
PROF. S. SHINY

Associate Professor & Head Career Development Cell

Coimbatore, Tamil Nadu | Shiny.s@firebird.ac.in

PROFESSIONAL SUMMARY

Accomplished Associate Professor with 16.9 years of experience teaching and mentoring students in Human Resources and Systems-related disciplines. Recognised for fostering an engaging and inclusive learning environment, with a strong record of organising academic events, delivering placement training, and conducting academic research.

ACADEMIC QUALIFICATIONS

- **Ph.D. (Pursuing), Human Resources** — Karpagam University, Coimbatore (Batch: Jan 2020)
- **Master of Philosophy (M.Phil.)** — Human Resources, Karpagam University, Coimbatore (First Class)
- **MBA (Human Resources)** — Bharathiyar University, Coimbatore (First Class)
- **MBA (Systems)** — Alagappa University, Karaikudi (First Class)
- **Bachelor of Science** — Bharathiyar University, Coimbatore (First Class)
- **Post Graduate Diploma in Computer Application (PGDCA)** — TCPS Info Tech India Pvt. Ltd., Erode
- **Post Graduate Diploma in E-Office Technology** — National Institute of Office Administration (Govt. Reg.)
- **Electronic Office** — C-DIT, Kerala

TEACHING EXPERIENCE

Associate Professor – HR & Placement Head

March 2025 – Present

Firebird Institute of Research in Management

- **Papers Handled — Human Resources:** Human Resource Management, Managing Principles & Practices, Business Corporate Communication, Compensation Management.
- **Placement Head:** Oversees placement activities and guides students toward securing employment opportunities.

Associate Professor and Industrial Relations Coordinator

October 2024 – March 2025

Karpagam Academy of Higher Education, Coimbatore

Key Responsibilities – Associate Professor

- Academic planning and delivery of UG/PG courses.
- Curriculum development and assessment design.
- Student mentoring, project guidance, and evaluation.
- Research, publications, and academic contributions.
- Participation in institutional committees and accreditation work.
- **Papers Handled — Human Resources:** Human Resource Management, Managing Principles & Practices, Corporate Communication.

Key Responsibilities – Industrial Relations Coordinator

- Industry liaison for internships, training, and placements.
- Coordination of MoUs, industrial visits, and guest lectures.
- Strengthening industry-academia collaboration.
- Corporate engagement and alumni networking.
- Industry feedback collection for curriculum enhancement.

Associate Professor & Placement Head

March 2016 – October 2024

KV Institute of Management and Information Studies, Kurumbapalayam, Coimbatore

- **Admission Head:** Oversaw the entire admission process, including marketing strategy, application collection, and candidate selection, ensuring alignment with institutional goals.
- **Placement Head:** Oversaw placement activities and guided students toward securing employment opportunities.
- **NAAC Criteria 3 Head:** Oversaw NAAC Criteria 3 (Research, Innovations, and Extension), ensuring compliance with quality standards and contributing to the institution's accreditation efforts.
- **IQAC Member:** Actively contributed to the Internal Quality Assurance Cell (IQAC), promoting quality enhancement across institutional processes.
- **Class Advisor:** Provided academic and personal mentorship to students.
- **English Club Coordinator:** Facilitated development of students' communication skills through club activities.
- **Papers Handled — Human Resources:** Managerial Interpersonal Effectiveness, Organizational Behavior, Performance Management, Human Resource Development, Managing Principles & Practices, Strategic Management, Employee Training & Development, Corporate Communication.
- **Papers Handled — Systems:** E-Commerce, E-Business Management, Data Mining for Business Intelligence, System Analysis & Design, Software Project Management, and Quality Management.

Assistant Professor

July 2010 – March 2016 (6 Years)

Sankara Institute of Management Science, Coimbatore

- **Admission Coordinator:** Managed the admissions process end-to-end, from counselling prospective students to processing applications, ensuring a smooth transition for incoming students.
- **Academic Coordinator:** Oversaw curriculum development and implementation, ensuring academic standards were maintained across programs.
- **Coordinator for AICTE & NAAC/ISO:** Managed accreditation processes and compliance with AICTE, NAAC, and ISO standards, supporting quality assurance and institutional development.
- **Class Advisor:** Mentored students, providing academic guidance and support to enhance their learning experience.
- **Papers Handled — Human Resources:** Organizational Behavior, Performance Management, Human Resource Development, Managing Principles & Practices, Strategic Management, Employee Training & Development.
- **Papers Handled — Systems:** E-Business Management, Data Mining for Business Intelligence, System Analysis & Design, Software Project Management, and Quality Management.

INDUSTRY EXPERIENCE

Admin Officer

August 2007 – November 2010 (3 Years)

National Institute of Office Administration, Coimbatore

- Trained staff and managed administrative operations, including grievance handling for students and job allocation for the team.
- Mentored new hires while managing multiple administrative functions concurrently.

ACHIEVEMENTS & AWARDS

- Academic Excellence and Researcher Award — Chennai Institute of Management Technical and Science, 2023.
- Best Women Professor Award — Puducherry Research Institute of Management Education and Science, 2023.
- Appointed Scientific Committee Member, International Conference on Management, Engineering, and Social Science, 2021.
- Best Paper Award — “A Study on the Perception of Work-Life Balance Policies Among the Textile Employees with Reference to Pankaja Mills, Coimbatore,” International Journal of Human Resources Management (IJHRM), ISSN(P): 2319-4936, ISSN(E): 2319-4944, Vol. 7, Issue 6, Oct–Nov 2018, pp. 13–20.
- Best Professor Award for Outstanding Performance in Placements, 2017–18 — KV Institute of Management and Information Studies, Coimbatore.
- Best Faculty Award for Vocational Excellence in Higher Education — Rotaract Club, Coimbatore Downtown–3201, Coimbatore (September 5, 2017).
- Certificate of Appreciation for Achieving 100% Results, Academic Years 2014 and 2015.

EVENTS ORGANIZED

- MANALITICS 2025 – Inter-College University Meet (20–21 February 2025).
- Job Fair — KV Institute of Management and Information Studies.
- Faculty Development Programme on “The Joy of Teaching” — KV Institute of Management and Information Studies.
- Curtain Raiser and Grooming Session on Improving Employability Skills — Trek One Consulting Group.
- Simulated Impartation of Integrated Management (SIIM) and Placement Alignment Training Programme — TÜV Rheinland.
- National Conference on “The Power of Innovation: India's Growth in the 21st Century” — Sankara Institute of Management Science.
- Ping Pong Tournament — Sankara Institute of Management Science.
- “Write to Vote” Campaign — Sankara Institute of Management Science.
- Job Fair — Enhance Academy (India) Pvt. Ltd.
- Industry–Institute Interface on “Employability Map and Student Challenges” — Enhance Academy @ NIPM.
- One-Day Seminar on “Examinations: Processes, Preparations, and Performance” — Sankara Institute of Management Science.

PLACEMENT TRAININGS PROVIDED (INTERNAL TRAINING ASSISTANCE)

- **Resume Writing:** Guided students in crafting effective resumes tailored to industry standards.
- **Group Discussion:** Conducted mock group discussions to enhance students' communication and analytical skills.
- **Personal Interview:** Prepared students for job interviews through mock sessions and feedback.
- **Presentation:** Trained students in delivering professional and impactful presentations.
- **Mentoring:** Provided one-on-one mentoring to help students with personal and career development.
- **Career Guidance & Counseling:** Offered counselling sessions to guide students in career planning and decision-making.
- **Role Playing:** Facilitated role-playing exercises to simulate real-world business scenarios.
- **Stress Interview:** Conducted mock stress interviews to prepare students for high-pressure job interviews.
- **Business Etiquettes:** Trained students on professional conduct and business etiquette in corporate environments.

CONFERENCES, SEMINARS, WORKSHOPS & FDPS ATTENDED

Workshops

- AI Tools — BIG10 X (21 June 2026).
- Research Methodology: Application of Research Tools and Techniques — Karpagam College of Engineering, Coimbatore.
- SPSS Hands-On Training — Pondicherry University.
- Case Writing — Sri Ramakrishna Engineering College, Coimbatore.

