



Name Kambam Vedantan
Designation Adjunct Professor.
Specialization : OB & HRM
Email : kambam_v2015@cms.ac.in
Linkedin: [linkedin.com/in/kambam-vedantan-b7673516](https://www.linkedin.com/in/kambam-vedantan-b7673516)

Qualification

M.Phil.(Management),
 Guru Ghasidas
 university, Central
 University, Bilaspur.
 MBA (HR & Finance),
 Guru Ghasidas
 University- Central
 University, Bilaspur
 P G Dip-in-Journalism –
 Dr. Rajendra Prasad
 Institute of Mass
 Communication ,
 Bombay
 B.Sc (Spl)- University
 Science College,
 Osmania University,
 Hyderabad.
 Qualified lead auditor –
 certified by Nigel &
 Boyer UK.

Professional Training.

Undergone FDP in
 Advanced HR at SBI,
 Hyderabad.(one month
 residential)
 Trained at NIBM Pune
 in Branch Banking &
 management.

Work Experience

- Adjunct Professor,
 CMS Business School,
 Jain Deemed to be
 University, Bangalore,
 Since July 2015.
- Associate Professor-
 OB and HRM ,Insti
 tute of

Career Summary

A career spanning over 48 years, of which 34 years in the corporate world, holding various positions, in functional and operational areas, Heading branches., and having Expertise in Branch Banking, Foreign exchange, Project appraisals, Credit reviews., and before giving up the corporate world, for **5 years as senior faculty at the staff training college**-Heading the- Human resource Development - core group . during this period he was the Management Representative for the Bank’s ISO 9001-2000 certification process In which 242 branches, head office and othe administrative units were certified
 Entered academics to follow a passion. by giving up a lucrative corporate position.
 Now 14 years into academics, currently – from 2015 July, as adjunct faculty, at CMS-B school, Jain (Deemed to be University), has had varied experience teaching MBA program, in various universities /colleges. Previous to this, was Associate Professor, OB & HR area, at Christ University Institute of Management. Was also the coordinator for CEDAR(Centre for entrepreneurship development and research.) at Christ University – Mentored two start-ups during that period.
 Published & presented various research papers, especially with the students, which won awards.
 A resource person for various training programs, at National Institute of fashion Technology, R.V institute of management, Fiscal policy , CEDBEC, M S Ramaiah institute of management, and T. John college.
 Facilitated training modules for ABB , HAL, Peenya Industrial Association , SJP polytechnic. Most of these are bases on Psychometric Instruments and OD interventions.

Research Interest

IN HR areas.

Research Publications prior to 2016

Presented 12 and published 3
 Presented papers in HR related topics at National & International Conferences.
 To mention a few:
 1. Published a paper on “The Impact of T.V. on Rural India” in Media, a publication of Dr Rajendra Prasad Institute of Mass Communication.
 2. Co-autoherd & Presented a paper on "Human Resource Development Interventions for Creating a Culture for

Management, Christ University – 8 years

- Associate Professor, OB & HRM ,Magnus school of Business, Unit of IBS, Bangalore- one year
- Assistant Professor and coordinator of New Initiatives. OB & HRM , Adarsh school of Business,Bangalore- one year.

- Senior Manager – In a leading Public Sector Bank from 1971- 2003

Courses Facilitated

- Organizational Behaviour
- H R Analytics
- Managing Human Resources
- Training and Development
- Organization Change
- Organization Development
- Leadership
- Organization Structure and Design
- International HRM
- Human Relations Skills
- Principles of Management
- Performance Management Systems
- Business Communication
- compensation management
- Public Speaking
- Employee Counseling
- Wage and Salary Administration
- Industrial Relations
- Entrepreneurship.
- International Business.
- International Financial Management.
- Investment

Innovation and Protecting Intellectual Property. – Intel technology India pvt. Ltd., Bangalore at the International Conference on Emergent Business Models and Strategies for Knowledge Economy. Organised by Indian Business Academy.

3. Co authored a paper - “The Bane of Small Scale Industries in Karnataka--A study of the critical factors to be addressed- at the 2010 International Conference on "Management of Emerging Paradigm Conflicts in a Globalizing World" Organised by PESIT, Bangalore. **The Paper presented won the 1 st prize and an award of Rs 10,000/- . This Paper was published in a book, entitled “Emerging Trends in Management.”**

4. Co authored & presented a paper on “Employee Engagement & Organisational Commitment in Mid-size Entrepreneurial Ventures at a national conference in Nagpur –**Paper was adjudged as the best paper presented.**

5. Paper on“Risk Management & ICAAP under Basel II’ Current developments, Challenges & Potential solutions” has been accepted for presentation at Asia pacific Business Research conference at Kaula Lumpur Malaysia.

6. Presented a paper entitled ‘Embedded employee engagement models to reduce attrition’ which was also published at the 3rd International H.R.Conference held on 5th and 6th December 2014. By SDMIMD in Mysore.

7.. Presented a paper on HR Analytics-extent of its utility in making strategic Business Decisions in IT sector. At an International conference conducted by CMS Business school, Jain University.

Articles / Case Studies	Coauthored a case – ‘ Akshaya Patra Foundation - Empowering Children’ which was presented in a national case study conference in 2014
Consultancy / Projects	Landmark BMTC WIPRO(25 lakhs) Was instrumental in the collaboration process with Babson College, USA Japan Micro Advisors JETRO.
Books / Chapters	“The Bane of Small Scale Industries in Karnataka--A study of the critical factors to be addressed- Was published in a book, entitled “Emerging Trends in Management.”
Activities	Mentor/Member on the Board of Advisors: BeBold 360degrees- a start-up Brand management company. Stimute – start-up in Pune (Stimulation games for management students) Supra Energy Ltd.- start-up –Ergonomics.
Recognition / Awards	Co authored and presented a paper - “The Bane of Small Scale Industries in Karnataka--A study of the critical factors to be addressed- at the 2010 International Conference on "Management of Emerging Paradigm Conflicts in a Globalizing World" Organised by PESIT, Bangalore. The Paper presented won the 1 st prize and an award of Rs 10,000/- . This Paper was published in a book, entitled “Emerging Trends in

<p>Banking <u>Member on Committees / Editorial Boards</u> NIL</p>		<p>Management.” Co authored & presented a paper on “Employee Engagement & Organizational Commitment in Mid-size Entrepreneurial Ventures at a national conference in Nagpur –Paper was adjudged as the best paper presented.</p>
<p><u>Professional Memberships</u> NHRD – Bangalore Chapter PRSI – Bangalore chapter AIMA IIBA SHRM HBR</p>	<p>Seminar Conferences Attended</p>	<p>Attended the Babson Collaborative Summit held March 23-26, 2017 in Bangkok, Thailand. Judged and event at RV. Institute of Management on the inter class event SHODH. It was an event for third sem MBA students. Chaired a session during Psychology Conference (December 10th - 12th) on Work Environment and Employee Behavior</p>