

**Name** : Dr. R. Madhulaa

**Designation** : Assistant Professor and Head i/c

**Department** : Social Work

**Qualification** : MSW., Ph.D., NET

**Experience** : Teaching: 7.8 Years Industry : - Research : 6.5 years

**Area of Specialization(s)** : Personnel Management & Industrial Relations

**Email (Official ID)** : [madhulaa.r@drngpasc.ac.in](mailto:madhulaa.r@drngpasc.ac.in)



#### Academic Qualifications

Degree	Branch	Institution / University Name	Year of Graduation
Ph.D.	Social Work	Bharathiar University, Coimbatore	2017
M.Phil.	-	-	-
MSW	Social Work	Sree Saraswathi Thyagaraja College, Pollachi	2008
BSc	Food Science and Nutrition	PSG College of Arts and Science	2006

#### Additional Qualifications

Diploma / Vocational / Certification	Area of Specialization	Institution / University / Agency Name	Year
NET	Social Work	UGC	2010
DNYS	Yoga and Naturopathy	Bharat Sevak Samaj (BSS), National Development Agency	2021
Online Course	Developing Life Skills	NPTEL-SWAYAM	2024
Online Course	Psychology of Stress, Health and Wellbeing	NPTEL	2022
Online Course	Mini Course in Psychotherapies	Psykey-Unlock Psychology	2022
Online Course	Mini Course in Counselling Interventions	Psykey-Unlock Psychology	2023

### Projects Ongoing

Project Title	Agency	Amount	Duration
<i>Cultural Characteristics and Distribution of Particularly Vulnerable Tribal Groups (PVTGs) in Tamil Nadu</i>	ICSSR	8,00,000/-	2 years

### Research Guidance

Programme	No. of Scholars	
	Completed	Pursuing
Ph. D.	02	-
M. Phil.	-	-

### Research Publications

- Biswo Ranjan Mishra, S. L. Sobiya, **R. Madhulaa**, K. Suresh Kumar, Divya Jyoti Thakur & Esther Shalini L. (2025). Role of Human Resource Management in Enhancing Workforce Agility and Resilience in Healthcare Organizations. SEEJPH Volume XXVI, S1, 2518-2525, ISSN: 2197-5248. (SCOPUS).
- Chakravarthy K., & **Madhulaa R.** 2023. Socio Economic, Education and Health Status among nomadic tribes. Journal of the Asiatic Society of Mumbai, Vol. XCVI, No.28, pp. 6-9. ISSN: 0972-0766. (UGC CARE).
- Sharon John & **Madhulaa R.** 2023. Qualitative Study on Body Image, Mental Health and Quality of Life of Toda Tribal Working Women in Nilgiris District. Rabindra Bharati Journal of Philosophy, Vol. XXXI, Issue 14, pp 1 – 4, 2023. ISSN: 0973-0087. (UGC CARE).
- Sharon John & **Madhulaa R.** 2022. Mental Health and Quality of Life of Tribal Women in Nilgiris. Anvesak, Vol. 51, No.1 (XIII), pp. 20-24, 2022, ISSN: 0378 - 4568 (UGC CARE).
- Antonette Lydia D., & **Madhulaa R.** 2022. Emotional intelligence, Job Satisfaction and Organizational Citizenship Behaviour among Nursing Professionals. Shodh Prabha, Vol. 47, No. 1(20), pp. 57-61, 2022, ISSN: 0974-8946 (UGC CARE).
- Antonette Lydia D., & **Madhulaa R.** 2022. The effect of Organizational Commitment, Job Satisfaction and Organizational Citizenship Behaviour among health care employees. Kanpur Publications, Vol. 9, No. II (F), pp. 38-42, 2022, ISSN: 2348-8301(UGC CARE).

