



NEHRUCOLLEGE OF MANAGEMENT COIMBATORE

Nehru Gardens, Thirumalayampalayam post,
Coimbatore. 641105 Telephone: 0422 227 0007
e-mail: ncmprincipal@nehrucolleges.com
website: www.ncmbschool.com

NAAC SSR CYCLE - II

Criteria –III

METRIC 3.1.1

**Grants received from Government and non-governmental agencies
for
research projects / endowments in the institution during the last five
years (INR in Lakhs)**

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S. NO	CONTENT	PAGE NO
1	Fund Received for FDP Program	1
2	Fund Received for Research	20



Nehru College of Management

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Date:26.08.2020

To

The Principal,
Nehru College of Management,
Coimbatore - 641 105

Respected Sir,


Sub: Requesting permission to conduct Sponsored Webinar on "Efficient teaching methods on new normal" – Reg.,


We are planning to conduct a Sponsored Webinar on "Efficient teaching methods on new normal" from 06.09.2020 to 08.09.2020. Based on the current scenario it is decided to give exposure about efficient teaching methods on new normal for faculties. We do believe that this endeavour may hone the skill of faculties.

Kindly permit us to proceed further.

Thanking you


Event Coordinator


Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2011
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105


Principal
Dr. R. Moses Daniel MBA., Ph.D., PGDCA., PGDI
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Trans Date	Value Date	Cheque No.	Description	Branch Code	DDP	Credit	Balance
26-07-2020 11:21:41	26 Jul 2020	021011502864	IMPS:ADITH R:7561070306-9002000:MOBLT28071127	12915		500.00	7,23,107.96
26-07-2020 12:40:21	27 Jul 2020		CASH DEP THIRUMALAYAM	16169		10,000.00	7,33,107.96
29-07-2020 18:09:26	29 Jul 2020		UPI/CR/021136487999/VIJAY MURU/ybl/01003012/KRISHNA KU/ YBL6323547750334d07811688c958f4b805	10400		1,500.00	7,34,607.96
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01-08-2020 12:44:52	01 Aug 2020	021412570128	IMPS:ADITH R:7561070306-9002000:MOBLT01081250	12915		500.00	7,51,107.96
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03-08-2020 13:57:32	03 Aug 2020		NEFT:N216200057320998:THE KARUR VYSYA BANK LTD - ALAPPUZH	15081		60,500.00	8,12,607.96
03-08-2020 14:58:37	03 Aug 2020		NEFT:BARBT20216256421:KERALA IYER TRUST	15081		30,000.00	8,42,607.96
05-08-2020 09:33:59	05 Aug 2020	635001715509	To Clg :CHEQUE PAID IN CLEARING - SERVBR-CHENN- FOR PAYEE LAKSHMI FUELS - SIB	16016	6,466.00		8,36,141.96
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06-08-2020 18:29:01	06 Aug 2020	000000000000	salary	16121	2,76,635.00		5,13,139.96

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NEHRU GROUP OF INSTITUTIONS, COIMBATORE (PROFORMA FOR BUDGET PROPOSAL FOR FDP PROGRAMME)

S.No	Particulars	Description if any (Number & Quantity)	Expected Expenditure
(A)	Items for Advance		
1.	Mobile Recharge for Convenors of various events	:	-
2.	Reception Items	:	-
3.	Purchase and Decoration	:	-
4.	Band / Mellam	:	-
5.	VIPs / Chief Guests Honorarium	:	30,000
	Travel for Guests	:	
	Committee Members – Travelling (Fuel Allowance):	:	
	Miscellaneous (Any unforeseen Expenditure)	:	2,000
	Total (A)		32,000
(B)	Items for which Corporate will Settle		
1.	Printing-Brochures /Flex / Certificates / Invitation / :30*20 Badges / Pamphlet		-
2.	Postage	:	
3.	Shawl	:	
4.	Press coverage	:	
5.	Lodging requirements	:	
6.	Food & Refreshments* Refreshment	:	-
7.	Mementos & 85 no's Prizes for winners	:	
8.	Band / Drums	:	
9.	Back drop Design, Sounds & Lights	:	
10.	Cash prize	:	
11.	Photograph	:	
12.	Stationary	:	
13.	Any other Item (Decorative Items)	:	
	Total (B)		-
	Grand Total (A & B)		32,000

CONVENOR



HOD

APPROVED / NOT APPROVED

CEO & SECRETARY

PRINCIPAL

Dr. R. Moses Daniel MBA., Ph.D., PGDCA., P
Principal
Nehru College of Management
Nehru Gardens
Thirumalayampalayam,
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* As per rates fixed by the management separately to VVIPs & VIPs / Staff & Students

* The number on VVIPs & VIPs can include the senior faculties also who accompany the VVIPs & VIPS

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Date: 10/09/2020

**EXPENDITURE REPORT
FOR
SPONSORED ONLINE FDP
ON
EFFICIENT TEACHING METHODS ON NEW NORMAL
FROM 06/09/2020 – 08/09/2020**

S.No	Expenses incurred	Amount
1	Honorarium for resource person (6 x 5,000)	30,000
2	Miscellaneous Expenses	2,000
	Total	32,000


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www.ncmbschool.com



*Internal Quality Assurance Cell (IQAC) & Kerala Iyers Trust
Organises*

Sponsored Online FDP

On

"Efficient teaching methods on New normal"

