

**NAME :** Dr.B.V.NITHI VARSHINI DEVI

**ADDRESS :** Sri Sri PasumaiPannai,  
Karadiparai, Moolakkadai,  
Vannamadai (Po), Chittir (Tk),  
Palakkad(Dt),Kerala-678555.



**MOBILE NO:** 8590171269 & **Whatsapp No:** 9400202630

**Email-Id :** [nithujgd96@gmail.com](mailto:nithujgd96@gmail.com), [nithivarshinidevi@ngmc.org](mailto:nithivarshinidevi@ngmc.org)

### **CAREER OBJECTIVE**

To work in a challenging environment to enhance my skills and thereby growth to the organization.

### **ACADEMIC QUALIFICATION**

<b>S.NO</b>	<b>COURSE/DEGREE</b>	<b>NAME OF THE INSTITUTION</b>	<b>BOARD/UNIVERSITY</b>	<b>YEAR OF PASSING</b>	<b>MARKS %</b>
1.	PH.D	NGM College of arts and science (autonomous) Pollachi.	Bharathiar university	2024	-
2.	M.S.C APPLIED PSYCHOLOGY	Bharathiar University (Distance Education)	Bharathiar university	2017-2019	57%
3.	M.S.W	NGM College of arts and science (autonomous) Pollachi.	Bharathiar university	2016-2018	84%
4.	B.C.A	Sri Ramakrishna college of arts and science for women, Coimbatore.	Bharathiar university	2013-2016	75%
5.	HIGHER SECONDARY	Vivek Vidyalaya Matriculation Higher Secondary School, Kinathukadavu.	State board	2013	94%
6.	S.S.L.C	Our lady of Lourdes Matriculation Higher Secondary School, Pollachi.	State board	2011	66%

### **EXTRA QUALIFICATION**

1. Completed One year Certificate Course in **Psychiatric Social Work** for the period of 2016-2017.
2. Completed the 5 days Mini Course in **“Psychotherapies”** conducted by “PSYKEY – UNLOCK PSYCHOLOGY” from 26th to 30 November 2022.

### **SWAYAM NPTEL**

1. Completed the NPTEL (4 Weeks) Course on **“Brief Introduction to Psychology”** with a consolidated Score of 53% Marks in the Proctored Examination 2024.
2. Completed the NPTEL (8 Weeks) Course on **“Research Ethics & Plagiarism”** with a consolidated Score of 70% Marks in the Proctored Examination held on 13.12.2025 offered by Prof. Ritu Sharma of Indira Gandhi National Open University, New Delhi.

### **COURSE COMPLETED**

1. Successfully completed the HP Life Online Course in **“AI for Beginners”** organized by HP Foundation on 18.12.2024.
2. Completed a Course on **“Teaching Character and Creating Positive Classrooms” in Course Era** – an Online non Credit Course authorized by Relay Graduate School of Education and offered through Course Era on 01.04.2025.
3. Completed a Course on **“Organizational Analysis”** in Course Era – an online non Credit Course authorized by Stanford University through Course Era on 15.04.2025.
4. Completed a Course on **“Human Resource Analytics” in Course Era** – an online non Credit Course authorized by University of California, Irvine through Course Era on 16.04.2025.
5. Completed a Course on **“Leadership Skills”** in Course Era – an online non Credit Course authorized by IIMA - IIM Ahmedabad and offered through Course Era on 17.04.2025.
6. Completed a Course on **“Mental Health Overview, Theories, Disorders”** in Course Era – an online non Credit Course authorized by Med Certs A Stride Company through Course Era on 02.05.2025.

7. Completed a Course on “**Mental Health Development, Difficulties, and Disorders** ” in Course Era – an online non Credit Course authorized by Med Certs A Stride Company through Course Era on 05.05.2025.
8. Completed a Course on “**Artificial Intelligence (AI) Education for Teachers**” in Course Era – an online non Credit Course authorized by Macquarie University, Sydney, Australia through Course Era on 05.05.2025.
9. Completed a Course on “**Leading Sustainable Community Transformation**” in Course Era – an online non Credit Course authorized by University of Colorado Boulder through Course Era on 08.05.2025.
10. Completed a Course on “**A Science of Well-Being for Teens**” in Course Era – an online non Credit Course authorized by Yale University through Course Era on 08.05.2025.
11. Completed a Course on “**Strategies for Effective Management**” in Course Era – an online non Credit Course authorized by University of Colorado Boulder through Course Era on 09.05.2025.
12. Completed a Course on “**Leading Sustainable Community Transformation**” (3 courses) in Course Era – an online non Credit Course authorized by University of Colorado Boulder through Course Era on 09.05.2025. Leading Sustainable Community Transformation In this Specialization, learners developed and honed essential skills for professionals who want to more effectively engage stakeholders and employ a systems approach to project management and solving pressing problems. Learners also focused on building trust, rapport, and buy in with clients, communities, and stakeholders, as well as developed techniques to collect data that are used to understand local needs and identify and leverage assets to propose solutions. Learners completed a formal, graded Needs Assessment at the end of the Specialization to apply and demonstrate their new knowledge and skills. The online specialization named in this certificate may draw on material from courses taught on-campus.
13. Completed a Course on “**University Teaching**” in Course Era – an online non Credit Course authorized by University of Hong Kong through Course Era on 03.06.2025.
14. Completed the Course on “Essentials of Innovation and Entrepreneurship” developed and delivered by UniAthena in partnership with Acacia University Professional Development on 24.07.2025.