Faculty Development Programmes (FDPs)

- Five-Day National Level FDP on “Research Excellence and Academic Innovations” — School of Commerce, K.S. Rangasamy College of Arts and Science (Autonomous), Tiruchengode (24–28 November 2025).
- 7-Day FDP on “Educational Transformation: Integrating AI Teaching Pedagogy and Research” — Kristu Jayanti Deemed to be University (22–29 September 2025).
- Five-Day International FDP on “Working with Emotional Intelligence and Life Skill Management” — Bapatla Engineering College.
- Five-Day FDP on ICT Tools — Academy Insights Institute of Research Academy.
- Five-Day National Faculty Development Programme on Research Structuring & Publication Process — Centre for Research & Training (CRT).
- Case Teaching Method for Management Teachers — M. Kumarasamy College of Technology, Karur.
- Teaching Pedagogy — Karpagam University, Coimbatore.
- Using Blended MOOCs in Management Education — IIM Bangalore.
- Guidelines for Publishing in Scholarly Journals — KVIM.

Seminars

- Current Scenario of Women Entrepreneurship — National Foundation for Entrepreneurship Development, Mercy College, Palakkad.
- SWOT Analysis of WTO — Karpagam University, Coimbatore.

- HR Challenges in Various Sectors — Gobi Arts and Science College, Gobichettipalayam.
- Challenges of HR Managers in the Era of Global Recession — Sengunthar Institute of Management Studies, Periyar University.
- Risk Management in HR — Gobi Arts and Science College, Gobichettipalayam.
- System Thinking in Quality Education — Sree Saraswathi Thyagaraja College of Arts and Science, Pollachi.

Conferences

- Global Best Practices in Human Resource — Karpagam University.
- Enterprise Resource Planning — Sree Saraswathi Thyagaraja College, Coimbatore.
- HR Practices at Present in Various Sectors — Gobi Arts and Science College, Gobichettipalayam.
- Risk Management in HR — Karpagam University.
- Rocket Science Retailing — Happy Valley B-School, Coimbatore.
- Strategic Innovation — Karpagam Engineering College.
- HR Practices in Indian Companies: Innovative Practices — Karpagam University.
- Social Media and its Impact on Marketing — Sri Ramakrishna College of Arts and Science.
- Future of Learning Conference — IIM Bangalore.
- A Study on Stress Management Among Employees in Aiswarya Rubber Products at Coimbatore — Sri Ganesh School of Business Management.

Conclave

- Managing Talent in a VUCA World — Sri Krishna College of Arts and Science.

RESEARCH & PUBLICATIONS

Publications

- *“HR Tech and Data-Driven Decision Among Managers in India”* — Peer Reviewed, International Journal of Innovative Research in Technology (IJIRT), Volume 13, Issue 2, ISSN: 2349-6002, July 2026.
- *“Remote Work Revolution: A Data-Driven Insight into Modern Job-Seeking Behaviour”* — Peer Reviewed, International Journal of Innovative Research in Technology (IJIRT), Volume 13, Issue 2, ISSN: 2349-6002, July 2026.
- *“The Role of Gamification in Job Performance: Self-Determination Theory”* — Peer Reviewed, International Journal of Innovative Research in Technology (IJIRT), Volume 13, Issue 1, ISSN: 2349-6002, June 2026.
- *“Respect as a Determinant of Employee Well-Being: Exploring Psychological Capital in the Indian Financial Service Sector”* — Scopus Indexed, MSW Management – Multidisciplinary, Scientific Work and Management Journal, ISSN: 1053-7899, Vol. 36, Issue 2, 2026, pp. 2439–2442.
- *“Evaluating Socio-Cognitive Barriers Influencing Sustainable Product Purchasing Decisions”* — Scopus Indexed, in Applied Research for Growth, Innovation and Sustainable Impact, Dr. Harold Andrew Patrick et al. (eds), © 2026 Taylor & Francis Group, London.
- *“An Analysis on the Integration of AI to Assist Staff Nurses and Patients in Intensive Care Units”* — Proceedings of the 3rd International Conference on Applied Artificial Intelligence and Computing, ICAAIC 2024, ISBN 979-835037519-0.
- *“A Study on Employee Engagement with Special Reference to Susee Auto Zone Private Limited, Tirunelveli”* — Emerging Paradigms in Management Research, Volume III, ISBN 978-93-80686-96-7, Shanlax Publications, pp. 134–138.
- *“Human Resource Strategies and Competitive Advantage: Competency-Based Perspective”* — Journal of Exclusive Management and Science, Vol. 7, Issue 02, ISSN 2277-5684, February 2018, Impact Factor: 0.4382.
- *“Human Resource Strategies Vs Competitive World”* — International Journal of Human Resources Management, ISSN (Print) 2319-4936, ISSN (Online) 2319-4944, Impact Factor: 3.9876.
- *“A Study on the Perception of Work-Life Balance Policies Among Textile Employees at Pankaja Mills, Coimbatore”* — International Journal of Human Resources Management (IJHRM), Vol. 7, Issue 6, Oct–Nov 2018, pp. 13–20. Award winner — International Academy of Science, Engineering and Technology (iaset.us/award-winners).
- *“Organizational Commitment”* — International Journal in Management and Social Science, Vol. 6, Issue 09, September 2018, ISSN 2321-1784, Impact Factor: 6.178.

