

**Dr. SANTOSHA PAVANI TAMMINENI**<sub>B.Tech; MBA; Ph.D; UGC-NET; APSET</sub>  
Assistant Professor on Contract  
Department of Commerce and Management Studies  
Dr. B. R. Ambedkar University,  
Etcherla.



**Email-Id:** [pavanisep23@gmail.com](mailto:pavanisep23@gmail.com)  
[s.pavani@brau.edu.in](mailto:s.pavani@brau.edu.in)

## CAREER OBJECTIVE

To build a successful career in the field of teaching and research, where I can apply my creative and technical skills, to tune the students and reach their mind through practical approach than theoretical.

## QUALIFICATIONS

- **Ph.D** - Awarded on 26<sup>th</sup> November, 2015 - Department of Commerce and Management Studies - Andhra University.
- **M.B.A** - Marketing and Human Resource Management – First Class – 7.41 C.G.P.A – Andhra University.
- **B.Tech**– Electrical and Electronics Engineering – First Class – 61% - Jawaharlal Nehru Technological University, Hyderabad.

## Ph.D/ MBA/ B.Tech PROJECTS

- **Ph.D** - HRD PRACTICES IN APSRTC – *A CASE STUDY WITH SPECIAL REFERENCE TO VIZIANAGARAM ZONE.*
- **M.B.A** - WAGE AND SALARY ADMINISTRATION (*A Study with reference to Visakhapatnam Port Trust, VSP*).
- **B.Tech**– STUDY OF DC DRIVES WITH MODIFICATION OF OVER VOLTAGE PROTECTION OF MAIN DRIVES – *A STUDY IN MMSM, STEEL PLANT.*

## ACADEMIC ACHIEVEMENTS

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- Qualified UGC – NET in the subject HUMAN RESOURCE MANAGEMENT in Dec, 2011 (descriptive mode of examination).
- Qualified APSET in *MANAGEMENT* subject in Nov, 2012.
- Awarded as **“one of the best teacher in the Country”** by Glacier Management Council in 2016.

### ❖ **Projects:**

- Working as Assistant Project Officer in Unnath Bharat Abhiyan(UBA 2.0) project of Human Recourse Development Ministry on the theme of Upliftment of Artisans by adopting Bejjipuram village at Etcherla mandal with financial assistance of Rs 50,000/- (Fifty Thousand Rupees only) for technology transfer.

### ❖ **International Publications:**

- International Journal - Advances in Economics and Business Management (AEBM) with ISSN: 2394-1545 (Print) and ISSN: 2394-1553 (Online) volume 1, number 2, November, 2014, Pg. No. 78-82 - Research Paper titled **“Influence of Culture on Women Leadership”**.
- An article entitled **“Mobile Phone Role in Internet Usage and Communication Services”** was published in Business Science International Research Journal, volume 3, issue 1 with ISSN: 2321-3191 volume 3 special issue, Pg. No. 55, ISBN: 978-93-84124-23-6, year 2015.
- The Article entitled **"A Glimpse of Public Road Transport Sector in India"** was published in Annual Research Journal of Department of Management Studies Bengaluru, International Refereed Journal having ISSN No. 0254-8755, Pg. No. 68-70 in print version, volume 1 – April 2016.

### ❖ **Participation in International Seminars**

- Presented a paper titled **“A Changing Landscape of Corporate Financial Reporting in India”** in 36<sup>th</sup> All India Accounting Conference & International Seminar on Accounting Education and Research organized by Department of Commerce and Management Studies, Andhra University& Indian Accounting Association, Visakhapatnam on 11<sup>th</sup>& 12<sup>th</sup> January, 2014.

- Contributed a Research Paper titled **“Influence of Culture on Women Leadership”** in Two day International Conference on “Management of Accounting, Finance, Marketing, Entrepreneurship, Economics and Business” (MAFMEB-2014) organized by Krishi SANSKRITI held in Jawaharlal Nehru University, New Delhi.
- Contributed an article entitled **"A Glimpse of Public Road Transport Sector in India"** for UGC recognized International Conference-IMEIB-2016 organized by the department of management studies, The Oxford College of Engineering, Bengaluru & University of Guadalajara, Mexico.

