



## Dr. E. Hymavathi

ASSISTANT PROFESSOR

### Contact Details

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### Skills

- Excellent Communication
- Time management
- Curriculum Development
- Classroom Management
- Lesson planning
- Student mentoring
- Creative writing
- Training and Development
- Teaching experience in a university setting.
- Academic Published works
- Record of attending conference and academic events.
- Research Analysis
- Command of Technology
- Advanced Microsoft 365
- SPSS
- Data Analytics

ALL MY EDUCATIONAL  
CERTIFICATES ARE ATTESTED

## Profile

With over 14 years of teaching, research, and academic administration experience, I bring proven expertise in curriculum design, faculty mentoring, and strategic HR initiatives. My vision is to foster an inclusive and innovative learning environment that develops analytical thinking, ethical leadership, and global readiness among MBA students. I am committed to enhancing institutional performance and preparing graduates to excel as responsible leaders in the business world.

## Employment History

### Assistant Professor, Lakireddy Bali Reddy College of Engineering, Mylavaram, A.P

JUNE 2026 — PRESENT

I teach MBA and B.Tech courses in Human Resource Management, Organizational Behavior, and Quantitative Techniques, while integrating competency-based performance management and AI-driven HR practices into the curriculum. Alongside teaching, I continue publishing research in HRM and contribute to institutional visibility through national and international conferences.

### Associate Professor, Sree Vahini Institute of Science and Technology, Tiruvuru, A.P

JUNE 2025 — May 2026

Delivered 40+ hours of Quantitative Techniques lectures to 150+ B.Tech students, covering probability, statistics, optimization, and numerical methods. Designed assessments, evaluated 100+ submissions, led classroom activities, and provided personalized tutorial support to enhance analytical and decision-making skills.

### Assistant Professor (Remote), Vignan Online, Center for Distance Online Education

AUGUST 2024 — PRESENT

Responsibilities: Successfully increased student engagement by 20% and improved overall course satisfaction scores by 15% through diverse teaching strategies, while maintaining a high level of transparency and fairness, resulting in a 95% student approval rating on grading policies and practices.

### Teaching and Research Assistant, Vignan's Foundation for Science, Technology & Research (Deemed to be University), Guntur, A.P

MARCH 2020 — OCTOBER 2024

Responsibilities: Developed and delivered an engaging curriculum, conducted research published in three top-tier academic journals, mentored students to achieve a 40% increase in retention and satisfaction, and engaged in over 40 hours of professional development each semester, leading to a 15% average increase in student satisfaction ratings.

### Assistant Professor, Mother Teresa Institute of Science and Technology, Sathupally, Telangana

OCTOBER 2019 — MARCH 2020

Responsibilities: Utilized innovative teaching techniques in research methodology, data analysis, and statistics, developed and executed curricula for undergraduates and graduates, fostered interactive learning and classroom engagement, and achieved a 95% student satisfaction rate with evaluation processes, leading to consistent academic performance improvements of 20% on average.

### Assistant Professor, TKR Institute of Management and Science, Hyderabad, Telangana

OCTOBER 2011 — APRIL 2019

Responsibilities: Delivered diverse higher education courses, collaborated on curriculum development to align with departmental goals and contributed to student recruitment and retention strategies, participated in over 40 hours of professional development each semester resulting in a 15% increase in student satisfaction ratings, and designed a comprehensive research study involving 50+ graduate students.

## ACHIEVEMENTS

Received NPTEL- Elite certificate on “AI in HRM” course in April 2026

Awarded Doctorate in HRM in Oct 2024 from Vignan University, India.

Presented more than 20 Research Papers in Various international and National Journals/ Conferences.

Received NPTEL- Elite certificate on “Talent Acquisition and Management” course in 2023.

Qualified in Telangana State Eligibility Test (TS-SET 2018) for Assistant Professor/ Lecturer, conducted by Osmania University.

Awarded The Best Faculty and The Best Library User in 2016 by TKR Institute of Management and Science.

## SUBJECTS TAUGHT

Human Resource Management,  
Marketing Management,  
Management Science,  
Organizational Behavior,  
Operations Management,  
Operations Research,  
Research Methodology,  
Entrepreneurship Development,  
Quantitative Techniques,  
Total Quality Management,  
Supply Chain Management,  
Performance Management,  
Learning & Development,  
Talent Management and Succession Planning.

