, Karnataka State**” is published in Annamalai Business Review,July-Dec 2011.
 24. A paper entitled “**The Role of Financial Institutions in energizing SSIs-A case study of DIC and Canara Bank, Shivamogga City**” in an edited volume with ISBN no
 25. A paper entitled “**Impact of external environment on personnel functions of cross border business**” in an edited volume with ISBN no
 26. A paper entitled “**Guerilla Marketing-An effective tool for Health Care Marketing in Bangalore**” in an edited volume with ISBN no
 27. A paper entitled “**An empirical study of microfinance as an alternative livelihood in the womens life-A case study of SKDRP**” in an edited volume with ISBN no
 28. A paper entitled “**Panchayth Fund Utility in Rural Karnataka-A case reference of Shivamogga District**” in an edited volume with ISBN no
 29. A paper entitled “**Japanese companies influences on transfer of training and development practices in subsidiaries in India** ” in an edited volume with ISBN no

30. A paper entitled “A study on Volatility index in Indian Capital market: An Evaluation of NSE” in **International Journal of Management, IT and Engineering**.
31. A paper entitled “Housing Property investment preferences in Post Recessionary Bangalore Economy” in **International Journal of research in Commerce and Management**.
32. A paper entitled “Effectiveness of S.M.A.R.T. Goal Setting in Performance Management System among IT Employees of Bangalore” in **International Journals of Multidisciplinary research Academy**
33. “Local Government Involvement in Responsible Rural Tourism-A Primary Exploratory Study” in **JM International Journal Of Services Marketing**.
34. A paper entitled “Social Capital Key to Knowledge Economy for creating lasting values in learning” in **Asia Pacific journal in business management**.
35. A paper entitled “Importance of Information acquisition for strategic decision making through environmental scanning in Asian Companies” in **ECONSPEAK-Journal of advances in management, IT and social sciences**.
36. A paper entitled “Key Indicators of Economic Development in China and India:A Comparative study on impact of external environment” in Sri Krishna International research and Educational consortium journal.
37. A paper entitled “Social Security for women in asylum of Microfinance: A study of Shivamogga District, Karnataka State” has been published in **Asian Journal of research in social sciences and humanities**.
38. A paper entitled “A study on impact of Human Resources management affecting business environment” has been published in **Asian Journal of research in social sciences and humanities**.
39. A paper entitled “**Banking** Reforms in Post Liberlisation Period- A Diagnostics Study of India” has been **Published in International Conference on Management and Information Systems journal**.
40. A paper entitled “ Social values a tool for improving educational value in Indian management education-A primary study on selected Indian management Institutuions” has been Published in **Acme Intellects International Journal of Research in Management**.

41. A paper entitled “Guerrilla Marketing: An Effective Tool for Healthcare Marketing in Bangalore” has been Published in **the Management Accountant journal**.
42. A paper entitled “ Efficient Market Hypotheses: A **Primary exploratory study on relevance of information bias**” has been published in **The International journal of research in Commerce, IT & Management**
43. A paper entitled “ **The Impact of Culture on Human Resource Management Practices: An empirical research finding at MNC’s in India**” has been published in **The Pezzottaite Journals – International journal of organizational behavior and management perspectives**.
44. A paper entitled “**Social audit as a tool for effective governance and deployment of funds by PRI s: A beneficiary’s perspective analysis**” has been published in **The Management Accountant Journal**.
45. A paper entitled “**An Overview of Socio-Economic Conditions And Problems of Women Entrepreneurs at Davanagere City**” has been published in the International Journal of Research in Commerce and Management.
46. A paper entitled “**A Study on Readers Loyalty towards the English Dailies in Bangalore City**” has been published in the International Journal of Research in Commerce and Management.
47. A paper entitled “Performance Management in Rural Development Project: A Case Study on IFAD Project in Yemen” has been published in the AIMIT edition of International conference.
48. A paper entitled “ A study on Readers Loyalty towards the English dailies in Bangalore city” has been published in the Indian Journal of Research in Commerce, Management, Engineering and Applied Science (IJRCMES) Vol-1, ISSN-2454-6593 dated July 2016

Citation Index:

1. Article “**Role of DICs in Rural Industrialization**”, published in “SEDMI” Hyderabad has been cited in the Indian journal of Labour Economics, Jan-March, PP-103-114 BY Meenakshi Rajiv in her paper entitled “Labour mobility and paradox of rural unemployment for labour shortage- a micro level study.