❖ *Participation in national seminars*

- Presented a paper entitled **“Management Education: A Paradigm Shift in 21<sup>st</sup> Century”** in National Seminar on Management Education and Entrepreneurship Practices in India: Implications for Social Inclusion organized by Department of Commerce and Management Studies & Centre for Study of Social Exclusion and Inclusive Policy, Andhra University, Visakhapatnam.
- Presented paper on **“Social Responsibility & Ethics”** in ‘National Conference on *Emerging Trends in Entrepreneurship*’ organized by the Center for Entrepreneurship Development of Commerce and Management Studies, M.R.P.G. College, Vizianagaram.
- Participated in National /seminar on “Work place Dynamic issues, challenges and strategies,” Organized by the Department of Commerce and Management Studies, Andhra University on 11-12<sup>th</sup> December, 2009.
- Participated in National Seminar on “Dynamics of HR tools for competitive Advantage”, organized by the Department of Commerce and Management Studies, Andhra University on 19-20<sup>th</sup> November, 2010.
- Participated and presented paper on the topic entitled “Industrial Law and Trade Unionism in shaping Industrial Relations” in two day National Seminar on “Dynamics of Industrial Relations in India – Emerging challenges and strategies”, organized by Department of Commerce and Management Studies, Andhra University on 11-12<sup>th</sup> November, 2011.
- Participated and presented a paper entitled “ Government role in Cooperative Movement – A Study” in two days National Seminar on “Dynamics of co-operative sector in India – Strategies to strengthen”, organized by Department of Commerce and Management Studies, Andhra University on 14-15<sup>th</sup> December, 2012.
- Participated and presented a paper entitled “Talent alignment with business strategy” in two days National Seminar on “Talent Management practices in India – emerging trends”,

organized by Department of Commerce and Management Studies, Andhra University on 20-21<sup>st</sup> December, 2013.

- Participated in National Seminar on Rural Development in India: Issues and Challenges with Special Reference to Andhra Pradesh 2018 organised by Department of Rural Development & Economics, Dr. B. R. Ambedkar University, Srikakulam on 30<sup>th</sup> April, 2018.
- Participated and presented an article entitled “**Digital workplace – Impact on business and its employees**” in one day National seminar on Human Future in digital era – issues, challenges and strategies organised by Department of Commerce and Management Studies, Andhra University on 31<sup>st</sup> October, 2018.
- Participated in 36 online webinars during the pandemic time i.e 2020 to 2021.

#### ❖ **Participation in Workshops**

- Participated in Workshop on “**Short Term Course on Applied Statistics for Professors and Research Scholars**” conducted by *UGC – Academic Staff College*, Andhra University, Visakhapatnam from 24<sup>th</sup> to 29<sup>th</sup> October, 2013.
- Participated in the **National workshop on Data Analysis using SPSS (WDAS-2013)** held by Department of Statistics, Andhra University, Visakhapatnam on 22<sup>nd</sup> August, 2013.
- Participated in the workshop on Management Case Studies organized by Department of Commerce and Management Studies, Gayatri College for P.G. courses in association with Dr. B. R. Ambedkar University, Srikakulam on 28<sup>th</sup> September, 2016 at Gurajada Educational Society, Munasabpetta, Srikakulam.
- Participated in one day workshop on the topic entitled “Quality in Education: A Comparative Study” organized by Department of Education, Dr. B. R. Ambedkar University, Srikakulam on 5<sup>th</sup> November, 2016.
- Participated and organised one day workshop on the topic entitled “21<sup>st</sup> Century Business Challenges: Drucker’s Contribution”, conducted in the Department of Commerce and Management Studies, Dr. B. R. Ambedkar University, Srikakulam, in association with Gayatri College for P.G. courses, Gurajada Educational Society, Munasabpetta, Srikakulam on 19<sup>th</sup> November, 2016.
- Participated in one day workshop on the topic “Leadership and Team Building Skills”, in the Department of Commerce and Management Studies, Dr. B. R. Ambedkar University, Srikakulam on 2<sup>nd</sup> November, 2016.