## Reference:

Dr. Kalpana Koneru,  
Professor, Vignan University,  
Email: [kalpanarao.koneru@gmail.com](mailto:kalpanarao.koneru@gmail.com)  
Mobile: +919492486286

Dr. Manukonda Shivakoti Reddy,  
Associate Professor, Vignan University,  
Email: [shiva.manukonda@gmail.com](mailto:shiva.manukonda@gmail.com)  
Mobile: +919182045630

## Education

**PhD in Human Resource Management, Vignan's Foundation for Science Technology & Research Deemed to be University, India.**

MARCH 2020 — OCTOBER 2024

**Thesis Title:** Analyzing The Mediating Role of Employer Brand Value on Employee Value Proposition, Employee Attraction and Performance in Private Banking Sector.

**Supervisor:** Professor Kalpana Koneru

**Bachelor of Education in Mathematics and Physics, Osmania University, India.**

JUNE 2017 — MAY 2019

**Master of Science in Statistics, Osmania University, India.**

AUGUST 2014 — JULY 2016

**Master of Business Administration in HR and Marketing, Osmania University, India.**

JUNE 2009 — AUGUST 2011

**Bachelor of Science in Mathematics, Statistics and Computer Sciences, Osmania University, India.**

JUNE 2003 — MAY 2006

## RESEARCH PAPER PUBLICATIONS:

1. Hymavathi E and Kalpana Koneru (2026), “E-HRM: A New Panorama for Retaining Sustainable Employees and Creating Employer Brand”, International Journal of Electronic Finance, Vol 15, No. 2.
2. Hymavathi E, Ahmad Y.A. Bani Ahmad, Srinivas Kolachina, Prasuna Sankar Kuragayala (2025), “An Investigation into the impact of Human Resource Analytics on Strategic Decision Making in the Financial Services Industry”, International Journal of Electronic Finance, Volume 14, no. 3.
3. Hymavathi, E., Koneru, K., Modi, S., & Shukla, S. S. (2024, March). Role of Strategic Management in Developing Business Organizations—A Meta-Analysis. In *Advancements in Business for Integrating Diversity, and Sustainability: International Analytics Conference 2023* | IAC 2023 February 2& 3, 2023 | Virtual Conference (p. 35). Taylor & Francis.
4. Hymavathi E and Kalpana Koneru (2023), “Factors Affecting on Employees Retention in the Private Banking sector”. Asian and Pacific Economic Review. Volume 16(1), ISSN: 1000-6052
5. E. Hymavathi, Kalpana Koneru, Zakariya Chabani, Bestoon Othman, Long Tam Pham, and Sanjay Rizal (2023), “Innovation in Knowledge Management on Employee’s Productivity in The Voluntary Sector”. International Journal of Intellectual Property Management. Volume-13 No.3/4, PP: 472-493, DOI: 10.1504/IJPM.2021.134074.
6. Hymavathi E and Kalpana Koneru (2022), “A study on change management and its effect on employee performance in private banking sector- An evidence from Guntur district of Andhra Pradesh”. International Journal of Marketing and Human Resource Management. Volume 13, Issue 1, January-April 2022, PP. 95-101, ISSN Print: 0976-6421 and ISSN Online: 0976-643X, DOI: 10.34218/IJMHRM.13.1.2022.011
7. Hymavathi E and Kalpana Koneru (2022), “Factors Affecting Employee Value Proposition and its impact on Employer Branding”. Neuro Quantology. Volume 20, Issue 6, PP 537-546, DOI: 10.14704/nq.2022.20.6.NQ22050
8. Hymavathi E and Kalpana Koneru (2022), “Role of Green Human Capital and its impact on employees’ performance in Private Banking Sectors at Guntur”. Journal of Positive School Psychology, volume 6, Issue 4, PP 4155-4169
9. Hymavathi E and Kalpana Koneru (2024), “Optimizing Financial Performance through Strategic Human Resource Management for Synergistic Approaches”, International Journal of Electronic Finance.
10. Hymavathi E and Lakshminarayananamma (2023), Performance Evaluation of Private Sector Banks”, International Journal of Intelligent Enterprise. – Under Review