15. Completed the Course on “**Essentials of Change and Strategic Management**” developed and delivered by UniAthena in partnership with Cambridge International Qualifications, UK on 12.08.2025.
16. Completed Online Course in HP Life in “**Effective Leadership**” completing this course, the above-named student has learned about effective leadership and its importance, how to successfully leverage different leadership strategies, and why ethics plays a role in effective leadership on 06.12.2025.

#### **AREA OF INTEREST:**

- Human Resource Management
- Counselling

#### **RESEARCH KNOWLEDGE:**

- SPSS
- Zotero
- Partial Least Square (PLS) and

#### **FIELD WORK TRAINING**

1. Successfully Completed **Field Work Training** from the period of 19<sup>th</sup> July to 28<sup>th</sup> September 2017 (weekly two days), in LG Balakrishnan & Bros Limited Manufacturing Plant, Ganapathy, Coimbatore.
2. Successfully completed **Field Work Training** from the period of 07<sup>th</sup> December 2017 to 22<sup>nd</sup> February 2018 (weekly two days), in Sakthi Sugars Limited (Soya Division), Marchinaikkenpalayam, Pollachi.

#### **PARTICIPATION IN SEMINARS**

##### **International**

1. Participated and presented a paper in the International Seminar on “**Mentoring and Counselling Techniques in the Fields of Social work Profession**” organized by P.G Department of Social Work, on 21<sup>st</sup> December 2016 at Sree Narayana Guru College, K.G.Chavadi, Coimbatore.

2. Participated in the International Seminar on “**AVIATION AND HUMAN CAPITAL 2K19 (ISAHC2K19)**” organized by PG Department of Commerce with International Business on 7th February 2019 at NGM College, Pollachi.
3. Participated in International Seminar on Suicide Prevention, Health, Wellbeing and Sustainable Development 2025 on Occasion of Suicide Prevention Day/Week/Month 2025 Celebrations on 10.09.2025, organized by SHHFI & SRICASW, India in Collaboration with IASP.

### **National**

1. Participated in the National Seminar on “**Gender Discrimination and Violence against Women, Sponsored by National Commission for Women**”, New Delhi organized by PG & Research Department of Social Work, Sree Saraswathi Thiyagaraja College, Pollachi on 23<sup>rd</sup> and 24<sup>th</sup> March 2018.
2. Participated in the one day seminar on “**Human Resource Management-What’s Trending**” on 9<sup>th</sup> February 2019 at Bharathiar university campus, Coimbatore.
3. Participated in “**One day National Seminar on Implementation of ICT skills for the Students for their Employment in Skill Based Jobs**” Sponsored by Indian Council of Social Science Research (ICCR) – organized by the Department of Commerce (E – Commerce), on **19.10.2022** at N.G.M. College, Pollachi.
4. Participated in two days Online National Seminar on “**Innovative Strategies & Practices in Teaching, Learning and Evaluation Process for Arts & Science College towards NEP – 2022**” on 3<sup>rd</sup>& 4<sup>th</sup> November 2022 at N.G.M. College, Pollachi.
5. Participated in two days National Seminar on “**The Strategies for progression of smart villages and Rural digital transformation process**” organized by PG Department of commerce with Computer Applications, N.G.M. College, Pollachi from 05.04.2023 to 06.04.2023.
6. Participated in ICSSR sponsored One Day National Seminar on “**Vision For Vishwa Guru India: Initiatives for Global Leadership by 2047**” organized by Department of Commerce, N.G.M. College, Pollachi on 21.07.2023.
7. Participated in ICSSR sponsored One Day National Seminar on “**Rural Women Empowerment Through Skill Development**” organized by Department of Commerce with Computer Application, N.G.M. College, Pollachi on 02.08.2023.

8. Participated in ICSSR sponsored One Day National Seminar on **“Perspective of ICT Tools In Education”** organized by Department of Commerce, N.G.M. College, Pollachi on 04.08.2023.
9. Participated in ICSSR sponsored Seminar on **“Sustainable developments through MSMEs: A Pathway to Self-Reliant India”** organized by Department of Commerce, N.G.M. College, Pollachi on 06.10.2023.

## **PARTICIPATION IN WEBINARS**

### **International**

1. Participated in the International webinar on **“Research methodology for beginners”** organized by Mercy college, Palakkad on 02.08.2020 to 04.08.2020.
2. Participated in the 3 day 2 hour International (Virtual) Seminar on **“Elder Abuse Awareness”** organized by Heritage Foundation from 15<sup>th</sup> to 17<sup>th</sup> June 2021.
3. Participated in International Webinar on **“Solid Waste Management –JPCAS –EC”** organized by JP College of Arts and Science, in the Department of Electronics and Communication on 13.09.2025.