Resource persons



Dr. B Anirudhan
Principal
NASC



Dr. Sivaraja Muthusamy
Principal,
NIET



Dr. N. Shani
Dean,
NASC, Coimbatore



Dr. T. Sarathy
Professor,
Department of Management Studies, PU, Selam



Dr. AVR. Akshaya
Associate Professor,
SRCAS, Coimbatore



Dr. D. Hariprasad
Professor,
Department of Computer Science, SRCAS, Coimbatore

Date : 06/09/2020 - 08/09/2020

Time : 10:00AM - 12:00 Noon , 2:00PM - 4:00PM

Link: meet.google.com/hrj-cwag-fuj

E-Certificate will be provided

DR. E. MUTHUKUMAR

Convenor

DR. L. KARTHIKEYAN

Director - MBA

DR. R. MOSES DANIEL

Principal

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RESOURCE PERSON PROFILE

1) Dr. B Anirudhan

Coordinator of the Winning Team in the VI National Youth Parliament Competition. Award was given by Mr. Gulam Nabi Azad, Hon. Minister, Ministry of Parliamentary Affairs, and Govt. of India on 17th Feb. 2005 at New Delhi. Best Principal, awarded by International Institute of Education and Management, Delhi on 23.01.2011. Best Principal Award by Rajiv Gandhi Educational Trust, New Delhi 2013
Chief Guest in Faculty Development Programme on "Advance Teaching Methods and Stress Management" from 28th December to 2nd January 2016 organised by NIET. Chief Guest, Canara Bank, Punjab National Bank, Bank of Baroda – 2017
NAAC Assessor since July 2014
NCS ECO Awards 2016-2017 for Best contribution for Environmental Conservation and Awareness.
National Level Award 2017 "Best Academic Institution – 2017" in recognition of the quality Education to the rural underprivileged students and social welfare measures
Acted as a chief guest for the Faculty Development program (FDP) on "Modern Strategies in Teaching Learning Process" Topic "Accreditation an introduction and requirement" in Pollachy College of Arts and Science, Pollachy 28th Sept 2018.
He is a recipient of "Indy wood Educational Excellence Award" organized by Govt. of Telangana on 2 nd December 2018 at Hyderabad.
He was honored with " Shri P K Das Life Time Achievement Award" an In house Award Given by Nehru Group of Institution during the Best Faculty Award 2018
IDA Awards Torch Bearer under Faculty Development INDIA DIDACTICS ASSOCIATION 2019
Rashtriya Vibhushan Samman Pusakar Rising Star and Talented personality ARTP New Delhi 2019
Most Judicious Administrator Award from National Human Rights Committee
Holistic Healer Award from Dr. Sreenath Karayatt's Academy for Holistic Training.
Leadership Excellence Award from NAST Training and Consultancy Malaysia.
Best Administrator Award from Dr. Kalam Educational Trust for Tribal
Acted as a Panelist – in EDUTALK organized by AIMRI in association with EFFISM of Aries Group of Companies, DUBAI on "IS HYBRID EDUCATION THE FUTURE" on 09/09/2020.
Acted as a Panelist - Dr, Ambedkar Study Centre and PG Dept of Pol. Science under IQAC of Shanti Devi Arya Mahila College, Dinanagar, Punjab Organises two days International Webinar "FUNDAMENTALISM & A THREAT TO NATIONALISM" on 27.05.2021.
WORKSHOPS on areas like
NAAC Accreditation, OBE (Outcome Based Education), MENTORING, IEDC, HYBRID EDUCATION, NEW EDUCATION POLICY, GREEN AUDIT, EMOTIONAL INTELLIGENCE, PROFESSIONAL COUNSELING, TRANSACTION ANALYSIS, ENNEAGRAM, CHAKRA CLEANSING AND HEALING, PAST LIFE REGRESSION etc.

Ranj

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2) Dr. Sivaraja muthusamy

Dr.M.Sivaraja, a goal driven professional born in 1974 emerged as Gold medalist in his PG, Ph.D at Anna University and PD at SUNY Buffalo, USA under BOYSCAST Fellowship. His dedicated and committed personality established him as the Founder Principal of N.S.N.CET, Karur during 2011 at the age of 37. His Credit includes 35 Journal publications, 95 conference papers and 24 invited talks, conducted 16 seminars and conferences, completed 11 research funded projects and honoured with many Awards.

3) Dr. N Shani

Dr.N.Shani is a Doctorate in Management , experienced as a teacher, Researcher & Trainer for more than 20 years. Her publication includes 6 books, 5 book chapters, 45 research articles in Scopus and peer reviewed journals. She is an Accredited Management Teacher, Certified by All India Management Association (AIMA). Received Rashtriya Vibhushan Samman Puraskar by Association for Rising & Talented Personalities. She has held various positions in her academic career as HoD, Director - Research, Dean Academic Affairs, and now working as Dean School of Management in Nehru Arts and Science College.

4) Dr. T Sarathy

Dr.T.Sarathy is the Assistant Professor of the Department of Management Studies at Periyar University. His Area of Specialisation is Operations Management, Economics, Strategic Management, Marketing and Human Resource Management. He is a Life member of Indian Society for Technical Education (ISTE)

5) Dr. AVR Akshaya

Dr A.V.R. Akshaya, Associate Professor at Dr.N.G.P. Institute of Technology, Coimbatore, with a massive experience of seventeen years, which includes 11 years of academic and 6 years of Industry. To speak about awards and accolades she was Awarded with "Best Women Faculty Award" on 30th June 2019 from DK International Research Foundation on DKIRF Awards -2019, Awarded as "Best Academician Award" on 19th February, 2021 organized by Puthu Yugam Television Awards at KPR College of Arts and Science, Coimbatore and awarded the most prestigious GLOBAL TEACHER AWARD 2021 by AKS Education awards, on 23rd, october,2021. She is Instrumental in bringing in new teaching methods and training programmes for the students with a caption of "Not all Classrooms have four walls". She is also an Institutions Innovation Council Ambassador. she has more than 35 research publication to her credit in refereed journals both National and International., national and international conferences. She is qualified SLET in the field of Management. She is an active Consultant for Ramalingam Institute of cooperative management (A unit of Tamil Nadu Cooperative Union), Non-Banking Financial

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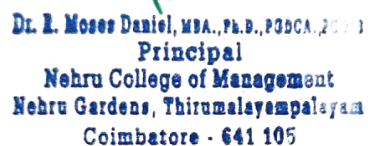
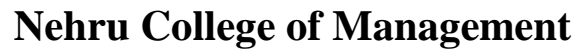
Company as a trainer and consultant in developing innovative concepts and helping in the operations like Customer Relationship Management, Stress Management, Work life Balance, employee counselling, role analysis and the like. She has been Resource Person for various colleges and helped the student's community to enhance their technical knowledge and to build their emotional intelligence.