Country visited: 1. SINGAPORE, MALAYSIA.

2. BANKOK, THAILAND

Books Published:

1. A book entitled “**WTO and Business Process Outsourcing in India**” has published by University Book House (P) Ltd Jaipur – 2007.
2. A book Entitled “**Small Scale Industries and Indian Economy**” has published by current Publisher Agra – 2008.
3. A book Entitled “**Industrial Relations and Labour Legislation in India**” has been published by University Book House (P) Ltd. Jaipur, 2009.
4. A book entitled “**Advanced Strategic Management and Business Policies for Managers**” has been published Himalaya Publications, New Delhi, 2011.
5. An Edited book entitled “**Renewing business trends in Post recessionary Economy**” has been published by Excel India Publishers, New Delhi, 2011
6. An Edited book entitled “**Indian Business scenario and Jobless Growth**” has been published by Himalaya Publications, New Delhi, 2012.

Research Project:

A minor research project entitled '**Role of DICs in Development of SSI's in Davanagere District**' which was sanctioned under UGC Unassigned grants has completed and the Report has submitted to the Kuvempu University.

Seminar and Conferences:

1. Chaired a Technical session in Three Days **International Conference** on behavioural, cognitive and Psychological sciences(BCPS 2010) in **Singapore** , during February 2010
2. Attended the State Level Commerce Conference on "**Challenges for Business Education in the 21st Century**" held on July 11th and 12th, 1997 at Davangere and presented the Paper.
3. Attended State Level One –day Seminar organized by the Department of Commerce, Kuvempu University, P.G. Centre during 2000 and presented my paper entitled '**SSIs in Davanagere**'.
4. Attended State Level One-day seminar organized by the Department of Commerce, Kuvempu University, P.G. Centre during 2000 and presented my paper entitled '**Infrastructural Facilities in PSUs,**'
5. A Paper entitled '**Profitability and Social Objectives in PEs,**' was accepted for National Commerce Conference which was held at Aligarh Muslim University, Aligarh, Uttar Pradesh.
6. Attended two days "**National Level Conference**" which was held at Kuvempu University during 2003 on '**Commerce Education in the New Millennium**' and presented paper.
7. Attended National Level Seminar on "**Intellectual, Property Rights**" which was held on March 14 and 15th of 2004 at Kuvempu University.
8. Attended National Conference on '**Relativity**' from October 25-26, 2005, organized by Department of Mathematics sponsored by UGC and DST, Karnataka University, Belgaum.

9. Attended 46th Annual Conference of Indian Society of Labour Economics and Presented a paper entitled **“Human Capital Accounting”** which was held at Institute of Development Studies **Jaipur** (Rajasthan) on 16th to 18th of December 2004.
10. Attended a National Seminar on Value Added Tax and presented a paper on **“Value Added Tax -with reference to self assessment system”** on 27th and 28th January 2005.
11. Delivered lecture on **“Grameena Abiruddiyalli Bankugala Patra”** at Halliyangali village, Bagalkot District under Auspices of Prasaraanga ,Karnataka University Dharwad.
12. Attended 47th Annual Conference of Indian Society of Labour Economics and presented paper entitled **“Knowledge Human Resources in the Digital Economy”** which was held at Jawaharlal Nehru University, New Delhi, on 15th December 2005 to 17th December 2005.
13. Attended 56th National Commerce Conference and Presented paper entitled **“Paradigm Shift in Indian Foreign Trade in Globalised Regimes”** which was held at North Maharashtra University Jalagaon, Maharashtra State.
14. Attended 87th Annual Conference of the Indian Economic Association and presented paper entitled **“Globalization and Foreign Direct Investment “** which was held at Kurukshetra University on 27th December 2007 to 29th December 2007
15. Presented a paper on **“Changing Consumer Preferences towards Retail Sector- A case study of Bangalore City”** in a **National Conference** held at Kuvempu University on 4th February 2011.
16. Presented a paper on **“Human Resource Management in India –Review and Avenue for Behavioral Research from Technology and Business”** in an **International Conference** held at Singapore from 26-28th February 2010.
17. Presented a paper on **“Status of online security in India with special focus on online identity theft and financial fraud prevention”** in an **International conference”** organized by Dept. Of Management Studies, Annamalai University from 28-30th July 2010
18. Presented a paper on **“Impact of Changing Consumer Dimensions on Retailing of Food Products”** in a **National Conference** held at Kuvempu University on 4th February 2011.