### **National**

1. Participated in webinar on **“Psychological First-aid and social work intervention on disaster”** organized by Kerala Association of Professional Social Workers (KAPS), Malappuram District Chapter on 09.08.2020.
2. Participated in the webinar on **“Spit Free India Movement”** organized by Alamilu Charitable foundation sponsored by TATA Trusts from June to August.
3. Participated **Five Day National Webseries on "Become Your Own Masterpiece"** organized by Value Education Cell, BBDNIIT in association with the Heartfulness Education Trust from August 25-29, 2020.
4. Participated in the National Webinar On **“Social Work Research : A Practical Introduction”** Organised by the Department of Social Work, Don Bosco College SulthanBathery& Association of Schools of Social Work in Kerala (ASSK) held on 17<sup>th</sup> August 2020.
5. Participated in National Webinar on **“Role of Media in Bridging the Gender Gap”** organized by Equal Opportunity cell, The Bhopal School of Social Sciences on 17<sup>th</sup> August 2020.

6. Participated in the National Webinar on “**Bake a Capability Cake: An Extraordinary Tool for Ordinary Women**” organized by the Centre for Women Empowerment and Women Studies on 08.08.2020.
7. Participated in the webinar on “**Kavalan –SOS App**” organized by AkhilBharathiyaVidyarthiParihad (ABVP) Trichy, South Tamilnadu on 09.08.2020.
8. Participated in the webinar on “**Politics of Crisis Management**” organized by Sewa Social Work Students Forum and Yuva Active Advocacy Forum on 08.08.2020.
9. Participated in three days online programme on “**Child Centric Disaster Risk Reduction (CCDRR)**” organised by **National Institute of Disaster Management, Ministry of Home Affairs, Govt. of India** in collaboration with Department of Social Work, Pondicherry University from 2nd - 4th September 2020.
10. Participated in the “Avancer” webinar series on “**Strengthening Psychosocial Support System to Combat the Mental Health issues of COVID-19 Pandemic**” organized by the Department of Social Work ,St.Joseph’s College Pilathara, from 03-09-2020 to 05-09-2020.
11. Participated in the Panel of Discussion on “**Suicide Prevention: Need of the Day and the Role of Social Workers**” organized by the Department of Social Work Sri Ramakrishna Mission Vidyalaya College of Arts & Science, Coimbatore and Tamilnadu People’s Mental Health Forum, Chennai on 10<sup>th</sup> September 2020.
12. Participated in the National Level Webinar organised by Department of PG Studies in Social Work in association with **KASTURBA HOSPITAL**, Manipal and NSS Units, SDM College, Ujire on 11<sup>th</sup> September 2020.
13. Participated in the webinar “**Foundation of Transactional Analysis & its Applications in Counselling**” jointly organized by the Department of Social Work & IQAC, St.Joseph’sCollege,Pilathara on 21 September 2020 in ZOOM Cloud Meetings.
14. Participated in National webinar on “**Human Rights of Senior Citizens**” – **Sponsored by National Human Rights Commission**, New Delhi Organized by Department of Social Work, GGV Central University, Bilaspur (CG) on 31.03.2021.
15. Participated in the National level Webinar on “**Post –Pandemic Revival: Working towards inclusive 7 equitable growth**” organized by the Department of Social Work Bishop Appasamy College and Yuva Institute of Leadership on 2th August 2021.

16. Participated in “One day National Webinar” organized by ASPIRE – The Entrepreneurship and Incubation cell on the topic “**Acceleration and Incubation Opportunities**” organized by ST Francis DE Sales College, Bengaluru on 26<sup>th</sup> April 2022.
17. Participated in the Webinar on “**Co-Building a New Eco-Social World: Leaving No one Behind**” organized as a part of Observation of World Social Work day by Indian Network of Professional Social Workers Association (NPSWA) on 26<sup>th</sup> March 2022.
18. Participated in National Level Webinar on “**Emotional Intelligence**” conducted by MQI College of Management, Bangalore on 07.12.2022.
19. Participated in one day national Level Webinar and “**Awareness Program on Intellectual Property Rights**” on 08.01.2024 through online Organized by Department of Commerce- BPS, N.G.M College, Pollachi.
20. Participated in the National Webinar on “AI in Education:Innovation, Adaptation & Resilience” on 2<sup>nd</sup>& 3 rd September 2025.
21. Participated National Webinar on “Multi–Disciplinary Approach in Research” organized by MQI College of Management (MCM), Benson Town, Bengaluru, is organizing National Webinar on “Multi–Disciplinary Approach in Research” on 28th October 2025.

## **PARTICIPATION IN WORKSHOPS**

### **State**

1. Participated in the State Level Workshop on **Child Rights Sensitization for Social Workers**, jointly organized by PG and Research Department of Social Work, Sri Ramakrishna Mission Vidyalaya College of Arts and Science, Coimbatore on 13<sup>th</sup> March 2018.
2. Participated in one day E- Workshop on “Academic Performance Indicator (API) Score” on 10.01.2025, Organized by A.C.T Academy.
3. Participated in National Level Research E-Workshop on “The Role of AI Tools in Accelerating Research” on 24.10.2025 organized by ACT Academy.