6) **Dr. D Hariprasad**

Dr. D. Hari Prasad MCA, MPhil, PhD. Associate Professor & HoD.
Department of Computer Applications

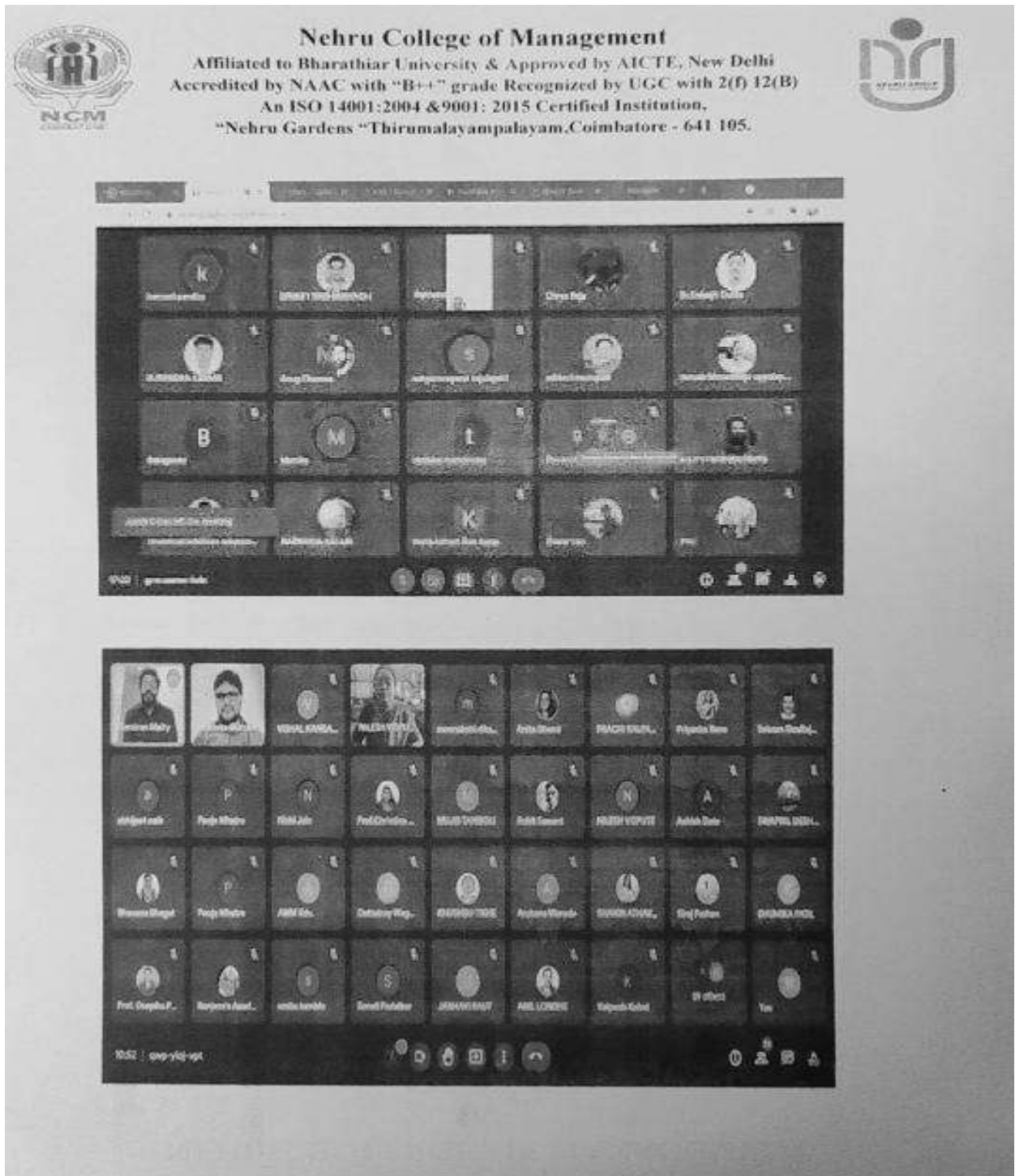
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PARTICIPANT LIST

S.NO	NAME	PHONE NUMBER	ADDRESS
1	DR.R.HEMA MALINI	7598704616	govt. arts college for women, kanjirangal, sivagangai - 630 561
2	AMBILI	7012337171	syamambaram panamkkad varani kadukkamkunnam post palakkad
3	POOJASHREE HS	9663526625	#2 c block venugopal reddy hebbagodi bangalore 560099
4	CHANDRASHEKAR N	9113203784	chandrashekar.n1999@gmail.com
5	T.KAVIPRIYA	9944287135	hindusthan college of arts and science, nava india,avinashi roadcoimbatore-641028
6	N.KUMAR	9894594574	dr.n.g.p arts and science college, kalapatti road, coimbatore
7	AMBILI M R	7012337171	syamambaram panamkkad varani kadukkamkunnam post palakkad
8	T TANUSHA	9791052962	lvr student living for girls 88, 87, 3rd cross rd, chikku lakshmaiah layout, adugodi, bengaluru, karnataka 560029
9	RIDHAA KULSOOM	9113259989	#679, 14th cross, 29th main, btm layout 2nd stage bangalore-76
10	KRITHI MR	7899148654	#612, a4, netravati block, ngv,koramangala,bangalore 560047
11	DR. CYNTHIA MILTON	9841052412	dr.cynthia miton no.1 second street grave avenue, senthil nagar, keelkattalai, chennai- 600 117
12	AMBIKA S	8220623195	7/1 min avenue garden, narasipuram road,kn palyam coimbatore 641007
13	RUBESH A	9880067163	no:28/1, link road , vivekananda nagara, jai bharath nagar, bangalore :560033
14	SUJITH R	7996749522	#51, santhosh nilaya, vinayaka nagar, 7th cross, behind sfs school, electronics city post, bengaluru 560100
15	PRIYANKA.U	8138960960	priyankau.1996@gmail.com
16	C.RAJAN	9159483999	191, 16/14, military camp opposite, quarry office madukkarai, coimbatore -641105.

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17	NATHASHA A B	9744381465	maniparambath house, venniyoor p. o malappuram, pin: 676508
18	DR P BALAJI	9994759003	no ap 50 tnau staff quarters, tnau campus tnau coimbatore - 641003
19	SHEEMAN KHANUM	8310563682	house no 91 ward no 14, behind sharada school, theater road, attibele 562107
20	ARSHITHA S RAJ	9744267726	Nehru college of management
21	P. MAYILRAJAN	9003525431	sf no 1053/2a, 1055, site no 107, jj nagar ist street, kurumpapalayam road, coimbatore, 641105.
22	JAYA PRASATH K	9715910707	119c , vasantham nagar,solar, erode
23	KARTHIKEYAN B	9790251738	Nehru arts and science college
24	AMARAJOTHILM	9790080839	12/8 Gemmangkuppam,,rusha via,,k.v.kuppam t.k ,, vellore 632209
25	SARAVANAN R	9048760430	5b-1, sri ranga gardens, 3rd street, nsn palayam, cbe -31
26	ARAVIND KRISHNAN R	7012491869	6/592,krishna kripa ,vakkilparamba, pudhuppariyaram , palakkad 678731

