

Name	Dr. Shubhangee Ramaswamy
Area	Human Resource Management
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Educational Qualification: Ph.D.- Human Resource Management (Faculty of Commerce & Management, SPPU) MBA (HR & Systems) M.Sc (Physics)	
Area of Research: Career & Succession Planning, Green HRM, Corporate Communication	
Current Research : Green HRM & Corporate Communication	
Publications / Articles / Cases:	
Paper Published:	
<ul style="list-style-type: none"> • UGC CARE-List II, listed Journal of Vidyabharati International Interdisciplinary Research Journal, ISSN 2319-4979 on "A Study on Employer Branding Initiative with reference to Selected Indian IT Companies" June 2021, Vol.12(2), 372-381, • UGC CARE-List II, listed Journal of Vidyabharati International Interdisciplinary Research Journal, ISSN 2319-4979 on "Employee Engagement: Probable Solutions to Challenges Posed during Covid-19 outbreak with reference to Indian IT Sector" June 2021, Vol.12(2), 316-323, • Scopus Indexed International Journal of Electrical Engineering and Technology (IJEET) on "Adapting Digital Banking Services During Covid-19 Pandemic: A Study on Customer Experiences In Selected District of Maharashtra State, India". Volume 12, Issue 5, May 2021, pp. 8-17. • Scopus Indexed International Journal of Electrical Engineering and Technology(IJEET) on "An Effective Mechanism for Securing and Managing Password Using AES-256 Encryption and PBKDF2" Volume 12, Issue 5, May 2021, pp. 1-7. • Scopus Indexed Journal Psychology and Education on "Career Anchors to Guide, Stabilize and Integrate Career Choices in 21st Century", Volume 57, No.8, (2020) 1354-1358 ISSN: 1553-6939. • Scopus Indexed International Journal, Turkish Journal of Computer and Mathematics Education (TURCOMAT) on "Corporate Communication: Legitimacy for Employee Wellbeing during Crisis" Volume 12 No.6, (2021), 5022-5028. • UGC CARE list-I Journal, Studies in Indian Place Names ISSN: 2394-3114, Vol-40-Issue-27-February-2020. Impact Factor 6.3. titled "A Study of Green HRM activities as a part of initiative towards Sustainable Development in the Contemporary Business Environment" • Peer Reviewed Monthly International Journal of Multidisciplinary Research Review titled "A Study of an Employee Engagement Practices for enhancing Workplace Relationships in the context of Unified Understanding of Workers Cooperative" For Online E-ISSN:2395-1885, Print ISSN:2395-1877, April 2018, Vol.1, Issue-38, Page 16-26, Impact Factor : 4.164 • Peer Reviewed Monthly International Journal of Multidisciplinary Research Review, titled "Cultivating Leadership for Global Market" For Online E-ISSN:2395-1885, Print ISSN:2395-1877, Feb 2016, Vol.1, Issue-2, Page 24-29, Impact Factor : 2.262 • Peer Reviewed Monthly International Journal of Multidisciplinary Research Review, titled "A Study of Work Life Balance on Efficiency and Well Being of an Individual" For Online E-ISSN:2395-1885, Print ISSN:2395-1877 in Peer Reviewed Monthly International Journal of Multidisciplinary Research Review, May 2017, Vol.1, Issue-27, Page 59-64, Impact Factor : 4.164 	

