

## Faculty Profile

**Name:** Dr. P. ARANGANATHAN

**Designation:** Director & Professor

**Email id:** director@hbs.ac.in

### Brief Profile:

Dr. P. Aranganathan holds a B.E. in Mechanical and Production Engineering, an MBA in Human Resource Management, and a Ph.D. in Management (HR). He has over 24 years of teaching and 8 years of administrative experience in higher education. He has authored five ISBN books, published over 30 research papers in Scopus, ABDC, and Web of Science indexed journals, and presented more than 20 papers at national and international conferences. He has guided four Ph.D. scholars, developed international course content, conducted MDPs, FDPs, and workshops, and serves as a reviewer for reputed journals. His research interests include Strategic Human Resource Management and Sustainable Operations Management.

### Academic Qualification:

| Qualification    | Degree | Institution/University    |
|------------------|--------|---------------------------|
| Doctoral         | Ph.D., | Bharathiar University     |
| PG               | MBA    | Madurai Kamaraj Univesity |
| UG               | B.E.   | Annamalai Univeristy      |
| Eligibility Test | NET    | Management                |

### Functional Area (s):

- Human Resources Management
- Operations Management

### Professional Experience:

- Academic (yrs): 24
- Research (yrs): 9

### Id & Links:

- ORCID ID: 0000-0002-4132-5704

- Google Scholar ID: Dr. Aranganathan P - Google Scholar
- Scopus ID: <https://www.scopus.com/authid/detail.uri?authorId=57190125506>
- LinkedIn: <https://www.linkedin.com/in/dr-aranganathan-p-a0080227/>

### Research & Teaching Interests:

- Strategic HRM
- Sustainable Management Practices
- Green HRM
- AI Applications in Management
- Technology-Enabled Management Practices.

### Publications:

#### Journals:

1. Suriyanarayanan, M., P. Aranganathan., Navalgund, N., