

Smitha Rajappan

Assistant Professor

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A brief Description

Mrs. Smitha Rajappan, MBA, MPhil, is a faculty member, brings with her three years of Industrial experience as Programme Officer in Jan Shikshman Sansthan , Ministry of HRD, a Government of India Project. She has joined team BRIM in 2006.

Educational Qualification

Pursuing Ph.D at Bharatiar University

MPhil in Management (Emotional Intelligence)

MBA (HR & Marketing)

BBA

Work Experience (Teaching / Industry / Research)

Teaching Experience: (Ten years)

- Assistant professor at BRIM since 2006
- Resource person at AICTE sponsored FDP on Advanced level Intensive Training Programme in IT and Management

Industry Experience: (Three years)

- District Programme Officer (Jan shikshman Sansthan ,Ministry of HRD ,Government of India.)

Area of Interest (Teaching / Research)

- Organizational Behaviour
- Human Resource Management
- Organization Analysis & Process

- Training & Development
- Organizational development & Change Management

Research Area

Organizational Silence & Voice

Papers published in International Journals

1. Published an article on "A Study on Reasons behind Organizational Silence" ZENITH International Journal of Multidisciplinary Research ISSN 2231-5780 Vol.4 (7), JULY (2014) , pp.243-252
2. Published a paper on "Exploring the Effect of Workplace Spirituality on Job Embeddedness among Higher Secondary School Teachers" Cogent Business & Management 4(1)1334419. Taylor & Francis journal
3. Published a paper titled" Happiness at Workplace – The Role of Psychological Capital" in Asian Research Consortium- Asian Journal of Research in Social Sciences and Humanities Vol. 9, No. 10, October2019, pp. 1-14. ISSN 2249-7315 A Journal Indexed in Indian Citation Index
4. Published a Book on "Exploring the effect of workplace Spirituality on Job Embeddedness". Lambert Academic publishing
5. Published a paper titled "Work place spirituality –an Emerging template for breaking organizational silence" in International Journal of Research in Economics and social science(IJRESS)Vol.8 Issue2-2249-7382, (impact factor.6.939)
6. Published a paper titled "Understanding the relationship between ethical leadership behavior and ethical climate in private sector banks in Ernakulum district" international journal of research in commerce, it & management volume no. 6 (2016), issue no. 12 (December) issue 2231-5756
7. Published a paper on "Organizational Silence some conceptual Contemplations" in Euro Asia International Research journal Volume6, Issue5 May 2016 (IJRIM) (IMPACT FACTOR – 5.96)
8. Published a paper titled "A study on reasons behind organizational silence" ZENITH International Journal of Multidisciplinary Research ISSN 2231-5780 Vol.4 (7), JULY (2014), pp.243-252
9. Published a paper titled "Understanding the Relationship between Ethical Leadership Behavior and Ethical Climate in Private Sector Banks in Ernakulum District, VolumeNo.6 (2016) Issue No .12 December. International Journal of Research in Commerce, IT & Management

Training Attended / Seminar / Workshop / Refresher

- Faculty Development Programme on Application of Regression in Business Analytics using IBM SPSS.
- 15 Days AICTE sponsored FDP on Advanced level Intensive Training Programme in IT and Management
- One week Induction Training Programme for Faculty Development organized by Prof. Poduval,(Management Expert,CUSAT)
- 3 days Work shop on Total Quality Leadership at Breakthrough, Bangalore
- National Conference on Banking & Finance held at Bharata Mata Institute of Management.
- National Seminar on Corporate Sustainability : A Panacea for growth – Values, Convictions and Actions at BRIM
- Presented a paper titled ‘Exploring the Effect of Workplace Spirituality on Job Embeddedness’ in the 4th International HR Conference on Building Organizations of Tomorrow: Leadership Challenges of Human Capital in a Digital Workplace organized by K J Somaiya Institute of Management Studies and Research, Mumbai
- Participated and presented paper titled "Analysis of the Effect of Organizational Silence Climate on Job Embeddedness' in the 6th Annual International Conference on Sustainability (SusCon-VI) organized by IIM Shillong
- Participated in the International Research Conference organized by International Association of Research and Development Organization (IARDO) held at Indian Federation of United Nations Association, Delhi on 16th July, 2017 and presented a paper titled ‘Dimensions of Organizational Justice and Work Engagement among Health Care Professionals’
- Participated in the 17th Consortium of Students in Management Research (COSMAR) held at the Department of Management Studies, Indian Institute of Science (IISc), Bangalore on 20 -21, November, 2017
- Participated in the PAN IIM World Management Conference held at IIM Lucknow on December 14-16, 2017 and presented a paper titled ‘Workplace Spirituality – An Emerging Template for Breaking Organizational Silence’.
- Participated in the 12th Indian Subcontinent Decision Sciences Institute (ISDSI) International Conference held at SP Jain Institute of Management, Mumbai and presented a paper on ‘Examining the Relationship between Workplace Spirituality and Silence Behaviour – The Mediating Role of PJ Fit’
- Participated Faculty Development Programme on Participative Learning and Teaching Case studies at IIM Lucknow
- Participated in the 11th Indian Subcontinent Decision Sciences Institute (ISDSI) International Conference held at IIM Tiruchirappalli on December 27-30, 2017 and presented a paper titled Impact of Organizational silence on Job embeddedness and Work engagement”