- International Conference Proceeding on Industry 4.0, Innovations in Management titled “A Study of Performance Management Practices followed for faculty in Management Institutes and Possibility of Introduction of AI in PMS”, dated 27th and 28th February 2019, organized by Sinhgad Institute of Management, Pune in association with Savitribai Phule Pune University under QIP. ISBN : 978-93-88441-85-8.
- International Conference proceedings on “Emerging Global Strategies for Indian Industries organized d paper titled “Strategic HRM: An effective tool for Global Competitiveness”, ISBN: 978-81-910118-7-6, 20th Feb 2014 by Sinhgad Institute of Management, Pune Sponsored by Savitribai Phule Pune University.
- UGC approved International Multidisciplinary Quarterly Research Journal titled “A Study of Impact of Training on Productivity” in ISSN: 2277-5730, Volume-VI, Issue-II, April-June 2017.
- National Conference proceedings Yugantar- The Rousing Challenges of Management Systems and Practices in 21st Century’, Paper titled “A Study of effectiveness of Geographical Instructional Programme through E-learning concept among 8th Std. Students” ISBN: 978-93-5051-476-4 in National Conference ‘Organized by Alard Institute of Management Sciences, Pune-411057.
- International Conference Proceeding Incubation-II: Global Strategies for challenges in Business Management and Impact of FDI in Economic Development Paper titled “Emerging India is Lopsided Developed” ISBN:978-93-24457-20-4, at organized by D.Y.Patil School of Management, Lohegaon, Pune
- Published paper on “Effective Recruitment and Selection Strategies for effective retention of employees” in Allana Institute of Management Studies (AIMS) Journal -2007 Issue.

Indian Patent Publication:

Published Indian Patent Publication titled “A Dynamic User Interface in a Cloud Network Using Deep Learning Model” Intellectual Property (IPR) India (2021), Inventor Position: 9th.

MOOC Course: University of Washington offered through coursera on ‘Introduction to Public Speaking’.

Stress Management Professional Certification(Step One): International Stress Management Association (ISMA) affiliated to Federation of International Stress Management Association, UK.

FDP Attended & Participated:

- As Convener organized and Participated in one week Faculty Development Program : "Remodeling Business Research: Opening New Vistas" from 3rd to 10th July 2020 organized by Faculty of Management Studies, Mohanlal Sukhadia University (**State University**) Udaipur, Rajasthan, India In association with Sinhgad Institute of Management, Vadgaon Pune
- Organized and attended **Savitribai Phule Pune University** One Day FDP Programme on : Orientation of MBA Syallabus (Revised 2019) CBCGS and OBE Pattern on 6 Jan 2020 at Sinhgad Institute of Management, Pune
- Attended and Participated on Faculty Development Program on " Outcome Based Education: A Step Towards Excellence" from 11th to 15th May 2020, organized by Government College of Engineering Karad Under **Margadarshan Scheme of AICTE**
- Attended and participated in One Week Online National FDP: Online Tools for Effective Teaching and Learning organized by **PCCOE**, Pimpri Chinchwad dated 11th August 2020 To Sunday, 16th August 2020.
- Attended and participated in five days Faculty Development Program " Virtual Vidya" Organized by **Indira** Institute of Management, Pune (IIMP)

Achievements:

- Actively contributed as a Mentor in **UGC and HRDC** Faculty Development Program on " Using Case Method in Asynchronous Learning Environment" from 20/5/2020 to 25/5/2020.
- Participated and Delivered lecture on “Performance Management System” in the **IBM Job Shadowing** workshop held from 20th March 2017 to 24th March 2017.

- Delivered a lecture as a resource person on “Personality Development” in Orientation Training for **recently promoted Scientist -B** during 11th to 13th March 2015 at **Central Water And Power Research Station, Pune.**
- Invited as a **Panel Member for Panel Discussion at International Conference** at ASM INCON2020 at IBMR Pune.
- Invited as a **Session Chair** at the **International Conference** on “Rigor, Relevance and Resilience in Business & Management Research” (SICBM – 2021-Online Mode), SIBM Hyderabad.
- Delivered lecture (Online Mode) to the students of Tezpur Central University, ASSAM
- Invited as a Resource Person at AISSM, Pune for SPPU MBA Syllabus Orientation Program
- Worked as Asst. Central Assessment Programme (CAP) Director: Successfully Completed Central Assessment Programme (CAP) of MCA/MCM/PGDCM for May 2007 of Savitribai Phule Pune University
- Worked as ‘Chairperson’ of paper setting and assessment committee of Savitribai Phule Pune University, India.
- Worked as a Member, Local Inspection Committee (LIC) of University of Pune, India, for continuation of affiliation and as well as giving new permission to various Institutes, Research Centres affiliated to Savitribai Phule Pune University, India.