

JAMAL MOHAMED COLLEGE (AUTONOMOUS)

TIRUCHIRAPPALLI-20

RESUME (AS ON 06.03.2023)

NAME : **Dr. A. SOPHIA ALPHONSE**

DATE OF BIRTH : 30.12.1975

ADDRESS :

Residential : No. 33, Second Street,
New Colony, Manarpuram,
Trichy- 20

Office: Department of Commerce (SF)
Jamal Mohamed College,
Trichy- 20

E- Mail : sophiasland@gmail.com

Mobile : 6380623485, 9486309231

Designation : Associate Professor of Commerce

Educational Qualification: M.Com., M. Phil., M.B.A., Ph.D., PGDCSA., NET.,

Examination Passed	College/University	Year	Class
B.COM	Holy Cross College(Autonomous), Trichy.	1993- 1996	First Class with Distinction
M. COM	Holy Cross College(Autonomous), Trichy	1998- 2000	First Class with Distinction(Gold Medalist)
M.PHIL	Seethalakshmi Ramaswami College(Autonomous), Trichy.	2000- 2002	First Class with Distinction (University First Rank)
MBA	Alagappa University, Karaikudi.	2009-2011	First Class
PGDCSA	St.Joseph's College(Autonomous), Trichy.	1996-1997	First Class
NET		2012	--
Ph.D	Bharathidasan University	2011-2017	Highly Commendable

Teaching Experience:

Under Graduate: 20 years 9 months

Post Graduate: 20 years 7 months

Areas of Specialization : Human Resource Management & Finance

Language Known : Tamil, English, Malayalam

Research Experience : M.Phil – Guided and Completed – 8
M.Com – Guided and Completed - 34
MBA - Guided and Completed - 03

Subject Taught :

Under Graduate:	Cost Accounting, Computer Application in Business, Financial Management, Principles of Accountancy, Business Maths and Statistics, Business Communication, Income Tax Law and Practice, Tally Accounting Package, E-Commerce, Business Law, Financial Management.
Post Graduate :	Quantitative Techniques, Information Technology, Research Methodology, Industrial Legislation, Investment & Portfolio Management, Managerial Economics, Export Marketing, Business Taxation, Corporate Legal Framework.

Resource Person :

- Acted as Chairperson of the National Seminar on Recent Trends in Commerce and Management organized by Department of Commerce(Shift II), St. Joseph's College(Autonomous), Trichy on November 30, 2018.
- Acted as Judge for different inter-departmental competition events conducted by different clubs and departments in the College.

Details of Seminars/ Conference/ Workshops Organized:

- Organised a One Day National Seminar On Strategic Growth of Business in New India – Prospects and Challenges conducted by the Post Graduate Department of Commerce(SF), Jamal Mohamed College(Autonomous), Trichy on 23rd September, 2017.
- Organized a One Day State Level Seminar On Problems and Prospects of Service Sector in India, conducted by the Post Graduate Department of Commerce(SF), Jamal Mohamed College (Autonomous), Trichy-20 on 12th January, 2013.

Responsibilities held in College Administration :

- Convener in the Student Monitoring Committee of the College.
- Serving as Tutor-in-charge from 2002.
- Served as JAMCROP Women in-charge from 2009-2017.
- Serving as department's Placement Officer from 2011 till date.
- Member of the Board of Studies of the PG and Research Department of Commerce since 2008 till date.
- Served as Vice President of Commerce Association for 4 years.
- Served as Test-in-charge in PG Department of Commerce for 2years.

- Recognised Research Supervisor for guiding M.Phil scholars of Bharathidasan University, Trichy.
- Member of question setting and valuation board in Jamal Mohamed College, Trichy and Bharathidasan University, Trichy.
- Cluster in-Charge in Moral Education studies in Jamal Mohamed College since 2022

Courses Being Handled : M.Phil., M.Com., B.Com., BBA., ICAI(Foundation).

Details of Paper Published:

1. Published a paper on Transformation from Green Consumerism to Green Citizenship – An Exploratory Study with respect to Consumers in Trichy City at Advancement in Business in the Digital Era 2021, Jamal Mohamed College on 17.02.2021.
2. ISSN No.: 0886-9367, Volume: 11, Issue 9 Impact factor: 6.3, 25th September 2019.
Published a paper titled “A Comparative Study on Customer Relationship Practices in Bank of Baroda and Bank of Maharashtra in Tiruchirappalli” in International Journal Of Research And Analytical And Experimental Modal Analysis (IJEMA).
3. Journal Impact Factor: 5.75. Published a paper titled “Impact Of Demographic Variables On HRM Practices Of Employees In Select Cement Unit” in International Journal Of Research And Analytical Reviews (IJRAR)
4. ISSN No. 2249-0191, Volume: 8 (1.2) September 2018
Published a paper titled “Impact Of Social Media On Consumer Buying Behaviour In Tiruchirappalli” in International Journal Of Management And Social Sciences (IJMSS)
5. ISSN No. 2454-9150, Journal Impact Factor: 5.646, Volume 4, February 2019
Published a paper titled “Investment Perspective Of Salaried People In Private Sector With Reference To Tiruchirappalli City” in International Journal For Research In Engineering Application & Management (IJREAM).
- 6. ISSN No. 2395-5929, Journal Impact Factor:1.14**
 1. Published a paper titled " Human Resource Management Resource Management Practices in Select Cement Units in Ariyalur District – A Comparative Study” in Emperor International Journal of Finance and Management Research(EIJFMR).

7. Published a paper titled “CFA in Perception on Human Resource Management Practices with Special Reference to Employees of Cement Industries in Ariyalur District” in International Journal of Economics, Commerce and Research (IJECR).

8. ISSN No. 2321-3604, Journal Impact Factor: 4.532

Published a paper titled “ Employees perspective on Human Resource Management Practices in Cement Industries” in PRIMAX International Journal of Commerce & Management Research.

9. ISSN No. 0976-6502(Print Version),0976-6510(Online Version), Journal Impact Factor: 8.1920.

Published a paper titled “A Study on Employees’ Perception on Human Resource Management Practices in Cement Industries with special reference to Tamil Nadu Cements Limited (TANCEM), Ariyalur” in International Journal of Management (IJM), January 2015, Volume No.6, Issue No.1, pp.142-149.

10. ISSN No.0976-6502(Print Version), 0976-6510(Online Version), Journal Impact Factor: 7.2230.

Published a paper titled “A Study on Employees’ Perception on Human Resource Management Practices in Cement Industries special reference to Madras Cements Limited (RAMCO), Ariyalur” in International Journal of Management (IJM), January 2015, Volume No.6, Issue No.1, pp.594-602

11. ISSN 0973-0303

Published a paper titled “Redesigning the Human Resource Functions in Cement Industries” in the Special Issue of “Jamal Academic Research Journal : An Interdisciplinary”, Volume-II, 2016.

12. ISSN 0973-0303

Published a paper titled “Reforming of Human Resource Management Practices in Cement Industries with special reference to Madras Cements Ltd.(RAMCO)” in the Special Issue of “Jamal Academic Research Journal : An Interdisciplinary”, Volume-IX No.2, 2017.

13. ISSN 0973-0303

Published a paper titled “Traditional and Islamic Banking - An Analogy” in the Special Issue of “Jamal Academic Research Journal”, Vol.IV, pp 167-170, 2016.

14. ISSN 0973-0303

Published a paper titled “Growth of Indian Cement Industry” in the Special Issue of “Jamal Academic Research Journal”, Vol.III, pp 205-209, 2015.

15. ISSN 0973-0303

Published a paper titled “Logistics and Distribution Cost – Biggest Challenge for Cement Industry” in the Special Issue of “Jamal Academic Research Journal”, Vol. II, pp.211-213, 2014.

16. ISSN 0973-0303

Published a paper titled “Changing Scenario of Human Resource Management Practices in Cement Industries with Special Reference to Chettinad Cement Corporation Limited, Keelapaluvur” in the Special Issue of “Jamal Academic Research Journal”, Vol.I, pp. 221-225, 2015.

17. ISSN No. 2321-3604

Published a paper titled “Changing Scenario of Human Resource Management Practices” In PRIMAX-International Journal of Commerce and Management Research (PIJCMR), September 2014, Volume No.2, Issue No.2, pp.74-80, 2015.