### **National**

1. Participated in two day **National Level Workshop** on “**Legal Awareness**” 5<sup>th</sup>&6<sup>th</sup> October 2016 organized by department of social work in association with National Commission For Women New Delhi, PSG College of Arts and Science ,Coimbatore.
2. Participated in One Day Workshop on “**Writing For Scholarly Publications**” Organized by Department of English & Research Committee on 06.03.2020 at Alkondan Hall, NGM College, NGM College, Pollachi.
3. Participated in National level Workshop on “**Research Methodology Boot Camp II on Data Analysis for Multidisciplinary Research (DAMuR)**” organized by St.XaviersCollege,Palayamkottai,Tirunelvelion 20.03.2021.
4. Participated in Online Workshop on “**Anger Management**”conducted on 28.01.2023 by Healing Realm.
5. Participated in one day National Level Workshop on “**Intellectual Property Rights in Academic Institutions**” organized by Department of Corporate Secretary Shift II, Patrician College of Arts & Science, Patrician IIC & Patrician IQAC in collaboration with Patent Information center – Tamilnadu state Council for science and Technology & TIFAC on 01.09.2023.
6. Participated in Two days Online National Workshop on **Scopus Publication** from 29.04.2024 to 30.04.2024 organized by College of Social Work (Autonomous), NirmalaNiketan,Mumbai.
7. Participated in Two days Online National Level Workshop on “**UGC Guidelines on Academic and Research Quality**” on 10.07.2024 to 11.07.2024 organized by ACT Academy, Palakkad, Kerela.
8. Participated “An Online Workshop on Intellectual Property Rights (IPR)” organized by Partician Institution Innovative Council and Department of Corporate Secretaryship in association with Rajiv Gandhi National Institute of Intellectual Property Management Government of India, Nagpur (Under National Intellectual Property Awareness Mission) on 02.07.2025.

### **International**

1. Participated in Five Days International Research Methodology Workshop (In Hybrid Mode) scheduled to take place from July 23rd - 27th, 2024, organized by Rc: 25: Indian Sociological Soccity, New Delhi & Department of History, Providence College for

women, Coonoor, The Nilgiris (TN) in Collaboration with Standard College, Manipur and Department of History, St Mary's College and Department of Kamaraj College, and Department of History, Thiruvallur Government Arts College.

2. Participated in one day International Online Workshop on “Integrating ICT in Education: Enhancing Teacher Effectiveness and Student Engagement” on 04.11.2024, Organized by A.C.T Academy.
3. Participated in “**Two-Weeks International Research Methodology Workshop On “Bridging Paradigms”** Global Training On Mixed Methods ,(An intensive 30-hour course designed as per NAAC requirements) , Organized By Standard College, Manipur KakchingKhunou College, Manipur Imphal College, Manipur In Collaboration With RC 25: Sociology of Sports, Indian Sociological Society, New Delhi, IIDM - Integrated Institute of Disaster Management, Tamil Nadu, CMS College of Science and Commerce, Coimbatore, Tamil Nadu, Sri PadmavatiMahilaVisvavidyalayam (Women's University), Tirupati, Andhra Pradesh, Dr. Ambedkar college of Arts, Commerce, Science and PG Centre, Kalaburagi, Karnataka,on from November 20th to December 3rd, 2025.

#### **PARTICIPATION IN FACULTY DEVELOPMENT PROGRAM**

1. Participated in virtual National Level Faculty Development Programme on “**Contribution of Service Sectors in Economic Growth and Industrial Development**” organized by Department of Commerce with BPS, **N.G.M. College** from 21.11.2022 to 25.11.2022.
2. Participated in 5 Days Online National Level Faculty Development Program conducted by **Sri Sai College for Women, Bangalore** from 24.11.2022 to 28.11.2022.
3. Participated in one week Faculty Development Programme on “**Inclusive Procedures and Processes for NAAC Assessment and Accreditation**” organized by ACT Academy from 24.04.2023 to 30.04.2023.
4. Participated in two days Faculty Development Program on “**Person Centered Approach for Personal & professional Growth**” organized by PG & Research Department of Social Work **Sri Ramakrishna College of Arts & Science, Coimbatore** from 25.07.2023 to 26.07.2023.
5. Participated in 7 Days Faculty Development Programme (FDP) “**Quality Education For Nation Building**” organized by Internal Quality Assurance cell (IQAC), Sakthi Institute

of Information and Management Studies (SIIMS), Pollachi from 31.07.2023 to 08.08.2023.