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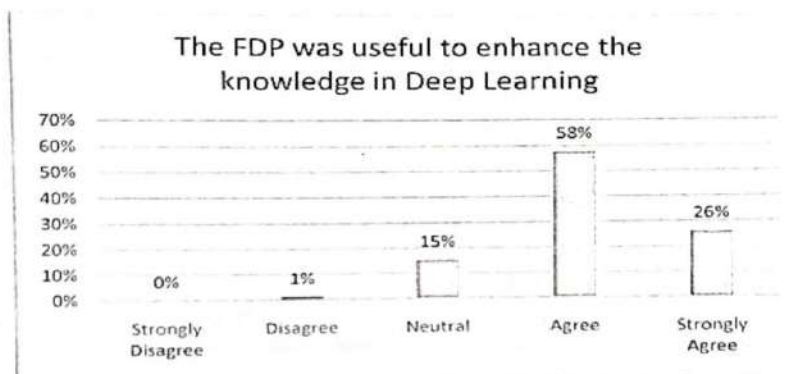
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**INTERNAL QUALITY ASSURANCE CELL & KERALA IYERS TRUST
ORGANISED SPONSORED ONLINE FDP**

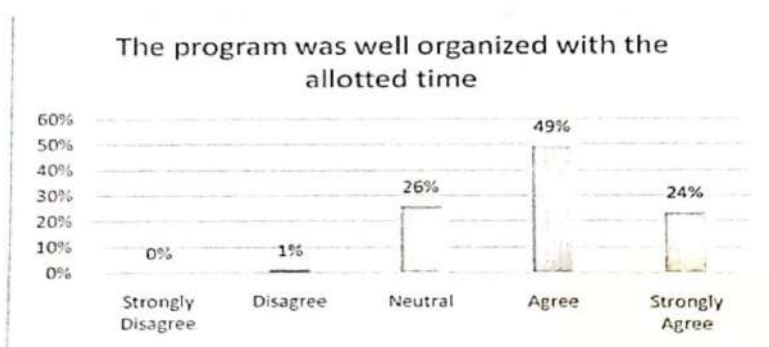
**FEEDBACK CONSOLIDATED REPORT
FDP ON SPONSORED ONLINE "FDP ON EFFICIENT TEACHING
METHODS ON NEW NORMAL "**

- The FDP was useful to enhance my knowledge in deep learning



Inference: From the above analysis 26% of participants were strongly agreeing about the program was useful to enhance their knowledge and 58% of participants were agreeing, 15% participants responded as neutral and 1% participants was disagreeing.

- The program was well organized with the allotted time



Rush

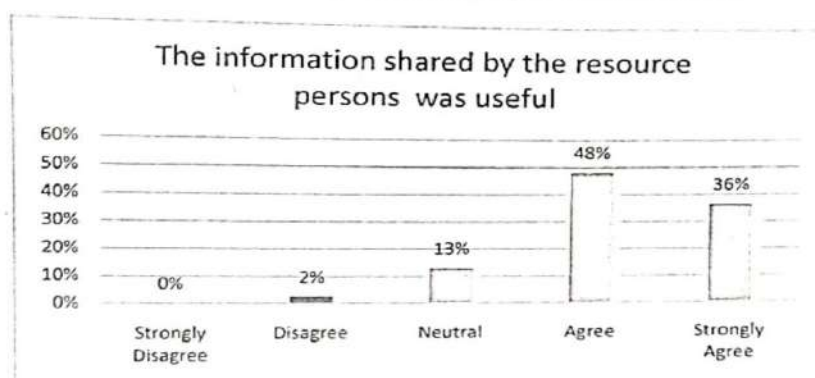
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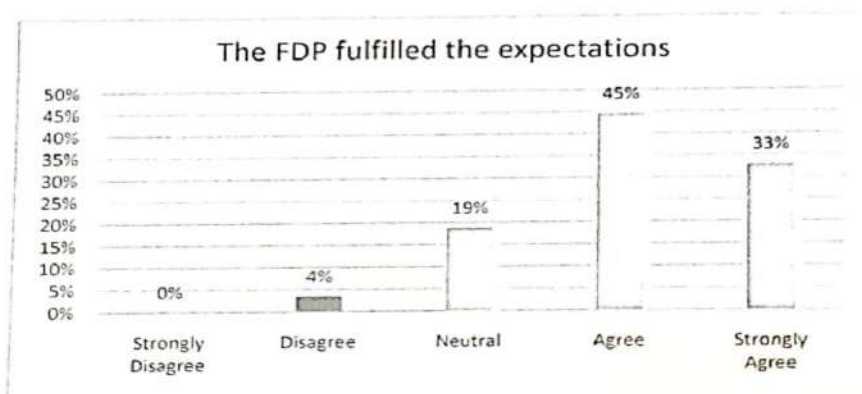
Inference: From the above analysis 24% of participants were strongly agreeing about the program timing and 49% of participants were agreeing, 26% participants responded as neutral and 1% participants was disagreeing.

- The information shared by the resource persons was useful



Inference: From the above analysis 36% of participants were strongly agreeing that the information shared by the resource persons was useful and 48% of participants were agreeing, 13% participants responded as neutral and 2% participants was disagreeing.

- The FDP fulfilled the expectations



Inference: From the above analysis 33% of participants were strongly agreeing that the FDP fulfilled the expectation and 45% of participants were agreeing, 19% participants responded as neutral and 4% participants was disagreeing.

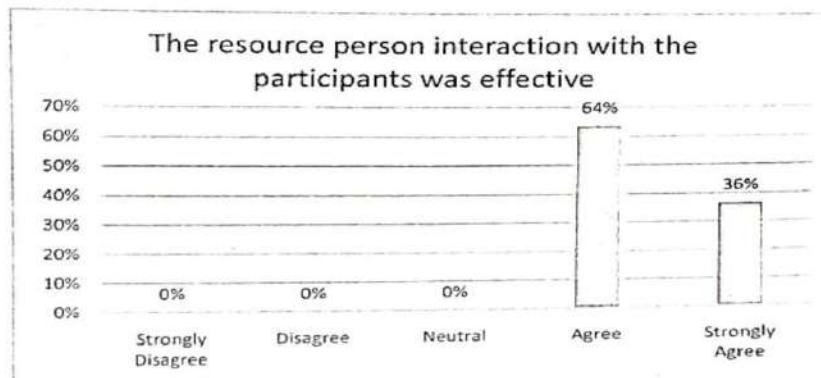
RWS
Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2008
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management
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- The resource person interaction with the participants was effective





Inference: From the above analysis 36% of participants were strongly agreeing that the resource person interaction with the participants was effective and 64% of participants were agreeing.


Event Convenor


Director

Dr. L. KARTHIKEYAN
B.Sc(Ag), MBA., PGDBF, SET., Ph.D
DIRECTOR - MBA
NEHRU COLLEGE OF MANAGEMENT
T.M. PALAYAM, COIMBATORE-641 105.


Principal
Moses Daniel MBA., Ph.D., PGDCA., PGDIB
Principal
Nehru College of Management
Nehru Gardens
Thirumalayampalayam,
Coimbatore - 641 105.


Dr. R. Moses Daniel, MBA., Ph.D., PGDCA., PGDIB
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



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COIMBATORE

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INTERNAL QUALITY ASSURANCE CELL & KERALA IYERS TRUST ORGANISED SPONSERED ONLINE FDP ON "EFFICIENT TEACHING METHODS ON NEW NORMAL "

OUTCOME OF THE EVENT:

Internal quality assurance cell & Kerala iyers trust organized sponsored online FDP on "efficient teaching methods on new normal ", The resource persons shared a valuable information's regarding the effective methods of teaching on new normal and the information's will surely helps the faculties to implement inside the class room to improve the quality of the student.

Rug

Dr. R. Moser Daniel, MBA., Ph.D., PGDCA, 2001
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105

NEHRU COLLEGE OF MANAGEMENT

An ISO 14001 : 2004 & 9001 : 2015 Certified Institution
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www.ncmbschool.com

PARTICIPATION CERTIFICATE

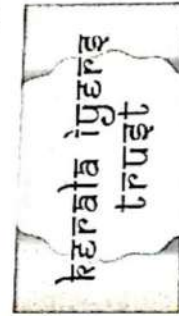
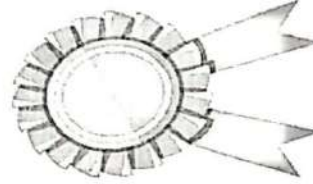
This certificate declare that

DR.R.Hema Malini

has participated in Sponsored online FDP on "Efficient teaching methods
on New normal" organised by IQAC from 06/09/2020 - 08/09/2020



E-Certificate ID AE 5334



Sponsored



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'Nehru Gardens', T.M.Palayam, Coimbatore, Tamilnadu.

www.ncmbschool.com

PARTICIPATION CERTIFICATE

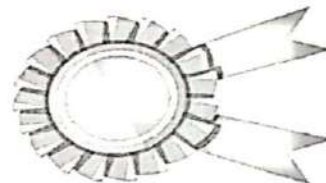
This certificate declare that

DR. CYNTHIS MILTON

has participated in Sponsored online FDP on "Efficient teaching methods
on New normal" organised by IQAC from 06/09/2020 - 08/09/2020



E-Certificate ID AE 5336



Sponsored



Rupa
Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2003
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105

NEHRU COLLEGE OF MANAGEMENT

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'Nehru Gardens', T.M.Palayam, Coimbatore, Tamilnadu.

www.ncmbschool.com

PARTICIPATION CERTIFICATE

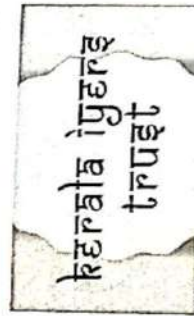
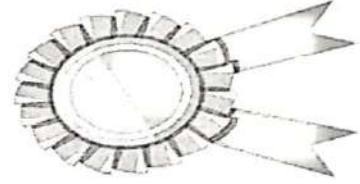
This certificate declare that

Saravanan R

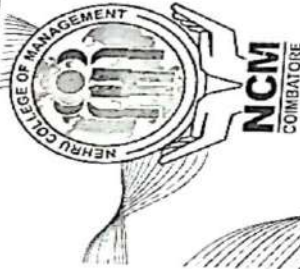
has participated in Sponsored online FDP on "Efficient teaching methods
on New normal" organised by IQAC from 06/09/2020 - 08/09/2020



E-Certificate ID AE 5338



Sponsored



Rush
Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2013
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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"Nehru Gardens" Thirumalayampalayam, Coimbatore - 641 105.



Date: 16-08-2018

From,

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road, Kuniyamudur
Coimbatore - 641008.

Through

The Principal
Nehru College of Management
Coimbatore - 641105.

Sir,

Sub: Requisition for grant of funds for research Reg.-

Greetings! I wish to introduce myself as Mrs. Ginu Mary Varghese doing full time research in Nehru College of Management. My area of research is in the Human Resources Management and the title is "A STUDY ON THE IMPACT OF LEVELS OF EMPLOYEE ONBOARDING ON JOB ATTITUDES AND JOB PERFORMANCE OF EMPLOYEES IN SERVICE SECTOR". My estimated project worth is 1.5 lakhs INR. I would be grateful if you could fund my research. Expecting your favourable consent to support my research.

Thanking You

Yours faithfully

(Mrs. Ginu Mary Varghese)

Recommended & forwarded
S. Franklin John
16/8/2018
Dr. S. FRANKLIN JOHN, MBA, M.Phil, Ph.D. APPAR
Principal,
Nehru College of Management
T.M. Palayam,
COIMBATORE - 641 105.



R. Moses Daniel
Dr. R. Moses Daniel, MBA., Ph.D., P3DCA, 2001
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



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An ISO 14001:2004 & 9001: 2015 Certified Institution,
"Nehru Gardens "Thirumalayampalayam, Coimbatore - 641 105.



GST NO:33AFFPR8253Q2ZP

Ph:9363267234

M. RAMARAJ

Coimbatore city municipal corporation contractor
4/107, Edaiyarpalayam main road, Kuniyamudur, Coimbatore-641008

Date : 28.08.2018

To

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

Madam,

Sub: Grant of funds for research - Reg.,

We are ready to help in your research area. We are in need of complete details about your topic and duration. You may forward the same to us to proceed further to support your research.

Thanking You

Yours faithfully

M. Ramraj
For RAMRAJ. M.

Proprietor

Rush

Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2003
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



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An ISO 14001:2004 & 9001: 2015 Certified Institution,
"Nehru Gardens "Thirumalayampalayam, Coimbatore - 641 105.



Date: 04.09.2018

From,

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road. Kuniyamudur
Coimbatore - 641008.

Through

The Principal
Nehru College of Management
Coimbatore - 641105.

Sir,

Sub: Requisition for grant of funds for research- Reg.,

Greetings! I am happy towards your consent in supporting my research. I have enclosed the complete details as requested by you for reference. . Expecting your favourable consent to support my research.

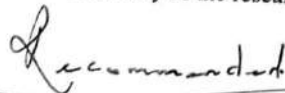
Thanking You


Yours faithfully



(Mrs. Ginu Mary Varghese)

Enclosed :

- Summary of the research project complete


Recommended


Dr. S. FRANKLIN JOHN, MBA, M.PMT, Ph.D. AMMIA
Principal,
Nehru College of Management
T.M. Palayam,
COIMBATORE - 641 105.


Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2003
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



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"Nehru Gardens" Thirumalayampalayam, Coimbatore - 641 105.



GST NO:33AFFPR8253Q2ZP

Ph:9363267234

M. RAMARAJ

Coimbatore city municipal corporation contractor
4/107, Edalyarpalayam main road, Kunlyamudur, Coimbatore-641008

Date :

01.10.2018

To

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

Madam,

Sub: Grant of funds for research Ref No. : NCM/RG/-Reg.,

We have received your details about your research. We are happy to fund your research with the following conditions:

- We can support only Rs: 1,10,000 INR at the maximum as per our norms
- The funds will be disbursed in 3 instalments with respect to your research progress.
- The fund will be given to your name through **The Principal, NCM**
- Your final Instalment will be disbursed after completion of your research.
- Non-conformity of progress in research may lead to cancellation of funds and may be liable to refund amount to the company

We expect you to complete the research successfully.

Thanking You

Yours faithfully,

M. Ramraj

For RAMRAJ. M

Proprietor

Rush
Dr. R. Moses Daniel, M.A., Ph.D., PGDCA, 2011
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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An ISO 14001:2004 & 9001: 2015 Certified Institution,
"Nehru Gardens "Thirumalayampalayam, Coimbatore - 641 105.



From

Date: 15.10.2018

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road, Kuniyamudur
Coimbatore - 641008.

Through

The Principal
Nehru College of Management
Coimbatore - 641105.

Sir,

Sub: Grant of funds for research -Reg.,

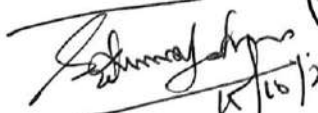
Greetings! I am happy for your support in my research topic. I agree to the terms and conditions lay by yourselves. I assure you to update my research progress and complete my research on time. I am once again thankful for your support.

Thanking You


Yours faithfully


(Mrs. Ginu Mary Varghese)

Forwarded


Dr. S. FRANKLIN JOHN, MBA, M.Phil, Ph.D. AMIMA
Principal,
Nehru College of Management
T.M. Palayam,
COIMBATORE - 641 105.




Dr. R. Moses Daniel, MBA, Ph.D., PGDCA, 2011
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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"Nehru Gardens" Thirumalayampalayam, Coimbatore - 641 105.



GST NO:33AFFPR8253Q2ZP

Ph:9363267234

M.RAMARAJ

Coimbatore city municipal corporation contractor
4/107, Edaiyarpalayam main road, Kunyamudur, Coimbatore-641008

Date :

25.12.2018

To

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

Madam,

Sub: Grant of funds for research First Instalment -Reg.,

We have disbursed the first instalment of **Rs: 30,000 INR** to support your research as per discussion. Kindly find the cheque enclosed to go ahead and do update your research progress.

We wish you good luck.

Thanking You

Yours faithfully

For RAMARAJ.M

Proprietor

RMS
Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2001
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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FOR RAMRAJ M
M. Ramraj
PROPRIETOR / PROPRIETRIX / AUTHORISED SIGNATORY
Please sign above

⑈000902⑈ 6410530141⑈ 005002⑈ 11

Rush

Dr. R. Moses Daniel, M.A., Ph.D., PGDCA, 2003
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



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"Nehru Gardens" Thirumalayampalayam, Coimbatore - 641 105.



Date: 02.01.2019

From

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road, Kuniyamudur
Coimbatore - 641008.

Through

The Principal
Nehru College of Management
Coimbatore - 641105.

Sir,


Sub: Grant of funds for research -Reg.,

Greetings! I am thankful to you in supporting my research. I have received my first instalment disbursed by you from my college. I am grateful to you and I will submit my research progress soon for the next instalment.

Thanking You

Yours faithfully

(Mrs. Ginu Mary Varghese)

Forwarded
[Signature]


Dr. S. FRANKLIN JOHN, MBA, M.Phil, Ph.D. ANIAM
Principal,
Nehru College of Management
T.M. Palayam,
COIMBATORE - 641 105.

RUG
Dr. E. Moses Daniel, MBA., Ph.D., PGDCA, 2011
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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"Nehru Gardens "Thirumalayampalayam, Coimbatore - 641 105.



Date: 31.07.2019

From

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road, Kuniyamudur
Coimbatore - 641008.

Through

The Principal
Nehru College of Management
Coimbatore - 641105.

Sir,

Sub: Grant of 2nd instalment funds for research -Reg.,

Greetings! I am thankful to you in supporting my research. I have received my first instalment disbursed by you from my college. Herewith I attach the work of my research as per your conditions for the release of 2nd instalment. I am requesting you to release the amount to continue my research process.

Thanking You

Yours faithfully

Forwarded
[Signature]
31/07/2019
Dr. S. FRANKLIN JOHN, MBA, M.Phil, Ph.D
Principal,
Nehru College of Management
T.M. Palayam,
COIMBATORE - 641 105.



[Signature]
(Mrs. Ginu Mary Varghese)

Rush

Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2003
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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GST NO:33AFFPR8253Q2ZP

Ph:9363267234

M.RAMARAJ

Coimbatore city municipal corporation contractor
4/107,Edaiyarpalayam main road,Kunlyamudur,Coimbatore-641008

Date :

20.08.2019

To

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

Madam,

Sub: Grant of funds for research Second Instalment -Reg.,

We are happy about your research progress. We have disbursed the Second instalment of Rs: 30,000 INR to support your research as per discussion. Kindly find the cheque enclosed to go ahead and do update your research progress.

We wish you good luck.

Thanking You

Yours faithfully

M. Ramraj

R. Daniel
Dr. R. Moses Daniel, M.A., Ph.D., PGDCA, 2001
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105

For RAMRAJ. M

Proprietor



1100090311 6410530141: 00500211 11

Run

Dr. R. Moses Daniel, M.B.A., Ph.D., PGDCA, 2003
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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An ISO 14001:2004 & 9001: 2015 Certified Institution,
"Nehru Gardens" Thirumalayampalayam, Coimbatore - 641 105.