- **Madhulaa, R.,** & Manimozhi, K. 2020. A Study on Awareness of Human Values among Elementary School Children in Coimbatore. Research Highlights, JADU, Vol. 30 No. 3, pp. 152-158, ISSN: 2231-2374.
- **Madhulaa, R.,** & Manimozhi, K. 2021. A Study on analyzing the Impact of Human Values among Elementary School Children. International Journal of Creative Research Thoughts, Vol. 9 No. 8, pp. 170-176, 2021. ISSN: 2320-2882.
- **Madhulaa, R.,** & Sadhanandhan, H.D. 2018. Waste Management Practices in Textile industry. Shanlax International Journal of Arts, Science and Humanities, Vol 5 No. 5, pp. 105-109, 2018, ISSN: 2321-788X, Impact Factor: 3.025. UGC Approval No: 43960.
- **Madhulaa, R.** 2017. Occupational Stress of the employees working in Hotel industries. International Journal of Management and Social Science Research Review, Vol. 1 No.37, pp. 142-145, ISSN: 2349-66738, Impact Factor: 4.695.
- **Madhulaa, R.,** & Arjunan, R. 2015. Performance at Work - A way to empower Persons with Disabilities in Coimbatore. Indian Journal of Applied Research, Vol. 5 No.12, pp. 25-26, ISSN – 2249-555X, Impact Factor: 3.6241.
- **Madhulaa, R.,** & Arjunan, R. Barrier focused Self efficacy among persons with disabilities working in private sector organizations in Coimbatore. Indian Journal of Applied Research, Vol. 4 No.12, 45-47, 2014. ISSN – 2249-555X, Impact Factor: 2.1652.
- **Madhulaa, R.,** & Arjunan, R. Enhancing work coping efficacy of persons with disabilities in employment based on their Behavioural competencies. Progressive Outlook, IV (1-A), pp. 175-181, 2014. ISSN : 2231-2358.

#### Contribution to Book chapters

- **Madhulaa, R.,** Ruban P., & Anaswara P. (2024). Analyzing the importance and awareness on yoga among College students towards well-being. Proceedings of the ICSSR, New Delhi sponsored National Seminar on Integration of Traditional Indian Knowledge System into Modern Higher Education: NEP Perspective (ICSSRIKS2024), ISBN:978-81-971000-5-5.
- Sharon John & **Madhulaa, R.** (2023). Qualitative Study on the Diversity of Kothar Tribal Working Women of Nilgiris District. Respecting Diversity through Social Work Practice, Bonfring Publishers, ISBN: 978-93-92537-55-4.
- Chakravarthy, K., & **Madhulaa, R.** (2022). Social Work Intervention on Domestic Violence against Women in India. Respecting Diversity through Social Work Practice, Bonfring Publishers, ISBN: 978-93-92537-55-4.

- Sharon John & **Madhulaa, R.** (2022). Action Research on Sustainable Development Goals a Tribal Reference. ICoN 2022, Sustainable Development Goals Issues, Strategies and the Way Forward, Bonfring Publishers, ISBN: 978-93-92537-34-9.
- Chakravarthy, K., & **Madhulaa, R.** (2022). A Study on Gender Equality and Women Empowerment in Rural Areas in India. ICoN 2022, Sustainable Development Goals Issues, Strategies and the Way Forward, Bonfring Publishers, ISBN: 978-93-92537-34-9.
- **Madhulaa, R.,** & Arjunan, R. (2015). Coping Self Efficacy among the Adolescents with Disabilities. Adolescent Mental Health: An Interdisciplinary Approaches, Today Publishers, Chennai, 37–43. ISBN: 978-93-81992-64-7.
- **Madhulaa, R.,** & Arjunan, R. (2014). Task Performance of persons with disabilities: A Research Tool development. Emerging Trends in Social Work Education in India, Bloomsbury India, New Delhi, 306-314. ISBN: 978-93-84898-75-5.
- **Madhulaa, R.,** & Arjunan, R. (2012). A study on the Quality of life of women living with HIV/AIDS. Working with Youth, Women and Children with HIV/AIDS: Strategic Intervention for Inclusive Development, Authorspress, NewDelhi, 30-34. ISBN: 978-81-7273-723-8.
- **Madhulaa R** & Arjunan R (2012). An analysis of patient satisfaction towards community health insurance schemes in Salem, Tamil Nadu. Health and Development: Occupational Hazards, Food Security and Community Development, Authorspress, NewDelhi, 211 – 217. ISBN: 978-81-7273-624-8.

### Book Publication

- **UGC NET/SET Junior Research Fellowship & Lectureship Social Work.** Arjunan R, & Madhulaa R. ABI Agencies, Coimbatore, 2013. ISBN 978-81-9267-831-3.

### Consultancy

Nature of Consultancy	Client	Amount	Completion Status

### Presentations in Conference

- Assessment of Cultural Habits of Irula Tribes in Coimbatore, 42<sup>nd</sup> Annual National Conference of the Indian Society of Professional Social Work, 28<sup>th</sup> – 30<sup>th</sup> June 2024.

- Changes in Competencies of Field Work: Perspective after COVID-19 Pandemic, National Webinar on Core Competency Framework in Professional Social Work Practice - Reflections and Challenges in Various Practice Settings, University of Kerala, 20<sup>th</sup> - 22<sup>nd</sup> December, 2022.
- Empowerment of Persons with Disabilities through Employment, DST-CURIE Sponsored National Conference on “Home Science towards Young India, New India”, Avinashilingam University, 16<sup>th</sup> & 17<sup>th</sup> February, 2018.
- Self Efficacy among Women with Disabilities working in Private Organizations in Coimbatore, ICSSR Sponsored National Seminar on “Women Empowerment and Human rights: Transforming their Rights in the 21<sup>st</sup> Century”, Annamalai University, 29<sup>th</sup> & 30<sup>th</sup> January, 2016.
- Performance at Work: A way to empower persons with disabilities in Coimbatore, National Conference on “Empowering People: Effective Social Work approaches and Strategies”, Bharathiar University, 3<sup>rd</sup> & 4<sup>th</sup> December, 2015.
- Social Work Practice for Persons with Disabilities in Employment, National Conference on Professionalism in Social Work - Trends and Challenges, SNR Sons College, Coimbatore on 15<sup>th</sup> September, 2015.
- Task Performance of Persons with disabilities: A research tool development, XXXIII Annual National Conference of Indian Society of Professional Social Work on “Emerging Trends in Social Work Education in India”, Bharathiar University, 28<sup>th</sup> & 30<sup>th</sup> January 2015.
- HR Attitude towards employing persons with disabilities, International Symposium on “Research Innovation for Quality Improvement in Higher Education”, Bharathiar University, 10<sup>th</sup> & 11<sup>th</sup> Oct, 2014.
- Enhancing Work Coping Efficacy of Persons with Disabilities in employment based on their Behavioural Competencies, International Conference on “Strengthening inclusive practices for mainstreaming persons with disabilities in higher education and work place”, Bharathiar University, 27<sup>th</sup> & 28<sup>th</sup> February, 2014.
- Employing the persons with disability: An organizational perspective, National Conference on “Praxis in Disability”, Pondicherry University, 26<sup>th</sup> -27<sup>th</sup> July, 2013.
- Life satisfaction among the informal labourers in Mecheri, National Conference on “Redefining Social Work Practices and Rediscovering Strategies for India Today”, Bharathiar University, 8<sup>th</sup> - 9<sup>th</sup> March, 2013.
- Self Efficacy among the adolescence with disability, International Conference on “Child and Adolescent Mental Health”, Bharathidasan University, 18<sup>th</sup> - 19<sup>th</sup> January, 2013.
- A study on factors responsible for Occupational Stress, National Seminar on “India Inc. as a Global Super Power”, Periyar University, 23<sup>rd</sup> & 24<sup>th</sup> February, 2012.

### **Participation in Conference**

- International Conference on Social Work Practice with Migrants and Refugees, Kristu Jayanti College, Bengaluru, 24<sup>th</sup> - 25<sup>th</sup> February 2022.
- Prevention of Child Abuse & Challenges, TNVHA & UNICEF in Bharathiar University, 19<sup>th</sup> August, 2014.

### **Participation in Seminars**

- Academic Writing, IQAC-Government College (Autonomous) Rajahmundry, 25<sup>th</sup> Feb, 2023.
- Transforming Quality of Teaching by Adopting and Innovating ICT Tools & Techniques - A Key Focus Area of NEP 2020, Sri Ramakrishna College of Arts & Science, 21<sup>st</sup> - 22<sup>nd</sup> April 2022.
- People Management for Quality Enhancement in Higher Education, Bharathiar University, Coimbatore, 29<sup>th</sup> - 30<sup>th</sup> July, 2013.

### **Participation in Workshop**

- One - Week International Virtual Workshop on Excellence in Research Methodology organized by SRM Institute of Science and Technology, Chennai, 23<sup>rd</sup> – 28<sup>th</sup> September, 2024.
- Online Post conference Workshop on “Innovations in Social Work Research in India” on the 42<sup>nd</sup> Annual National Conference of the Indian Society of Professional Social Work (ISPSW), 1<sup>st</sup> July 2024.
- One day Mental Health Training Programme “Manam Thooduvargal (Training of trainers & Peer Education Model), Bharathiar University, 04<sup>th</sup> August, 2023.
- Handling Plagiarism and Reference Management using Mendeley, A2Z Edu Learning Hub, 9<sup>th</sup> - 11<sup>th</sup> May 2023.
- Multidisciplinary Research in Education, DPG Degree College, 9<sup>th</sup> February, 2023.
- Ethics and Spirituality in Management with Special Reference to Vedas, Gurukula Kangri (Deemed to be University), Haridwar, 10<sup>th</sup> - 14<sup>th</sup> May, 2022.
- Research Methodology and Data Analysis using MS Excel, Kamaraj College, Thoothukudi, 17<sup>th</sup> - 19<sup>th</sup> March, 2022
- Unfolding Vistas in the Research of Language, Literature and Psychology, SRM Institute of Science and Technology Ramapuram, 14<sup>th</sup> - 18<sup>th</sup> February, 2022
- Development and Validation of Research Tool, Mandsaur University, Madhya Pradesh, 15<sup>th</sup> February, 2022.

- Research Insights & Publication Strategies, National Foundation for Entrepreneurship Development, Coimbatore, 24<sup>th</sup> May 2020.
- NGO Formation and Preparation of Project Proposal Writing, Sree Narayana Guru College, Coimbatore, 30<sup>th</sup> January, 2018.
- Intellectual Property Rights and Patenting, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore, 20 Sep, 2017.
- One Day Industry Interaction Workshop on Human Resource Management - Issues and Challenges in Trans-Cultural Environment, Bharathiar University, 27<sup>th</sup> February 2016.
- Global Ageing and Elder issues: Role of Social Workers, Bharathiar University, Coimbatore, 6<sup>th</sup> - 7<sup>th</sup> January, 2016.
- Data Analysis for Model Building, Pondicherry University, 27<sup>th</sup> - 29<sup>th</sup> November, 2015
- Application of Statistical software, Bharathiar University, Coimbatore, 21<sup>st</sup> - 22<sup>nd</sup> August, 2014.
- Structural Equation Modeling through AMOS, Periyar University, 31<sup>st</sup> July - 2<sup>nd</sup> August, 2014.
- Three days workshop on Research Methodology, PSG Institute of Management, Coimbatore, 26<sup>th</sup> - 28<sup>th</sup> Sep, 2013.
- Workshop on Psychometric Tools in HR Practices, PSG Institute of Management, Coimbatore, 19<sup>th</sup> - 20<sup>th</sup> April, 2013.
- UGC Sponsored National Workshop by Academic Staff College, Pondicherry University from 22<sup>nd</sup> Nov & 23<sup>rd</sup> Nov, 2012.

#### **Participation in Orientation Programme / Short Term Courses**

- Combating Air Pollution in National Capital Region, National Institute of Disaster Management, Ministry of Home Affairs, Govt. of India in collaboration with IMPRI, 7 Dec 2022
- Changes in infrastructure, livelihood and ecosystem services in Indian Sundarbans due to frequent disasters, National Institute of Disaster Management, Ministry of Home Affairs, Govt. of India, 28 Nov – 30 Nov 2022
- UGC Sponsored Interaction Programme for Ph.D Scholars (Social Sciences and Commerce), Bharathiar University from 01 Feb – 21 Feb, 2013.