19. Presented a paper on “**An Empirical; Study on factors influencing New software product adaptation in Non-IT firms of Tier II and Tier III Cities of India**” in an **International conference** organized by TASMACH, Bangalore from 08-09th of November 2010
20. Presented a paper on “**Nanotechnology a boon or bane for Poverty Alleviation in Developing countries**” in a **National Conference** organized by PESITM, Shivamogga held at Shivamogga on 22-23 October 2010
21. Presented a paper on “**Aseptic Packaging System-a God’s Gift for agricultural produces marketing in India**” in a **National Conference** held at Kuvempu University on 4th February 2011.
22. Presented a paper on “**Quality of life issues in branding Shivamogga as a tourism hotspot**” at a national level seminar organized by Sahyadri Arts and Commerce College, Shimoga, 2011.
23. Presented a paper on “**Role of Women in the Changing Scenario of Indian Politics-A Primary Study**” in a **National Conference** organized by GFGC, Bangalore on 2nd and 3rd February 2011.
24. Presented a paper on “**Accounting System in Panchayat Raj –A case Study of Singanamene Grama Panchayati**” in a **National Conference** organized by PESITM, Shivamogga held at Shivamogga on 22-23 October 2010
25. Presented a paper on “**Implications of escalating food prices and the worst Hunger crisis on the financial performance of Karnataka**” in a **National Conference** organized by DOS in Commerce, Kuvempu University held at Shivamogga on 31st January 2010.
26. Chaired a Technical session in two days National level convention on **Higher Education**, which was held in IMER, Belgaum on 28th and 29th October 2004.
27. Chaired a technical session at a **National level seminar** on “**Excellence in Higher Education, Challenges Ahead**” organized by Sahyadri Arts and Commerce College, Shivamogga.

28. Chaired a technical session at a **National conference** on “**Responsible tourism-New dimensions**” organized by Department of P.G.Studies and Research in Tourism Administration, Kuvempu University.
29. Was the **Chief Guest** for a National Conference on “**Chemistry-Our Present And Future**” organized by Department of P.G.Studies and Research in Chemistry , Kuvempu University.
30. Delivered a special lecture on “**Leadership: Get Inspired to Inspire Others**” at **National Integration Camp of Ministry of Sports and Youth Affairs** organized by NSS, Kuvempu University
31. Delivered a special lecture on “**Professionalism**” to LIC Managers and Employees of Bhadravathi on the occassion of 100 days celebration of LIC of India.
32. Delivered a special lecture on “**Personality Dimensions**” at District Level Annual Camp organized by NSS, Kuvempu University.
33. Delivered lecture on “**Grameena Abiruddiyalli Bankugala Patra**” at Halliyangali village, Bagalkot District under Auspices of Prasaraanga Karnataka University Dharwad.
34. Was a UGC Committee member in allocating “Autonomous” Grant for LBC College, Sagar.
35. Presented a paper on “**New Generation Business systems design, leveraging ICT, HCM and ICRM for educational institutions**” in a **National Conference** organized by AIIMS, Peenya, Bangalore on 13-14 June 2013.
36. Presented a paper entitled “ Banking Reforms in Post Liberlisation Period- A Diagnostics Study of India” in a **International Conference on International Conference on Management and Information System**, Bankok, Thailand on 22nd, 23rd & 24th September 2013.
37. Organized a Simulation Process on Basic HR Function “**Ignitors-2015**” in the Department of Management Studies, Kuvempu University
38. Delivered a special lecture on “ **Contemporary issues in Commerce**” at PG center of Commerce, Kadur
39. Organized a one day Workshop on “ **FDI and Indian Retail**” on 20th April, 2016