Date: 30.08.2019

From

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road, Kuniyamudur
Coimbatore - 641008.

Through

The Principal
Nehru College of Management
Coimbatore - 641105.

Sir,

Sub: Grant of funds for research -Reg.,

Greetings! I am thankful to you in supporting my research. I have received my second instalment disbursed by you from my college. I am grateful to you and I will submit my completion of research soon to receive the final instalment. I am extremely thankful to you in supporting my research.

Thanking You


Yours faithfully


30/8/20

Dr. S. FRANKLIN JOHN, MBA, M.Phil, Ph.D. AMIMA
Principal,
Nehru College of Management
T.M. Palayam,
COIMBATORE - 641 105.




(Mrs. Ginu Mary Varghese)


Dr. R. Moses Daniel, MBA., Ph.D., PGDCA, 2003
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



Nehru College of Management

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An ISO 14001:2004 & 9001: 2015 Certified Institution,
"Nehru Gardens" Thirumalayampalayam, Coimbatore - 641 105.



From

Date: 24.11.2020

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641 105.

To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road, Kuniyamudur
Coimbatore - 641 008.

Through

The Principal
Nehru College of Management
Coimbatore - 641 105.

Sir,

Sub: Grant of final instalment funds for research -Reg.,

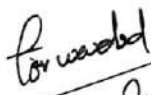
Greetings! I am thankful to you in supporting my research. I have received my 2nd instalment disbursed by you from my college. Herewith I attach the work of my research as per your conditions for the release of final instalment. I am requesting you to release the amount to continue my research process.


Thanking You

Yours faithfully


(Mrs. Ginu Mary Varghese)




Dr. R. Moses Daniel MBA., Ph.D., PGDCA., PGDM
Principal
Nehru College of Management
Nehru Gardens
Thirumalayampalayam,
Coimbatore - 641 105.


Dr. R. Moses Daniel, MBA., Ph.D., PGDCA., PGDM
Principal
Nehru College of Management
Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105



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"Nehru Gardens "Thirumalayampalayam, Coimbatore - 641 105.



GST NO:33AFFPR8253Q2ZP

Ph:9363267234

M. RAMARAJ

Coimbatore city municipal corporation contractor
4/107, Edaliyarpalayam main road, Kunliyamudur, Coimbatore-641008

Date :

14.12.2020

To

Mrs. Ginu Mary Varghese
Research Scholar (Reg No: 20457/B2/2017)
Department of Management Studies
Nehru College of Management
Coimbatore - 641105.

Madam,

Sub: Grant of funds for research Final Instalment -Reg.,

We are happy that you have completed your research successfully. We are impressed by your research and glad that we were happy to help in your research. We have disbursed the Final instalment of Rs: 50,000 INR to support your research as per discussion. Kindly find the cheque enclosed and we wish you success in all your future endeavours.

Thanking You

Yours faithfully

Rust
Dr. R. Moses Daniel, M.B.A., Ph.D., PGDCA, 2011
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Nehru Gardens, Thirumalayampalayam
Coimbatore - 641 105

M. Ramraj
For RAMRAJ. M
Proprietor



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Please sign above

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Date: 23.12.2020

From

Mrs. Ginu Mary Varghese
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Nehru College of Management
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To,

Mr. M. Ramaraj
The Proprietor
Ramaraj Corporation Constructions
Edaiyarpalayam Main road, Kuniyamudur
Coimbatore - 641008.

Through

The Principal
Nehru College of Management
Coimbatore - 641105.

Sir,

Sub: Support of funds for research -Reg.,

Greetings! I am happy and thankful to your esteemed concern in supporting my research. I have received my final instalment disbursed by you from my college. I am grateful to you in supporting my research. I am indebted to you for all the kind words and encouragement to complete my research successfully.

Thanking You

Forwarded

RM 23/12/20

Dr. R. Moses Daniel MBA., Ph.D., PGDCA, PGD
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Yours faithfully

[Signature]

(Mrs. Ginu Mary Varghese)

RM

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A STUDY ON THE IMPACT OF LEVELS OF EMPLOYEE ONBOARDING ON JOB ATTITUDES AND JOB PERFORMANCE OF EMPLOYEES IN SERVICE SECTOR

Thesis Submitted to Bharathiar University in Partial Fulfillment of the Requirements
for the Award of the Degree of

DOCTOR OF PHILOSOPHY IN MANAGEMENT

Submitted by

Mrs. GINU MARY VARGHESE
(2017R1314)
20457/B2/2017

Under the Guidance of

Dr. S. FRANKLIN JOHN, MBA. MS., M.Sc., M.Sc., Ph.D.
Principal & Professor
CMS Institute of Management Studies
Coimbatore



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JANUARY 2021

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1.1 INTRODUCTION

“The first day, week and month of an employee’s experience carries a lasting impression.”
-Scott Weiss

Service sector is the lifeline for the economic growth of a country. It is today the largest and fastest growing sector globally contributing more to the global output and employing more people than any other sector. There has been a huge growth in service sector businesses especially in banking and information technology. These careers offer better integrity and stability.

Employees are organization's most valuable asset. In an increasingly competitive business world, top talent is in high demand. If the top workers are unhappy, another company may come along to steal them away. Finding employees who will feel a strong bond with the company starts with creating an environment that attracts those employees. Having a clear talent management system has its own benefits for the organization, some of which include recruiting, selection, onboarding, performance management etc. Of which onboarding process is critical for successful employee performance and retention.

Onboarding is the mechanism through which new employees acquire the necessary knowledge, skills, and behaviours to carry out their new responsibilities and to become effective organizational members and also helping new hires adjust to social and performance aspects of their new jobs quickly and smoothly. Onboarding is a process that introduces new employees to an organization and its culture. It should be the Employee Onboarding process that aids companies to manage new hires and employees by capturing employee information, provides electronic forms, a new hire portal for seamless employee orientation and induction into the workforce. The


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onboarding levels like compliance, clarification, culture and connection must be attained to acquire the precise result which may be missing in many organizations.

At work particular job attitudes have the greatest potential to influence how we behave. Depending upon the situation, employee may show either positive or negative attitudes. Positive attitudes are job satisfaction, organizational commitment, job involvement, employee engagement while cynicism and turnover intention are considered negative attitude.