#### **Participation in Faculty Development Programme**

- NEP2020 Orientation & Sensitization Programme of University Grants Commission (UGC) Organized by UGC - Malaviya Mission Teacher Training Centre (MM-TTC), Bharathiar University from 21 - 29 October, 2024

- International Faculty Development Programme on Research Methodology, Sri Krishna Arts and Science College, 27 Nov - 01 Dec 2023
- The Power of positivity Approach in Teaching & Learning System of Cultural Transformation, Hindusthan College of Arts and Science, Coimbatore, 19 - 26 September, 2023
- Integrated Faculty Development – Reinforcing Personal, Professional and Institutional Well-being, Shrimathi Devkunvar Nanalal Bhatt Vaishnav College for Women, Chennai, 27, 28 & 31, July 2023.
- Research Methodology, PPG College of Arts and Science, Coimbatore, Dec 12 - Dec 19, 2022
- Contemporary issues in HR, Sree Saraswathi Thyagaraja College, Pollachi, Tamil Nadu in association with The Coimbatore, July 11- July 16, 2022.
- ICT Tools for Effective Teaching & Learning, Amar Seva Mandal's Kamla Nehru Mahavidyalaya, Nagpur, May 23 - May 28
- Outcome Based Field Education Organized, Bon Secours College for Women, Thanjavur, May 6 - May 20, 2022.
- Entrepreneurship Development, Syed Ammal Arts and Science College, Ramanathapuram, March 01 - March 07, 2022.
- Research Methodology, Sona College of Arts and Science, Salem" Feb 01- Feb 5, 2022.
- Research Essentials, Chandigarh University, Punjab, Jan 31 - Feb 05, 2022
- Emerging Trends in E-Learning, Universal School of Administration, Bengaluru, Jan 29, 2022.

#### **Conference / Seminar / Workshop Organized**

- Convener for the International Conference on "Creating a Safer World for Children: Challenges, Solutions & Partnerships" in association with Thozhamai, NGO, Chennai on 27<sup>th</sup> September, 2024.
- Organizing committee Member, International Conference on Respecting Diversity through Social Work Practice: A Multicultural Perspective, Sri Ramakrishna College of Arts & Science, Coimbatore, 5-April-23.

#### **Invited Speaker / Session Chair- Conference / Seminar / Workshop**

- Resource Person, Workshop on Research Methodology, Hindusthan College of Arts and Science, Coimbatore, 18<sup>th</sup> March, 2024
- Resource Person, Stress and Time Management, Kovai Tapes Private Limited, 8<sup>th</sup> March, 2025.
- Resource Person, Two Days National Level Workshop on Research Methodology, Christ College, Irinjalakuda, Kerala, 20<sup>th</sup> & 21<sup>st</sup> November, 2024



- Resource Person, Empowering the Entrepreneur: Turning Opportunities into Success, S.A. Engineering College, Chennai, 14<sup>th</sup> November, 2024
- Resource Person, Research Methodology for Social Work Students, Hindusthan College of Arts and Science, 23<sup>rd</sup> February, 2024
- Resource Person, Research Paradigms and Methodological Choices, VET Institute of Arts and Science, Erode, 22<sup>nd</sup> February, 2024
- Resource Person, Research Methodology, Sri Krishna Arts and Science College, 31<sup>st</sup> Jan, 2024
- Resource Person, Code of compliance for Industries - HR Perspective, Bharathiar University, Coimbatore, 9<sup>th</sup> October, 2023
- Resource Person, Importance of Education and Career Guidance, Bharathiar University, 16<sup>th</sup> February, 2023
- Resource Person, Statistical Analysis using SPSS, Karl Kubel Institute for Development Education, 21<sup>st</sup> March, 2017

#### **Member in BoS**

- University Nominee for Board of Studies of Social Work, Hindusthan College of Arts and Science, Coimbatore for the period 2024-2025 to 2026-2027

#### **Editorial / Review Board Member**

- Editorial Board Member, Edwin Inc. Journals - International Journal of Scientific Research and Education, ICI Indexed, IC Value 76.10, Impact factor 6.039, Since 2018.

#### **Membership in Professional Bodies**

<b>Name of the Professional Body</b>	<b>Nature of membership</b>	<b>Duration</b>
Indian Society of Professional Social Work (ISPSW)	Life member	-
National Association of Professional Social Workers in India (NAPSWI)	Life member	-

#### **Awards / Honors**

<b>Awards / Honors</b>	<b>Agency / Institute</b>	<b>Year of Award</b>
Young Research Supervisor	Research Education Solutions	2022