Articles Published Online

Ten articles published online, covering topics including:

- Emerging Trends in HRM

- Supply Chain Management
- Personnel Management
- Women Empowerment Programs
- Employee Welfare
- Future of Derivatives in India
- Job Analysis
- Employee Retention
- Recruitment Management System
- Employee Safety and Health

Reference: <http://www.articlesbase.com/authors/sshiny-nair/177312>

Book Publications

- **Book Chapter:** *"The Role of AI and Data Analytics in Human Resources"* — in ICRP – Integrating Indian Philosophies in Education and Leadership, CiiT Publications, ISBN 978-93-6126-769-7, p.139, 2025.
- **Book Chapter:** *"Digital Financial Transformation in Indian Economy"* — Inam Publication, Coimbatore, Tamil Nadu, India (July 2025).
- **Book Chapter:** *"Socially Responsible Investments — A Quick Fix for Financial Crimes"* — Scopus Indexed, in Smart Analytics, Artificial Intelligence and Sustainable Performance Management in a Global Digitalized Economy, Emerald Publishing Limited, 2023.
- **Book:** *"Strategic Human Resource Management"* — ISBN 9355158653.
- **Book:** *"Introduction to Human Resource Management"* — ISBN 9788119313242.

Patents

- *"Interactive and Group Engagement Manual for Management Foundation Course at Firebird Institute of Research in Management"* — Publication No. IN202641073696 (Journal No. 26/2026), Date of Filing: 13-06-2026, Publication Date: 26-06-2026, Intellectual Property Office, India.

TECHNICAL SKILLS

- **MS Office:** Proficient in Microsoft Office Suite (Word, Excel, PowerPoint).
- **PGDCA:** Post Graduate Diploma in Computer Applications.
- **Certificate of E-Office Administration (CEA):** Skilled in managing digital office operations.
- **Desktop Publishing (DTP):** Experienced in creating publications using DTP software.
- **Dreamweaver & Flash:** Competent in web design and multimedia tools.

PROFESSIONAL SKILLS

- **Eloquent:** Strong communication and presentation skills.
- **Mastery of Subject Matter:** In-depth knowledge in Human Resources and Systems.
- **Student Behavior Recognition:** Ability to assess and address both positive and negative behaviors.
- **Identifying Weak Areas:** Skilled in identifying and helping students improve in their weaker academic areas.

STRENGTHS

- Excellent presentation and communication skills.
- Strong adaptability to perform multi-tasking roles.
- Team-oriented with strong leadership abilities.
- Capable of identifying and addressing student needs and challenges.

PERSONAL DETAILS

- **Date of Birth:** 4th November 1984
- **Marital Status:** Married
- **Languages Known:** English, Malayalam, Tamil

- **Mother Tongue:** Malayalam

DECLARATION

I hereby declare that the information provided above is true and accurate to the best of my knowledge.

Place:

Date:

Yours faithfully,

A handwritten signature in black ink, appearing to be 'Shiny S.', written in a cursive style.

Shiny S.