6. Participated in Seven days National Level FDP on and **“Professionalism and Interpersonal Skill Management”** from **29.01.2024 to 05.02.2024** Through online Organized by Department of Commerce- CA, N.G.M College, Pollachi.
7. Participated in the Faculty Development Programme entitled **“Yoga for healthy life”** from 29.01.2024 to 06.02.2024 organized by the department of human Excellence. NGM College.
8. Participated in Two Days National Level FIP cum Workshop (Online) on **“Critical Pedagogy in Higher Education Curriculum”** on 17 & 18 July 2024, organized by A.C.T ACADEMY.
9. Participated in the Faculty development program from 25.07.2024 to 02.08.2024 organized by Department of Human Excellence in Aruljyothi Arangam, NGM College, Pollachi.
10. Participated in one week FDP Program on **“Yoga for Healthy Life”** organized by Department of Human Excellence, from 04.11.2024 to 08.11.2024 , NGM College, Pollachi.
11. Participated in one week FDP **“20<sup>th</sup> NEP Orientation and Sensitization Program”** Through Online organized by Malviya Mission Teacher Training Centre Shri Ram College of Commerce (University of Delhi) from 22.01.2025 to 30.01.2025.
12. Participated in Five Days National Online FDP on **“Advancing Research and Innovation through Strategic Analysis and Networking** Conducted by Sunshine Academy for Research 04.02.2025 to 08.02.2025
13. Participated in Five Days Faculty Development Program on **“Critical Lenses and literary Voice, Tools and Approaches to Explore Languages, Culture and Identity.**
14. Participated in the **Professional Development Programme** on **“Foundation of Teaching Learning”** Conducted by National Institute of Technical Teachers Training and research Institute, Chennai from 24.04.2025 to 29.04.2025 at NGM College, Pollachi, Tamil Nadu.
15. Participated in Seven Day National Level Online Professional Development Program on **Application of Artificial Intelligence (AI) in Research and Publication** organised by

Department of Corporate Secretaryship in association with IQAC, Patrician College of Arts and Science College, Adyar, Chennai from 16.06.2025 to 23.06.2025.

16. Participated in One Week Faculty Development Program on “Data Analysis using JAMOVI (Open Source Software)” from 28.07.2025 to 01.08.2025 at Prof. Alkondan Hall, NGM College, Pollachi.
17. Participated in 5 Days Virtual FDP on “Bridging Tradition and Innovation: Insights from the Indian Knowledge System, organized by Sri Ramakrishna College of Arts and Science, Coimbatore on 07.07.2025 to 11.07.2025.
18. Participated in AICTE Training and Learning (ATAL) Academy Sponsored Online Faculty Development Program (FDP) on “Smart Transitions for a Greener Tomorrow: Innovations in Energy and Sustainability” scheduled from 08th to 13th September 2025.
19. Participated in 5 Days FDP on “Revitalizing Social Work Education and Research Through Technology and Pedagogy” from 15.12.2025 to 19.12.2025, organized by Department of PG Studies & Research in Social Work, Rani Channamma University, Belagavi.

### **CAPACITY DEVELOPMENT PROGRAM**

1. Participated in “Online Capacity Building Programme on Intellectual Property Rights (IPR) & Patents, Design Filing organized by Department of Commerce (Finance), Awareness Club & Institutions Innovation’s Council in Association with Rajiv Gandhi National Institute of Intellectual Property Management Government of India, Nagpur (Under National Intellectual Property Awareness Mission) on 22.07.2024.

### **PARTICIPATION IN QUIZ**

1. Participated in National Level Online Quiz in the name of “**International Day for Elimination of Violence against Women**” organized by Department of Commerce- Professional Accounting and Department of Commerce- Accounting & Finance from 25 – 28 November 2022.
2. Participated in the Logistics Quiz Conducted by PG Department of Commerce with International Business, from 25.06.2025 to 30.06.2025 as a part of Creating Awareness on the National Logistics Day 2025.

## **PARTICIPATION IN EXTENSION ACTIVITY**

1. Participated in the **Tribal camp** on “**Empowering Tribal through Social Work Practices**” held at Nallar Colony, Devanurpudur, Udumalpet (TK) from 5<sup>th</sup> January 2017 to 11<sup>th</sup> January 2017.
2. Actively participated in the “**Awareness Rally on Eradication of Child Labour**” jointly organized by national child labor project & NGM college department of social work on 30.01.2017.
3. Organized Community Organization (CO) Programme on “**Effects of Smoking and Tobacco**” in Panchayat Union Middle School, Pollachi (TK) on 8<sup>th</sup> February 2017.
4. Participated in **MIME** inside the NGM College campus in order to create awareness students on various social ill such as Alcohol addiction, Child labour and Harassment on 8<sup>th</sup> August 2017.
5. Participated and co-ordinated in the **Rural camp** on “**Empowering Rural Through Social Work Practices**” held at Narikkalpathi, Anamalai(T.K) from 04<sup>th</sup> to 10<sup>th</sup> January 2019.
6. Participated in Online awareness program “**National Intellectual Property Awareness Mission**” conducted by National IP Awareness Mission and Intellectual Property India on 27.01.2023.

## **PARTICIPATION IN CONFERENCE**

### **National**

1. Participated in the One Day National Level Conference on “**Mental Health & Well-Being in Youth**” on March 17<sup>th</sup> 2017, organized by PG Department of Social Work, NGM College, Pollachi.

### **International**

1. Participated in the **International Conference of Person Centered Approaches at 5<sup>th</sup>National Conference of the Institute for Person Centered Approaches in India (IPCAI)** held at Nehru Arts and Science College, on 12<sup>th</sup> January 2019 in association with Department of Social Work, Nehru Arts and Science College, Thirumalayampalayam, Coimbatore.

## **PROJECT**

- Done a Research Project about **“A Study on Relationships between Workplace Spirituality and Organizational Citizenship Behavior among HR Managers Mediating Role of Normative Organizational Commitment”** in PG Degree, 2018 under the guidance of Dr.L.Ranjit, NGM College, pollachi.

## **FUNDED PROJECT (SEED MONEY)**

- Done a Research Project about **“Challenges Faced by Female Tribal Students in Pursuing Higher Education”** and received an Amount (Rs.25,000) from NGM College, Pollachi.

## **TRAINING PROGRAM**

2. Successfully completed the **“Three Day Regional Level Training Program on Social Defence Issues”** for Social Work Educators organized by National Institute of Social Defence (NISD), Ministry of Social Justice and Empowerment, Government of India in collaboration with Hindusthan College of Arts & Science, Coimbatore from 15<sup>th</sup> to 17<sup>th</sup> March 2022.
3. Successfully completed the **“4 Day Online Poster Designing Workshop”** from 11.07.2024 to 14.07.2024 organized by ART OF LIVING International Center, Karnataka, Bengaluru.
4. Participated in **IP awareness/ Training program** under National Intellectual Property Awareness Mission on 02.09.2025, organized by intellectual Property Office, India.
5. Undergone Innovation Ambassador (IA) training **“Foundation level”** (Total 16 Sessions of 30 Contact Hours) Conducted in Online Mode by MoE’s Innovation Cell & AICTE during the IIC calendar year 2024-2025.
6. Undergone Innovation Ambassador (IA) training **“Advanced Level”** (Total 16 Sessions of 30 Contact Hours) Conducted in Online Mode by MoE’s Innovation Cell & AICTE during the IIC calendar year 2024-2025.

7. Undergone Innovation Ambassador (IA) training “**Reskilling**” (Total 21 Sessions of 21 Contact Hours) Conducted in Online Mode by MoE’s Innovation Cell & AICTE during the IIC calendar year 2024-2025.

### **PAPER PRESENTATION**

1. Presented a paper in the International Seminar on “**A Study on Job Insecurity**” Mentoring And Counselling Techniques In the Fields of Social Work Profession organized by the P.G & Research department of social work, Sree Narayana Guru College, K.G.Chavadi, Coimbatore, on 21st December 2016.
2. Participated and presented a paper “**A Study on relationship between Workplace Spirituality & Organizational Citizenship Behavior An Empirical Study of HR Managers in Coimbatore District**” in the International Conference on “Current Challenges in Social Work Practice” organized by the P.G & Research Department of Social Work, Sree Narayana Guru College, K.G.Chavadi, Coimbatore , on 02<sup>nd</sup> March 2020.
3. Virtually presented a paper on “**A Study on Workplace Spirituality and Organizational Citizenship Behavior among HR Managers**” in the **Two Day International e-Conference on “Climate Resilience and Disaster Risk Management for Sustainable Development**” held on 17th & 18th August 2020, organized jointly by Nizam College, Osmania University, Hyderabad, Telangana, Forest College and Research Institute (FCRI), Telangana and Council for Green Revolution (CGR), Hyderabad, Telangana.
4. Presented a paper on “**Perceived Organizational Support and Job Satisfaction in Higher Educational Institutions**” in the three Days Multi-Disciplinary International Webinar on “The Impact of Liberalization, Privatization and Globalization” organized by Department of History, C.AbdulHakeem College, Ranipet, TamilNadu on 3rd to 5th May, 2021.
5. **Dr.L.Ranjit , Ms.T.Sivaranjane, Ms.B.V.Nithi Varshini Devi** presented a paper in International conference on Sustainable Development Goals Issues, Strategies and the way Forward on title “Gender Equality in Workplace – An Empirical Study” organized by Sri Ramakrishna College of Arts and Science on 04.11.2022.

6. Presented a paper in the International conference ICRTMRI'24 - Recent Trends in Multidisciplinary Research and Innovation titled **"A STUDY ON CORPORATE SOCIAL RESPONSIBILITY WITH REFERENCE TO INDUSTRIES IN POLLACHI"** organized by A.V.P arts and Science College, Tiruppur in Association with Britts Imperial University College on 13.09.2024.
7. Participated and presented a paper Entitled on **"A Study on Generational Difference in Employee Work Value and its Impact on Organizational Commitment"** in the International Conference on **"Emerging trends in Social Work Profession: Navigating Challenge and seizing opportunities(Multidisciplinary)"** Organized by the Department of Social Work, SreeNarayana Guru College, K.G. Chavadi, Coimbatore on 31st January 2025
8. **Dr.B.V.Nithi Varshini Devi and Karthika.J** has participated and presented a Paper on **"A Study on Organizational Citizenship Behaviour with reference to ABT Industries"** in International multidisciplinary Conference on **"Rethink 2025: Navigating Technology trends through multidisciplinary Insights"** organized by Bishop Ambrose College, Coimbatore on 10.07.2025.
9. **Dr.L.Ranjit&Dr.B.V.Nithi Varshini Devi** has Participated and presented a Paper entitled **"A Social Work Analysis of accessibility barriers to Digital pension Disbursement among rural Widows and Elderly Women in Coimbatore District"** in the One Day National Seminar on **"Bridging the Digital Divide: Digital Financial inclusion for Marginalized Communities in the Era of Amirtkaal"** Sponsored by the Indian Copuncil of Social Science Research (ICSSR), New Delhi organized by the Department of Commerce (CA), NGM College, Pollachi, on 09.01.2026.
10. **Ms.T.Sivaranjane&Dr.B.V.Nithi Varshini Devi** has Participated and presented a Paper entitled **"Evaluating the Impact of UPI Adoption on Income Stability and Working Capital Management Among Street Vendors in the Pollachi Commercial Hub"** in the One Day National Seminar on **"Bridging the Digital Divide: Digital Financial inclusion for Marginalized Communities in the Era of Amirtkaal"** Sponsored by the Indian Copuncil of Social Science Research (ICSSR), New Delhi organized by the Department of Commerce (CA), NGM College, Pollachi, on 09.01.2026.
11. **Mr.A.Maheshkumar&Dr.B.V.Nithi Varshini Devi** has Participated and presented a Paper entitled **"A Study on Gender, Disability and Digital Marginalization"** in the

One Day National Seminar on “Bridging the Digital Divide: Digital Financial inclusion for Marginalized Communities in the Era of Amirtkaal” Sponsored by the Indian Copuncil of Social Science Research (ICSSR), New Delhi organized by the Department of Commerc (CA), NGM College, Pollachi, on 09.01.2026.

12. **Dr.B.V.Nithi Varshini Devi & Mr. S.Saravana Kumar** has Participated and presented a Paper entitled “**Inclusive Design for the Digital Future: Enhancing Accessibility and Usability for all**” in the One Day National Seminar on “Bridging the Digital Divide: Digital Financial inclusion for Marginalized Communities in the Era of Amirtkaal” Sponsored by the Indian Copuncil of Social Science Research (ICSSR), New Delhi organized by the Department of Commerc (CA), NGM College, Pollachi, on 09.01.2026.

### **UGC CARE PAPER PUBLICATION**

1. **B.V. Nithi Varshini Devi and L.Ranjit** (March, 2021). Organizational Justice and Employee Engagement in Higher Educational Institutions. Modern Thamizh Research (One Day National Seminar on Urbinazation, Urban Poverty and Rural-Urban Migration, Department of History, KamarajCollge, Thoothukudi), 27 March, 2021,Pg no :433 -438. Special Issue (ISSN: 2321-984X).
2. **B.V. Nithi Varshini Devi and L.Ranjit** (April 2021). Perceived Organizational Support and Job Satisfaction in Higher Educational Institutions. Modern Thamizh Research (Three Days Multi-Disciplinary International Webinar On "The Impact of Liberalization, Privatization and Globalization [ICLPG-2021]" ,Department of History, C. Abdul Hakeem College (Autonomous), Melvisharm, Ranipet District, Tamilnadu , 30 April 2021, Pg no : 700 – 705. Special Issue (ISSN: 2321-984X).
3. **B.V. Nithi Varshini Devi and L.Ranjit** published a paper in the title “Perceived Organizational Support and Employee Engagement in Higher Educational Institutions”, in the UGC Care Group I Listed Journal - **Juni Khyat**, ISSN: 2278-4632, Vol-12 Issue-03 No.01, March 2022.
4. **B.V. Nithi Varshini Devi and L.Ranjit** published a paper in the title “Organizational Justice and Job Satisfaction in Higher Educational Institutions”, in the UGC Care Listed Journal - **Journal of the Asiatic Society of Mumbai**, ISSN: 0972-0766, Vol. XCV, No.5, 2022.

5. **Dr.L.Ranjit, Ms.T.Sivaranjane.Ms.B.V.Nithi Varshini Devi** published a paper on “A Study on Mental Health and Internet Addiction among College Students”Internal Journal of Humanities, Law and Social Sciences - Kanpur Philoshopers UGC Care listed Journal – group - I ISSN : 2348-8301 2023, Vol (x), Issue: I (G),2023.
6. Published a paper on “**Challenges Faced by Female Tribal Students in Pursuing Higher Education**” in the UGC Care Group I Journal - Madhya Bharti -Humanities and Social Sciences, Vol-85 No. 15, Pg No – 53-57, ISSN: 0974-0066, Published by : Dr. HarisinghGour University, January–June: 2024. (Regarding Seed Money).
7. Dr.B.V.Nithi Varshini Devi, Ms.A.FahumithaBanu, Ms.R.Kamsiya has Published a Paper title on “**The Role of Self-Help Groups (SHGs) in Socio-Economic and Rural Development**” in the UGC Care Listed journal – Humanities and Social Science Studies, ISSN: 2319 829X with Impact factor : 7.28, Vol-14, Issue 02, No.02, July –December 2025.
8. Dr.B.V.Nithi Varshini Devi, Ms.D.Dharanipriya, Mr.N.Gokul Krishnan has Published a Paper title on “**A Study on Job Satisfaction and organizational Justice among IT Employees**” in the UGC Care Listed journal – Indian Journal of Psychology, ISSN: 0019-5553 with Impact factor : 7.986, Book No :06,2025.

