

Curriculum Vitae

Annette Sonia Maben

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Professional Summary

- ❖ Over fourteen years of well-blended experience in Academia and Corporate Human Resource Management
- ❖ Result and process-oriented professional with a reputation for quality & timely delivery.
- ❖ Organized, responsible and self-directed professional with effective verbal and written communication skills.

January 2023 till date

St. Aloysius Deemed to be University (AIMIT)

Assistant Professor

- ❖ Providing value-based education for business management students at the postgraduate level in areas of Talent Management, Leadership in Business Organisations, Organisational Behavior, Training and Development, Staffing and Compensation Management and Industrial Relations.
- ❖ Resource person for Consultancy project from MRPL
- ❖ Faculty Coordinator for management fest Insignia
- ❖ Mentorship to students and guide them in summer internship projects
- ❖ Part of the committee for syllabus revision and question paper setter

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July 2016 till July 2023

National Institute of Technology Karnataka (NITK)

Research Scholar

National Institute of Technology (NITK) is a premier educational institute of national importance, providing quality education in various streams of Engineering and Management.

- ❖ Full-time PhD from the Department of School of Management in the area of Human Resource Management.
- ❖ The research title is “Impact of Talent Management Strategies on Employee Engagement”.
- ❖ Successfully completed coursework of 5 subjects (13 credits) and obtained a grade of 9.46.
- ❖ Provided value-based education for MBA and B.Tech students for four semesters in the areas of Organisational Development and Training and Development.

July 2009 till June 2016

Srinivas Institute of Management Studies

Senior Lecturer

Srinivas Institute of Management Studies branch of A. Shama Rao Foundation is a growing group of educational institutions which provides quality professional education in management, engineering, hotel management, pharmacy, physiotherapy, nursing, medical, and dental sciences.

- ❖ Provide value-based education for business management students at the undergraduate level in areas of Principles of Management, Human Resource Management, Human Resource Development, Advertising and Sales Management, Managerial Communication, Marketing Management, Auditing, Business Economics, Principles of Economics and Banking Theory & Practice.
- ❖ Course Coordinator for the Department of Business Management (BBM).
- ❖ Prepare study material according to the university syllabus for all subjects handled.
- ❖ Coordinator for the Human Resource Forum – to conduct and organise several workshops, seminars and competitions for the overall development and empowerment of students.
- ❖ In charge of training students representing the institute at intercollegiate management fests.
- ❖ Provide mentorship and career counselling for students.

Mangalore University Assignments

- ❖ Deputy Chief Superintendent at various examination centres of Mangalore University
- ❖ Question Paper setting -BBM – Elective subject -Human Resource Management
- ❖ Paper Valuation for Mangalore University.
- ❖ Participated in the syllabus revision workshop for the Bachelors in Business Management subjects of Mangalore University conducted by FOBMAT (Forum of Business management teachers).

Nov 2008 to March 2009
HR Executive

Hewlett Packard

Hewlett Packard (HP) is a technology company that operates in more than 170 countries worldwide. HP applies new thinking and ideas to create more simple, valuable, and trusted experiences with technology, continuously improving the way our customers live and work.

- ❖ Human Resource Executive - partnering between the sourcing team and the business managers to complete the recruitment life cycle.
- ❖ Partner with managers to continuously improve the recruiting process. Research, screen, and recruit candidates from varied sources.
- ❖ Interview applicants and job seekers.
- ❖ Work with the business teams on offers, and present the same to candidates based on the salary bands and internal parity of the business group.
- ❖ Provide reports and analysis to the Staffing Manager and Business Group Leaders.
- ❖ Provide feedback on resumes sourced by the sourcing team to continuously attract the right talent.
- ❖ Responsible for reducing the cost of hire by encouraging employee referrals and direct walk-ins and effective usage of job portals.
- ❖ Vendor Management.

June 2005 to Oct 2008
HR Executive

Cambridge Solutions

Cambridge Solutions (Currently known as Exchanging) is a leading solution and service provider to the Global insurance and financial services industry. Cambridge is one of the world's largest business processes outsourcing networks in the United States, Australia, India and the United Kingdom.

- ❖ Coordinate for an effective reference check and background verification of new joiners.
- ❖ Responsible for handling joining formalities and onboarding activities for new joiners.
- ❖ Handling employee relations and internal transfers of employees.
- ❖ Full Life Cycle recruiting.
- ❖ Partner with the business to continuously improve the recruiting process. Research, screen, and recruit candidates from various sources.
- ❖ Provide qualified candidates to the business team to interview.
- ❖ Work with the Business Leaders on offers and negotiate with the candidates based on the salary bands and internal parity of the business group.
- ❖ Responsible for vendor management and maintenance of vendor details and cost-per-hire reports.
- ❖ Provide reports and analysis to the staffing manager, business managers and leaders of various business groups.
- ❖ Searched for and identified candidates for highly specialized and difficult-to-attract positions.
- ❖ Represent the staffing team in Cambridge Solution's campus recruiting pan India.
- ❖ Organized and participated in off-campus hiring events for new college graduates.
- ❖ Responsible for reducing the cost of hire by encouraging employee referrals and direct walk in and effective usage of job portals.

Educational Qualification

- ❖ (PhD) 2023
- ❖ M.Com specializing in HR, 2015
- ❖ M.B.A in Human Resource Management, 2005 from the Mangalore University at Srinivas College of P.G. Management Studies.
- ❖ B.Com., 2003 from Mangalore University at St. Aloysius College.

Research Interests

- ❖ Research interests are in the areas of talent management, Workplace Spirituality, Gamification, HR analytics and Succession planning

Publications

- ❖ Annette Sonia Maben and Rashmi Uchil. (2019), "Talent management strategies and customer delight: A conceptual study." *Indian Journal of Marketing* 49(3) 63-71. (Scopus Indexed)

- ❖ Annette Sonia Chetan & Deekshitha. (2016), “Human Resource Management Perspectives towards Global Workplace by 2020”. *International Journal of Computational Research and Development* 1(1) 154-160.

Conferences

- ❖ Presented paper titled ‘Social Media and its implications on Employee Engagement’ at the 7th International Conference on "Transform and Thrive in an Agile World" held on July 10, 2023.
- ❖ Presented a paper titled ‘Talent Acquisition Strategies towards Engagement of Knowledge workers: Conceptual Study’ at the 3rd Annual Conference in Banking and Finance on 'Fintech and Banking-The Road Ahead for the Indian Banking and Financial System' held on August 16 and 17, 2019 at International Management Institute (IMI), Bhubaneswar
- ❖ Presented a paper titled ‘Talent management Strategies for Knowledge economy: A Review’, at 2nd International Academic Conference on Entrepreneurship & Innovation in the Knowledge Economy, organised by Xavier Institute of Management & Entrepreneurship, dated 30th -31st March 2017.
- ❖ Presented a paper titled ‘Talent Acquisition Strategies’ for COSMAR 2017 organised by IISC scheduled for November 20th -21st 2017.
- ❖ Presented a paper on “Changing trends in HRM” at Manegma, a National Level Seminar in April 2014.
- ❖ Presented a paper on “Solving Employee Churn – Employee Retention Strategies” at a national-level seminar conducted at the St. Aloysius College in October 2013.
- ❖ Presented paper on ‘Employee Retention’ at ‘Manegma’ a National Level Seminar in April 2011.

Workshops

- ❖ NEP 2020 Orientation & Sensitization Programme under Malaviya Mission Teacher Training Programme (MM-TTP) of University Grants Commission (UGC) Organized by MMTTC, Kannur University from 6th March to 14th March 2025
- ❖ FDP on ‘Research Methodology using AI tools’ Organised by M.A.M B-School from 14th-19th October 2024.

- ❖ Seven-Day National Level Online Faculty Development Programme on ‘Educational Excellence through Teaching and Research in Digital Era’, organised by the Department of Professional Management Studies, Kristu Jayanti College, Autonomous, Bengaluru from 21st October 2024 to 28th October 2024
- ❖ Two day National Workshop on ‘Advanced Multivariate Data Analysis Techniques using SPSS and AMOS’ was organised by Yenepoya Research Centre dated 5th and 6th July 2024
- ❖ Two-day JESCOL seminar on ‘Proactive Partnership’ organised by The Mangalore Jesuit Educational Society dated 19th to 20th June 2024.
- ❖ FDP on “Contemporary Trends in Commerce and Management Teaching and Research” from 22nd to 29th April 2024 organised by CHIRD.
- ❖ Online training programme on ‘Statistical analysis using Excel Stat’ dated 19th-21st June 2023, organised by Numerical Analytics Instruments Pvt. Ltd.
- ❖ Online Webinar on ‘Open-Source Tools for Data Analysis in Social Sciences’ Department of Commerce Manipal Academy of Higher Education (MAHE) dated 31st July 2020.
- ❖ E-Workshop on 'SEM using AMOS.' Organised by Research Smiths dated October 30th to November 1, 2020
- ❖ Workshop on 'Case Study Approach on Research Paper Writing Skills' organised by the Department of Commerce Manipal Academy of Higher Education (MAHE) dated May 8 to 10, 2019.
- ❖ Workshop on 'Structural Equation Modelling (SEM): Basic and Advanced Analysis' organised by NIT Trichy dated December 2 to 6, 2019.

- ❖ Workshop on ‘Talent Management for the VUCA world’ organised by Justice K.S. Hegde Institute of Management, dated 10th March 2017.
- ❖ Workshop on Structural equation model using R studio organised by T.A.Pai Management Institute, dated 16th -17th December 2016.
- ❖ Workshop on ‘Data Analysis through SPSS’ organised by Jain University, dated 5th -7th April 2018.
- ❖ Workshop on ‘Multivariate Data Analysis using SPSS and AMOS’ organised by T.A.Pai Management Institute, dated 20th -21st April 2018.

- ❖ Workshop on 'Management Research in the Indian Context: Opportunities and Challenges' organised IIM Ahmedabad – Indian Academy of Management dated January 4 to 6, 2019

Certificate courses

- ❖ Certificate course in Human Resources Analytics from the University of California, Irvine
- ❖ Certificates course in Gamification as a Business Strategy from IIM B, Swayam

Academic Project

- ❖ A Study on “*Quality of Work Life and its Impact on Employee Morale*” in *Mangalore Refinery and Petro Chemicals Limited (MRPL)*, Mangalore in partial completion for the award of MBA in Mangalore University.

Extra-Curricular Activities

- ❖ Secured first place in HR event in ‘Cross Roads’, a National Level Management fest in 2004.
- ❖ President, Student Christian Movement (SCM) Mangalore Unit, affiliated to WCC for the term 2003-05.
- ❖ Involved in planning and implementing developmental projects for senior citizens and orphans.
- ❖ Participated in district-level hockey tournaments, inter-collegiate basketball and throw ball tournaments and athletics.

Personal Information

- ❖ Residential Address: ‘Principal’s Residence’,
Hebich Technical Training Institute,
Balmatta, Mangalore – 575001
- ❖ Date of Birth: 15.09.1982
- ❖ Languages Known: English, Hindi, Kannada & Tulu
- ❖ Marital Status: Married