11. Hymavathi E, "Work Place Stress in Higher Educational Institutions at Hyderabad", *Paripex Indian Journal of Research*, Volume: 5 | Issue: 8 | August 2016, ISSN - 2250-1991 | IF: 5.215 | IC Value: 77.65
12. Hymavathi E, "Applications of Statistics and Its Usefulness in Managerial Decision-Making", *International Journal of Research in Management Studies*. Volume: 1, Issue: 1, January-2016, ISSN No. 2455-7595
13. Hymavathi E and P.Durga sailaja, "Time Management for Working Women", *International Journal of Multidisciplinary Research Review*, Vol.1, Issue.4, June-2015, E- ISSN –2395-1885 ISSN -2395-1.
14. Hymavathi E, "Sustainable Development in Business Environment", *International Journal of Management and Social Science Research Review*, Vol.1, Issue.11, May – 2015.
15. Hymavathi E, "A Study on Consumer Attitude Towards the Mobile Advertising in Hyderabad", *Indian Journal of Applied Research*, Volume: 5 | Issue: 9 | September 2015 | ISSN - 2249-555X
16. Hymavathi E, "A Study on Consumers Buying Behavior on Branded and Non-Branded Gold Jewellery in Hyderabad", *Global Journal for Research Analysis*, Volume-4, Issue-9, Sept-2015, ISSN No 2277 – 8160
17. Hymavathi E, "Statistics in Business and Management Science", *International Journal & Magazine of Engineering, Technology, Management and Research*. ISSN No: 2320-3706(print), ISSN No: 2348- 4845(online), IF: 1.7450
18. Hymavathi E, "Awareness of Banking & Financial Services", *International Journal & Magazine of Engineering, Technology, Management and Research*. Volume No: 1(2014), Issue No: 9 (September) ISSN No: 2348-4845

#### NATIONAL / INTERNATIONAL CONFERENCES:

1. Presented a paper titled "A Comprehensive framework for combining Indian Knowledge systems with Data-Driven Decision making in HRM" at the **National Conference 2K26** on "Reimagining Management and Computing through lens of Indian Knowledge systems", organized by the Centre for Distance and Online Education (CDOE), Vignan's Foundation for Science, Technology & Research (Deemed to be University), Vadlamudi, Guntur, A.P, held on 25<sup>th</sup> and 26<sup>th</sup> April 2026.
2. Presented a paper titled "Regional Disparities in Employment after the Implementation of GST" in ICSSR-SRC Sponsored **Two-day-national seminar** on "Revisiting GST Reforms and Their Social-Economic Implications in Souther India: Regional Experiences and Policy Perspectives" on 12<sup>th</sup> and 13<sup>th</sup> March, 2026.
3. Presented a paper titled "AI Effect on Employment Sustainability" in **International Conference** of Embracing The Digital Horizon: Pioneering Commerce and Management Strategies for a Trans-formative Future (EDH 2024) held on 13-14 March 2024, at Loyala College of Arts & Science, Tamil Nadu, India.
4. Presented a paper titled "Role of Strategic Management in Developing Business Organizations—A Meta-Analysis" In *Advancements in Business for Integrating Diversity, and Sustainability: International Analytics Conference 2023* | IAC 2023 February 2& 3, 2023| Virtual Conference.
5. Presented a paper titled "The Effect of Employee Brand Values on Employee Productivity", in the **National Conference** on Management Perspectives. (NCMP-2023) Management 4.0 Emerging Trends in Analytics and Digital Management, held on 15<sup>th</sup> & 16<sup>th</sup> Dec 2023, organized by Department of Management Studies, VFSTR, Guntur, A.P, India.
6. Presented a paper titled "The Impact of HR Culture on Employee Retention rates- A study in private sector banks" in the **Two-Day National Conference** on Emerging Trends in Business Management. (ETBM-2k23), held on 23<sup>rd</sup> & 24<sup>th</sup> Feb 2023 organized by Department of Business Administration, Andhra Loyola College, Vijayawada, A.P, India.

7. Presented a paper titled “A study on change management and its effect on employee’s performances in private banking sectors at Guntur” in a **Three-Day International Virtual Conference** on Contemporary Issues in Business and Management. (ICCIBM-2022), held on 21st – 23rd Feb 2022 organized by Dr. B.R. Ambedkar Institute of Management and Technology, Hyderabad, India.
8. Presented a paper titled “Impact of Employee Engagement on Employer Branding in Private Banking Sector”, in the **Two-Day International Conference** on Management Perspectives. (ICMP-2k22), held on 25th & 26th Nov 2022 organized by Department of Management Studies, VFSTR, Guntur, A.P, India.
9. Presented a paper titled “The effect of Green Human Capital on employee performance”, **2days- International conference** on Multidisciplinary Research in Science & Humanities. (ICMRSH-2022), held on 17th & 18th Feb 2022 organized by Department of Science and Humanities, VVIT, Guntur, A.P, India.
10. Presented a paper titled “The Impact of Organizational Support for Career Development on Employees’ Career satisfaction in service sectors at Hyderabad” in the **One Day national seminar** on HRM- New Horizons held on 24th March 2017 organized by department of Management Studies, Mahatma Gandhi University, Nalgonda, India.
11. Presented a paper titled “A Study on Issues and Challenges of Family Business at Hyderabad” in the **Two Day International Seminar** on 4I’s – Innovation, Incubation, Intelligence & Inclusion, held on 8th & 9th Feb 2017 organized by the Department of Management Studies, Bhavan’s Vivekananda College, Secunderabad, India.
12. Presented a paper titled “A Study on Digital Communication through mobile applications House wives” in the **National Seminar** on Digital Marketing- A Paradigm Shift held on 30 Dec 2016 organized by IIMC, Hyderabad, India.
13. Presented a paper titled “A study on customer expectations on Service Quality at Hyderabad” in the **Two-Day National Conference** on Disruptive Innovations in Businesses – Lessons for Industry and B-Schools held on 29th -30th Jan 2016 organized by School of Commerce & Management Studies, REVA University, Bangalore, India.
14. Presented a paper titled “Organizations- Their Knowledge Management Practices- An Analytical Study” in the **International conference** on Challenges and Emerging Trends in Management & Technology (ICCEMT-2015), held on 12th Dec 2015 organized by School of Management Science, NNRG, Hyderabad, India.
15. Presented a paper titled “A Study on Implementation of Six Sigma & the role of HR in Six Sigma” in the **national seminar** on Business Dynamics- A paradigm shift in Policies for Sustainability held on 31st Oct 2015 organized by Department of Commerce & Management, ST. Mary’s College, Hyderabad, India.
16. Presented a paper titled “A Study on Organizational Climate and its effects on Job Satisfaction of Employees” in the **national seminar** on Trends, Challenges & Innovations in Management held on 20th March 2015 organized by Department of Management Studies, Mahatma Gandhi University, Nalgonda, India.
17. Presented a paper titled “Service Quality” in the **International conference** on Innovative Researches in Commerce, held on 19th Sep 2014 organized by AVS College of Arts & Science, Ramalingapuram, Tamil Nadu, India.
18. Presented a paper titled “FDI- A key Driver of Economic Growth” in **One Day National Seminar** on FDI- A key Driver of Economy: A Reality Check- Opportunities & Challenges held on 7th March 2014 organized by Department of Business Management, RBVRRIT, Hyderabad, India.

#### **FDPs AND WORKSHOPS:**

1. Participated in the webinar titled “**Hypothesis Formulation and Testing Through Regression Analysis**” held on 22<sup>nd</sup> May 2026, organized by the department of management studies, VFSTR (Deemed to be University), Guntur, AP, India.
2. Participated in the Five-day FDP on “**Data Visualization Using Tableau & Power BI**” held on 17<sup>th</sup> to 21<sup>st</sup> May 2026, organized by SR University, Warangal.
3. Participated in the Six-day FDP on “**Role of AI in Teaching and Research**” held on 11<sup>th</sup> to 16<sup>th</sup> May 2026, organized by the Department of Management Studies, Vignan’s foundation for science, Technology and Research (Deemed to be) University, AP, India.

4. Participated in the Eight-day National FDP on “**Case-Based Learning, Teaching, Writing and Publication**” held from Sep 25 to Oct 2, 2023, organized by department of management studies, VIGNAN University, Guntur, A.P, India.
5. Participated in the International Faculty Development Program on “**Manuscript Drafting and Application of Software for Free SCOPUS, WOS, UGC CARE Publication Process**” held from 5th to 10th Nov 2022, Organized by Eudoxia Research Centre and Eudoxia Research University – USA
6. Participated in the FDP on “**Implementing NEP-2020 through R-22 (Regulations)**” held from 19th to 23rd July 2022, organized by department of management studies, VIGNAN University, Guntur, A.P, India.
7. Participated in the FDP on “**a Renovative Method of Teaching with Case studies**” held on 7 th Jan 2017 organized by Department of Business Management & MCA, Avanthi PG. College, Hyderabad, India.
8. Participated in the FDP on “**Business Analytics**”, held on 11th & 12th Nov 2016, organized by School of Management Studies, University of Hyderabad, India.
9. Participated in a Three-day National level workshop on “**Business Research Methods**” held from 29th Sep to 1 st Oct 2022, organized by Department of Management Studies, VFSTR University, Guntur, A.P, India.
10. Participated in a 8th International Workshop on “**Research and Methodology**” held from 2nd to 10th Aug 2022, Organized by Eudoxia Research Centre and Eudoxia Research University – USA.
11. Participated in the workshop on “**E-Resources and Thesis Report Writing**” held on 24th & 25th March 2017, organized by Department of Business Management, college of commerce and Business Management, Osmania University, Hyderabad, India.
12. Participated in the workshop on “**Case Study as a Pedagogic Tool for Management Teachers in Marketing, Strategy & Finance**” held on 26th & 27th Sep 2013, conducted by IBS, Centre for Management Development, Hyderabad, India.
13. Participated in the workshop on “**Entrepreneurship Development**” held on 11th Oct 2012 conducted by NSIC- Technical services Centre, Hyderabad, India.