- Participated in the one day workshop on “Internal Quality Assessment and Enhancement” organized by Internal Quality Assurance Cell (IQAC), Dr. B.R. Ambedkar University, Srikakulam on 2<sup>nd</sup> December, 2016.
- Took part in “VIJNAN PRAKASH” – six day training workshop on Science & Technology Communication through Digital Media from 16<sup>th</sup> December to 22<sup>nd</sup> December, 2016 at Dr. B. R. Ambedkar University, Organized by an association for Active Service in Rural Areas – AASRA- Vizianagaram & Catalyzed and supported by National Council for Science and Technology Communication-NCSTC-Department of Science & Technology, Government of India, New Delhi.
- Participated in one day workshop on the topic entitled “Skill Development”, conducted in the Department of Commerce and Management Studies, Dr. B. R. Ambedkar University, Etcherla, Srikakulam on 24<sup>th</sup> February, 2017.
- Participated in one day national workshop on “Dissemination of Geospatial Technology for Andhra Pradesh” organized in association with APSAC, Vijayawada on 7<sup>th</sup> March, 2017 at Dr. B. R. Ambedkar University.
- Participated in one day national workshop on “Geospatial Technology” organized by the Department of Geo-Science in Dr. B. R. Ambedkar University on 4<sup>th</sup> April, 2018.
- Participated in international workshop on “water, Air, Sanitation and Hygiene – Attitude and Practices” organized by Departments of Biotechnology, Organic Chemistry and Social work, Dr. B. R. Ambedkar University, Srikakulam on 27<sup>th</sup> January, 2018.

❖ **Faculty Development Programs:**

- Participated in the faculty development programme (FDP) titled “Microsoft Excel Applications in Finance, organized by the School of Management, University of Hyderabad, during 24<sup>th</sup> and 25<sup>th</sup> March, 2017.
- Participated in two weeks FDP on “ Advances in Research Methods and Data Analytical Tools by using SPSS for Social Sciences and Management” organized by Department of Management Studies, Aditya Institute of Technology and Management (AITAM), Tekkali in association with All India Council for Technical Education during 26<sup>th</sup> February to 12<sup>th</sup> March, 2018.
- Participated in 7 – Days Faculty Development Programme on the topic entitled “ RURAL COMMUNITY ENGAGEMENT”, organized by MGNCRE, Department of Higher Education, Government of India at Dr. B. R. Ambedkar University, Srikakulam from 21-01-2019 to 27-01-2019.

- Participated in one week online FDP on “Data Science using R Programming from 12/6/20 to 17 /6/20 organised by Department of IT, Mahaveer Institute of Science and Technology in association with Web tek Labs.
- Participated in a unique Three weeks (21 Days) online FDP for Science, Engineering and Arts faculty on “ Role of Academia in Sustainable Development organized by Dr. B. R. Ambedkar University, Srikakulam from 25-6-2020 to 14-07-2020.

### Events Organised:

- On the eve of International Women’s Day – 8<sup>th</sup> March, 2017, conducted a workshop on the topic entitled “Women Empowerment” at main seminar hall, Dr. B. R. Ambedkar University, etcherla, srikakulam, by inviting well achieved women from various fields.
- Organized one day workshop through virtual mode on 17<sup>th</sup> September, 2020 with the faculty of affiliate colleges on the topic entitled RURAL ENTREPRENEURSHIP DEVELOPMENT in association with MGNCRE, Department of Higher Education, Government of India.

### BOOK PUBLICATIONS

- Book entitled "HRD PRACTICES IN APSRTC - A Case Study with Special Reference in Vizianagaram Zone" by Dr. SantoshaPavaniTammineni with ISBN No. 978-1-4828-8363-3 for Soft cover and ISBN No. 978-1-4828-8362-9 for ebook under Patridge publishers in the year 2016.

### EXPERIENCE

- Working as **Assistant Professor on Contract** in the Department of Commerce and Management Studies, Dr. B.R.Ambedkar University, Etcherla, from 01/08/2015 to till date.
- Worked as **Subject Contract Faculty** in the Department of Commerce and Management Studies, Dr. B.R.Ambedkar University, Etcherla, during the period 04/12/2014 to 31/07/2015.

### MEMBERSHIP IN PROFESSIONAL BODIES

- Life member of Indian Society for Training and Development, New Delhi.

- Selected for Editorial member in Global management council, Glacier Journal Research Foundation.
- Membership in International Journal of Management and Social Sciences-IJMSS.
- Registered Author and Reviewer for Human Resource Management Journal.

#### **AWARDS AND ACHIEVEMENTS**

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- **NATIONAL AWARD FOR EXCELLENCE** from Glacier Journal Research Foundation, Global Management Council in 2016.
- **UGADI ANIMUTHYAM AWARD**from MOTHER THERESA SOCIAL WELFARE ORGANIZATION, VISAKHAPATNAM on 8th April, 2016.