1.2 STATEMENT OF THE PROBLEM

Research evidence demonstrates that after effective recruitment and selection, one of the most important ways that organizations can improve the effectiveness of their talent management systems is through the strategic use of onboarding. Every organization has its own version of the complex process through which new hires learn attitudes, knowledge, skills and behaviours required to function effectively. Researches exhibit that the success of the organization depends on the performance of its workforce in addition to attitude of employees and the behavior of an employee at work relates to his/her job performance. Recognized that there is scantiness of studies that examined the relationship between onboarding, job attitudes and job performance, it is essential to investigate the relationship between onboarding, job attitudes and job performance. Furthermore, there are inconsistencies in findings obtained by previous researchers on the factors influencing the onboarding process. A formal onboarding process through its onboarding levels is surprisingly missing in many organizations. Moreover there is paucity in studies that investigate the impact of onboarding levels on job attitudes and job performance in service industry especially in banking and IT sector which has been growing rapidly not only in the terms of its size but also in terms of the employment being provided. The main purpose of this study is to



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investigate the impact of employee onboarding levels on job attitude and job performance of employee in service sector.

1.3 SCOPE OF THE STUDY

The scope of the study enhanced better considerate to identify the onboarding levels and its impact on job attitudes and job performance of employees in service industry, as none existed prior to the current study. Based on the results an effective onboarding develop employee's job attitudes and improves the job performance. The measure could provide insight into the effectiveness of company's onboarding programs. Organizations would better be able to identify which of the four onboarding levels in their programs that may be missing, so they can modify and restructure their programs to meet all levels. The study would greatly assist in scheming effective onboarding programs for improving the positive job attitudes like job satisfaction, organizational commitment, job involvement, employee engagement and reducing negative attitudes like organizational cynicism and turnover intention hence producing enhancement in job performance.

1.4 OBJECTIVES OF THE STUDY

1. To study the factors influencing the onboarding process.
2. To analyze the relationship between onboarding process and Job Attitude.
3. To assess the influence of onboarding levels on Job Attitude.
4. To evaluate the influence of onboarding levels on Job performance.
5. To analyze the impact of onboarding levels in organizational cynicism and turnover intension.

1.5. RESEARCH METHODOLOGY

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The Methodology to be adopted for a particular area would depend upon the purpose and objectives to be achieved.

1.5.1 SAMPLING DESIGN

The objective of the study is confined to provide a better understanding to identify the onboarding levels and its impact on job attitudes and job performance of employees in service sector. The researcher extensively used both the primary and secondary data systematically. The primary data, field survey techniques were used in the study area is all the districts of Kerala. For this study the researcher confined to 963 samples from Information Technology Sector and 911 banking sector samples. **Totally the sample size of this study is 1874 respectively.**

1.5.2 SOURCES OF DATA

The First-hand information pertaining to the study are general details related to the employee on-boarding, onboarding levels like compliance, clarification, culture and connection, positive and negative job attitudes and job performance were collected from employees of banking and IT sector with the help of a questionnaire.

1.5.3 FIELD WORK FOR DATA COLLECTION

The researcher has collected the responses by making personal visits to the respondents at their convenience. Utmost care has been taken to provide essential clarifications in dialect to enable the respondents to answer as precisely as possible without any ambiguity. The filled up Questionnaire were systematically checked and ensured accuracy and also consistency of data. The data thus collected were categorized and processed manually and further it was cross checked through a computer. Further processing was done with the help of the master table. The data were fed into a computer for analysis and the results were appropriately incorporated.



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1.5.4 FRAME WORK OF ANALYSIS

The Statistical Package for the Social Science (SPSS) for Microsoft Windows was used to complete the analysis of the collected data and tests were conducted at five percent level of significance. The objectively collected data have been suitably classified and analyzed in tables, charts and graphs in appropriate chapters. **The following are the techniques adopted for the analysis of data, namely Percentage analysis, Mean and Standard Deviation, Correlation, Multiple Regression, Analysis of variance, Reliability analysis, T-tests, Factor analysis and so on.**

1.5.5 HYPOTHESIS OF THE STUDY

To substantiate the objectives of the study, the following hypothesis were framed and tested in the appropriately

1. The influence of factors have no significance difference on onboarding process.
2. There is no significance difference on relationship between onboarding process and Job Attitude.
3. There is no significance difference on the influence of onboarding levels on Job Attitude.
4. There is no significance difference on the influence of onboarding levels on Job performance.
5. The impact of onboarding levels have no significance difference on organizational cynicism and turnover intension.

1.5.6 PRE TEST AND PILOT STUDY

In order to check the viability and feasibility of the current study the researcher made a pilot study and discussion were made with the employees in banking and IT sectors. After pre-test necessary modification were made in the questionnaire, to fit in the same on the track of present.



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1.5.7 PERIOD OF THE STUDY:

The time span of the present study took about two year’s period from 2018 to 2020, for data collection, preparing the master time-table, data analysis, interpretation and report preparation.

1.6 CHAPTER ARRANGEMENT

This study is analyzed and presented in five chapters.

Chapter I - Introduction and design of the study

The first chapter deals with Introduction and design of the study which includes Introduction of the study, Statement of the Problem, Scope of the study, Limitations of study, overview of the employee onboarding ,job attitudes, job performance and Service industry especially banking and information technology sector in India.

Chapter II - Review of literature

This chapter reviews elaborately and presents the previous studies made in the relevant area.


Chapter III – The overview of Research Methodology

This chapter deals with Objectives of the study, Research Methodology, Analytical frame work of the study and period of study.

Chapter IV - Analysis and Interpretations

The fourth chapters present the analysis and the interpretations relating to the data collected from employees of banking and IT sectors in Kerala.

Chapter V - Findings, Suggestions and Conclusion


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The fifth chapter is the summary of findings and offers suggestions for improving the onboarding process of banking and IT sectors in Kerala.

CONCLUSION

Service sector is today's largest and fastest growing sector globally contributing more to the global output and employing more people than any other sector. There has been a huge growth in service sector businesses especially in banking and information technology. Onboarding is a process that introduces new employees to an organization and its culture and the process can range widely in approach and complexity, depending on company size and hiring requirements. Depending upon the situation, employee may show either positive or negative attitudes based on employees' feelings, liking or disliking, preferences or choices towards the job which generally effects on the job performance. This study determined to investigate the impact of levels of employee onboarding on job attitudes and job performance. The complementary aim of this study was to analyze the impact of onboarding levels like compliance, clarification, culture and connection on positive and negative job attitudes and job performance of employees in service sector.

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