40. Chaired a technical session at a **National conference** on “**25 years of Financial Sector Reforms: A Look back and Ahead**” organized by Department of Department of Studies and Research in Commerce, Davanagere University, held on 22 & 23 April, 2016
41. Hosted a Campus Placement at Institute of Management Studies and Research, Kuvempu University, Shankaraghatta, on 27th April, 2016
42. Attended as a **Lead Speaker** in Two day **workshop** on **Research Methodology** held on 23rd and 24th September 2016 at K.H Srinvasa Institute of Post Graduate Studies, Malnad Development Foundation, Sagara.
43. A paper entitled “Performance Management in Rural Development Project: A Case Study on IFAD Project in Yemen” has been presented in the International Conference on Science and Technology for National Development-SMAC: An Emerging Tool-2016 held at AIMIT, Bangalore on 18th & 19th November 2016
44. A paper entitled “Conceptual Study On Digital Wallet in Indian E-commerce” has been presented in the National Conference on Digital Economy in India: The challenges ahead-2017 held at Vidyavardhaka First Grade College, Mysore on 18th February 2017
45. A paper entitled “Self Help Groups And Women Entrepreneurs: A Case Study Of Davanagere Districts” has been published in One Day International Seminar on Status of Women in India , a special issue of Deccan Journal of Social Sciences and Humanities by Deccan Studies And Historical Research Association, Bijapur. Vol-2, issue-4, January-February, 2017; ISSN 2249-9350

Training Experience:

1. Attended an ‘**Induction Training Programme**’ conducted by the Department of Commerce, Kuvempu University for newly recruited teachers during 1996.
2. Attended UGC sponsored ‘**Refresher Course**’ conducted by Department of Commerce, Kuvempu University during the year 2000.
3. Attended an ‘**Orientation Program**’ which was conducted by Academic Staff College, Manasagangotri, Mysore University, Mysore from 1st to 29th August, 2002.
4. **Work Shop** for SIM material conducted by the Karnataka State Open University, Manasagangotri, Mysore.

5. Attended **Faculty Development Programme** conducted by ICFAI University.
6. Attended one day workshop on **“Time Management”** organized by internal quality assurance cell of Kuvempu University, Shankarghatta.
7. Attended one day workshop on **“Implementation of Online Affiliation System in the Colleges of Kuvempu University”** organized by the College Development Council, Kuvempu University, Jnana Sahyadri, Shankaraghatta, Shivamogga on 30th December. 2016

Academic Programms:

1. **Guided 10 PhD** candidates successfully and remaining **5 are under process**
2. **Guided 3 M.Phil candidates** successfully.

Membership Bodies

1. Served as Syndicate member, Kuvempu University, Shankarghatta.
2. Served as a member of Academic Council, Kuvempu University, Shankarghatta.
3. Served as a member, Board of Appointments.
4. Presently Chairman of UG BOS, PG BOS and BOE for Institute of Management Studies and Research, Kuvempu University.
5. Coordinator for Pathways, Training and Counseling Cell, Kuvempu University.
6. Presently Editorial/Advisory/Review Board/Policy maker’s member of Acme Intellects International Journal of Research in Management.
7. Served as Member of Faculty, in Kuvempu University, for Two Years.
8. Presently Member of Department Council.
9. Member of Board of Examiners.
10. Vice-President, P.G. Gymkhana, KUKRC P.G. Centre, Belgaum.
11. Deputy Director, Student Welfare, KUKRC P.G. Centre, Belgaum.
12. Member of BOE, Mangalore University.
13. Member of Faculty of commerce Karnataka University Dharwad.
14. Served as Chairman, BOE for PG Examination. Dharwad.

15. Serving as a Faculty Member, Kuvempu University

16. Chairman, BOS in Management.

Date: 21-07-2015

Place: Shankaraghatta

(Prof. R.Hiremani Naik)