18. ISSN 2250-1940

Published a paper titled “Human Resource Management Practices in Engineering Industries with special reference to Veasons Energy Systems Private Limited, Thuvakudi, Trichy in the Special Issue of “Jamal Academic Research Journal”, pp.394-398, 2015.

19. ISBN 978-81-909104-0-8

Published a paper titled “Relevance of Financial Inclusion for Economic Growth of India” in the edited volume of book entitled on “A One Day State Level Seminar On Financial Inclusion-A Way of Equitable Growth” pp 151-156, 2013.

20. ISBN 978-81-909104-2-2

Published a paper titled “Corporate Social Responsibility in The Companies Act 2013 and Initiatives of Human Resource Management in Internalising CSR” published in the proceedings of the seminar on A One Day State Level Seminar on Different Perspectives of Companies Act 2013 – Towards Corporate Excellence, pp.19-22, 2014.

21. ISBN 978-93-81521-28-1

Published a paper titled “Quality of Work Life of Employees in Cement Industries with Special Reference to Chettinad Cement Corporation Limited, Puliur” in the edited

volume of book entitled on “A Two Day International Seminar On Contemporary Issues and Challenges of Indian Business in Global Scenario” pp 1-10, 2013.

22. ISBN 978-93-81521-28-1

Published a paper titled “Contemporary Issues and Challenges of Indian Business in Global Scenario” in the edited volume of book entitled on “A Two Day International Seminar On Contemporary Issues and Challenges of Indian Business in Global Scenario”, 2013.

23. ISBN 978-93-81521-19-9

Published a paper titled “Career Planning and Practices in Selected Colleges in Trichy” in the edited volume of book entitled on “A One Day National Seminar On Problems and Prospects of Service Sector in India” pp 6-11, 2013.

24. ISBN 978-93-81521-01-4

Published a paper titled “Human Resource Management Challenges faced by MSME” in the edited volume of book entitled on “A One Day National Seminar On Problems and Challenges in the Management of MSME” pp 5-8, 2012.

25. ISBN 93-81521-00-7

Published a paper titled “Performance of Indian Cement Industries with special reference to Dalmia Cement (Bharat) Limited” in the edited volume of book entitled on “A One Day National Seminar India – An Emerging Economic Power” pp 04-08, 2012.

26. ISBN 97893-80394-18-3

Published a paper titled “Role of Insurance Sector in Economic Growth of India” in the edited volume of book entitled on “National Seminar On Recent Trends in Indian Economy – A Management Perspective” pp 40-45, 2011.

27. ISBN 978-81-909104-0-8

Published an article titled “Innovations in Change Management” in the edited volume of book entitled on “National Conference On Management in the Age of Innovation” pp 133-135, 2011.

Details of Seminars/Conferences/Workshops/FDPs Attended without Presentation:

1. Attended One Day National Level Workshop on “Business Analytics and Visualization in ‘R’ Language” on 10.02.2020.

2. Attended Webinar on “An Effective Research Paper Writing Skills” Organised by an Bhagwan Mahavir College of Commerce & Management Studies, Surat, Gujarat from 13.04.2020 to 16.04.2020.
3. Attended Webinar on “How to Explode Your Mental Block”, Organised by PG & Research Department of Commerce, Kaamadhenu Arts & Science College, Sathyamangalam on 27.04.2020 and 28.04.2020.
4. Attended Webinar on “Use of Elsevier Tools in Research Workflow”, Organized by Department of Commerce, University of Madras, Chennai & Elsevier on 05-05-2020.
5. Attended Webinar on “ICT Tools for Online Teaching”, Organized by Department of Management Studies, Sanjivini College of Engineering, Koparga on 13-05-2020.
6. Attended Webinar on “Future of Entrepreneurship & Employment Opportunities”, Organised by Department of Management Studies, Nehru Institute of Technology, Coimbatore on 13-05-2020 to 15-05-2020.
7. Attended Webinar on “Impact of COVID-19 in Building Relationships and Meeting Educational Needs of Students”, Organised by the Faculty Development Centre of Tamil Nadu Teachers Education University under the aegis of Pandit Madan Mohan Malviya National Mission Teachers & Teaching MHRD, Govt. of India on 16-05-2020.
8. Attended Webinar on “Understanding &Decoding Fake News”, Organised by St.Francis College for Women, Hyderabad on 19-05-2020.
9. Attended Webinar on “Education and Ethos”, Organised by the PG & Research Department of Commerce, National College(Autonomous), Trichy on 27-05-2020.
10. Attended Webinar on “Concept Development & Model Building for Social Science Research”, Organised by the Department of Business Administration, Kongu Arts & Science College(Autonomous), Nanjanapuram, Erode on 27-05-2020.
11. Attended Webinar on “Digital Marketing”, Organised by Digital Nest Information Media Private Limited, Hyderabad on 28-05-2020.
12. Attended Webinar on “Do’s &Don’t’s in Social Research”, Organised by PG & Research Department of Commerce & Business Administration, Padmavani Arts & Science College for Women, Salem on 30-05-2020.
13. Attended One National Seminar on Growth Strategies For Business Development in India organized by the Post Graduate Department of Commerce(SF), Jamal Mohamed College, Trichy on 28th September 2016.
14. Attended One National Seminar on Emerging Business Practices in the Global Environment organized by the PG & Research Department of Commerce, Jamal Mohamed College (Autonomous), Trichy on 19th January 2017.
15. One Day National Seminar On “Practical Application of Interest Free Financing for the Economic Development” organised by Department of Commerce(SF), Jamal Mohamed College, Trichy on 13th January 2016.
16. One Day International Seminar On “Inclusive Economic Growth” organised by Department of Commerce(SF), Jamal Mohamed College, Trichy on 13th and 14th January 2015.

17. One Day National Seminar On “Marketing Strategies For Make In India Products And Services” organised by Department of Commerce(SF), Jamal Mohamed College, Trichy on 24th January 2015.

18. Two Day International Seminar On “Global Economic Revival: A Changing Scenario” organised by Department of Commerce(SF), Jamal Mohamed College, Trichy on 16th and 17th August 2014.

19. One Day State Level Seminar on Financial Inclusion – A Way to Equitable Growth, Department of Commerce(SF), Jamal Mohamed College, Trichy on 1st February, 2013.

20. One Day State Level Seminar On “Corporate Social Responsibility- Issues and Challenges in India” organised by Department of Commerce(SF), Jamal Mohamed College, Trichy on 1st February 2014.

Papers Presented in Conferences

1. Paper presented on “Investment Perspective of Salaried People in Private Sector With Reference To Tiruchirappalli City” in 8th International Conference on Digital Outreach and Future Management Practices, Bon Secours College for Women, Thanjavur on 14th February 2019.

1. Paper presented on “CFA in Perception on Human Resource Management Practices with Special Reference to Employees of Cement Industries in Ariyalur District” in 7th International Conference on “The Global Logic of Strategic Alliances in Commerce and Management” at Bon Secours College for Women, Thanjavur- 06 on 31st January 2018.

1. Paper presented on “Employees perspective on Human Resource Management Practices in Cement Industries” in International Conference on “Functional Innovations in Commerce & Management” organized by Annai Vailankanni Arts & Science College, Thanjavur on 8th and 9th February 2017.

2. Paper presented “A Study on Employees’ Perception on Human Resource Management Practices in Cement Industries with special reference to Tamil Nadu Cements Limited (TANCEM), Ariyalur” in International Conference on Advanced Management – Challenges in Knowledge Era, in Jamal Institute of Management, Jamal Mohamed College, Trichy on 24th and 25th February, 2015.

3. Paper presented on “A Study on Employees’ Perception on Human Resource Management Practices in Cement Industries special reference to Madras Cements Limited (RAMCO), Ariyalur” in International Conference on Advanced Management – Challenges in Knowledge Era, in Jamal Institute of Management, Jamal Mohamed College, Trichy on 8th and 9th January, 2015.

3. Paper presented on “Innovations in Change Management” in 4th National Conference on Management in the Age of Innovation, Jamal Institute of Management, Jamal Mohamed College, Trichy on 25th January, 2011..

NPTEL Swayam Course Completed

: 02

1. Developing Soft Skills & Personality – April 2020.
2. Enhancing Soft skills and Personality – June 2021.