### **BOOK CHAPTERS PUBLICATIONS**

1. **Dr.L.Ranjit, B.V. Nithi Varshini Devi and M. KaviyaDharshini** published a Book Chapter in the title “**Perception of ICT Integration in Teaching**”, Implementation of ICT Skills for the Students for their Employment in Skill Based Jobs, ICSSR Sponsored Seminar, Kavya Publications, ISBN : 978-93-95482-16-5 , Vol:2, 19th Oct.2022, NGM College Pollachi.
2. Published a paper in the International conference ICRTMRI’24 - Recent Trends in Multidisciplinary Research and Innovation titled “**A STUDY ON CORPORAETAE SOCIAL RESPONSIBILITY WITH REFERENCE TO INDUSTRIES IN POLLACHI**” organized by A.V.P arts and Science College, Tiruppur in Association with Britts Imperial University College on 13.09.2024.
3. **Dr.B.V.Nithi Varshini Devi, Ms.T.Sivaranjane, Mr.A.MaheshKumar** has participated and published an Book Chapter in the title “**A Study on Integrating AI into The Workplace: Challenges and Oppourtunities**” in the ICSSR SRC – Sponsered one day

National Seminar on “Vision Viksit Bharat 2047: Education 4.0 – Enhancing India’s Workforce for the Ai-Powered Future”, organized by Department of Commerce (Business Process Services), Nallamuthu Gounder Mahalingam College, Pollachi, on 24.01.2025.

4. **Dr.B.V.Nithi Varshini Devi, Dr.L.Ranjit , Ms. D.Dharanipriya** has Published a Chapter in Book Entitled on “**A Study on Generational Difference in Employee Work Value and its Impact on Organizational Commitment**”, ISBN:978-93-48505-71-2, PgNo:121 to 125, in the International Conference on ,”Emerging trends in Social Work Profession:Navigating Challenge and seizing opportunities(Multidisciplinary)” Organized by the Department of Social Work ,SreeNarayana Guru College,K.G. Chavadi,Coimbatore on 31st January 2025.
5. **Dr.B.V.Nithi Varshini Devi, Mr.A.Maheshkumar** Published in International Conference (Hybrid Mode) on Research Pathways to 2030: Insights for Sustainable Development with the title “**A STUDY ON JOINT LIABILITY GROUP (JLG) in REST NGO, POLLACHI**”, organized by PCAS JMRP with (ISBN No : 978-81-979165-3-3), Pg No: 3-11, 2025.

### **RESOURCE PERSON**

1. Acted as a resource person for student’s community organization programme on “**Stress management**” at Tmt.Rukmaniammal Higher Secondary School, Jothi Nagar, Pollachi on 05.03.2023.
2. Acted as an Invigilator for the INTRODUCTION TO COMPUTERS test organized at Nallamuthu Gounder Mahalingam College (Autonomous) with course material provided by the Spoken Tutorial Project, IIT Bombay. This training is offered by the Spoken Tutorial Project, IIT Bombay.

### **APPRECIATION AWARD**

- Received Certificate of Appreciation “**Gurukulan Intiative**” by Rotract South Asia 2024-2025 , in recognition of outstanding dedication and invaluable contribution to our college community. Your commitment to education inspires the students and enriches the learning environment.

### **LEADERSHIP QUALITIES:**

- Served as Department **SPORTS SECRETARY** in the year 2015 to 2016 at Sri Ramakrishna College Of Arts And Science, Coimbatore.
- Served as a Department **President** of **SPARK ASSOCIATION** in the year 2017-2018 at NGM College (Autonomous), Pollachi.

**EXTRA CURRICULAM ACTICITIES:**

- Successfully Completed **Kayakalpa Course** held at SNR Arivuthirukovil, Coimbatore on 01.09.2014.
- Successfully Completed **Youth leadership Training Program (YLTP)**, held in Art of Living Ashram, Bangalore from 03.10.217 to 10.10.2017.

**PERSONAL TRAITS:**

- Self-Motivation
- Positive Attitude
- Voluntarily Helping

**PERSONAL PROFILE:**

Father name	:Mr. K.Balasubramaniam
Mother name	: Ms.B.Vasanthi
Date of birth	: 26.06.1996
Nationality	: Indian
Religion	:Hindu
Caste	:Backward Caste
Linguistic proficiency	:English & Tamil

I hereby declare that the details given above are true to my knowledge and belief.

PLACE :Pollachi

DATE : 23.01.2026

Sincerely,

A handwritten signature in blue ink that reads "B.V. Nithi". The signature is written in a cursive style with a horizontal line at the end.

(Dr.B.V.NITHI VARSHINI DEVI)