#### **OTHER ACADEMIC ACTIVITIES**

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- Associate Member of the Board of Studies in the Department of Commerce and Management, Dr. B. R. Ambedkar University.
- Teaching Soft Skills for P.G Students in the Department of Commerce and Management, Dr. B. R. Ambedkar University.
- Counseling for students regarding examinations, career and code of conduct.
- Participated in the National Women's Parliament organized by Legislative Assembly, Andhra Pradesh in association with MIT School of Government on 10<sup>th</sup> , 11<sup>th</sup>& 12<sup>th</sup> February, 2017 and being a part of the Network of All-round and Spirited Women of India.
- JNTU appointed as an External Examiner for project Viva- voce.
- Question Paper Setting for MBA PG Exams.
- PG Examination Paper valuation.
- Performed Degree Examination squad duty.
- Invigilation work for PG semester end examinations and for Competitive Exams.
- Been part of the annually organized National Seminars on various topics held by the Department of Commerce and Management Studies, Andhra University since 2009-2013 - Presented papers in three consecutive National Seminars during 2011-2013 and participated in two National Seminars during 2009-2010.

- Done few MOOCS courses to update my knowledge during the pandemic time. Thus pandemic has not stopped from learning and updating my skills.

### **ADMINISTRATIVE ROLES**

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- Member of the Annual reporting Committee of Dr. B. R. Ambedkar University, Srikakulam for the year 2016-17.

### **OTHER CURRICULAR ACTIVITIES**

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- Special Squad for Ladies Hostel, Dr. B. R. Ambedkar University, Etcherla, Srikakulam.
- Participated as volunteer in 95<sup>th</sup> Indian science congress.
- Been as a student coordinator for Jan Dhan Yojana Program in 2014.
- Been as a student coordinator for department activities as well as for student activities like Management Meet - Prabandha - 2k16 organized by the Department of Commerce and Management Studies, Dr. B. R. Ambedkar University, Etcherla, Srikakulam.
- Been as a judge in fashion show for Mr. & Miss. University competitions held at main seminar hall, Dr. B. R. Ambedkar University, Etcherla, Srikakulam on 30<sup>th</sup> March, 2017.
- Been as a judge to the elocution competition held at Nagarjuna Agri Chem Limited (NACL) training center and an invited speaker on the occasion of national industrial safety week on 2<sup>nd</sup> March, 2017.
- Participated in discussion organized by Press-Eenadu, on the topic “Budget-2017”.
- Mentored students of M.Com (2017-19 batch) during their second semester to take up weekly outreach activities for the betterment of the society.
- Organized group discussions, Management games, quizzes etc., for the students of MBA & M.Com.
- Participated in AP Science Congress organized during November 2019 at DR. B. R. Ambedkar University, Srikakulam.
- Coordinated the activities of students in MANAGEMENT FEST (PRABANDHA) organized by students of MBA, DR. B. R. Ambedkar University in the year 2016 and 2020.



## COMPUTER SKILLS

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- Internet savvy
- Computer Languages : C and DS, C++ , Java (certified)
- Operating Systems : Windows 98/ XP/ 2000/ 7/ 8
- Others : MS-office

## STRENGTHS

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- My Family
- Research Aptitude
- Hard working
- Self-Motivation
- Manage my time effectively

## PERSONAL INFORMATION

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- DATE OF BIRTH : 1<sup>st</sup> July, 1986
- SURNAME : TAMMINENI
- SEX : FEMALE
- MARITAL STATUS : MARRIED
- DOMICILE : SRIKAKULAM DISTRICT
- NATIONALITY : INDIAN
- RELIGION : HINDU
- COMMUNITY : BC 'A'

## LANGUAGES KNOWN

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- English
- Telugu
- Hindi

## HOBBIES

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- Pot Painting
- Glass and Fabric Painting
- Interior Decoration
- Internet Browsing

## **FAMILY BACKGROUND**

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- Husband Name : Ravi Kumar Davala
- Occupation : Industrial Promotion Officer at Andhra Pradesh Industries
  
- Father's Name : T. RAMA MOHANA RAO
- Occupation : Retd. Lecturer
  
- Mother's Name : T. Madhavi
- Occupation : House Maker

## **DECLARATION**

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I hereby declare that the above-mentioned information is correct up to my knowledge and I bear the responsibility for the correctness of the above-mentioned particulars.

DR. SANTOSHAPAVANI TAMMINENI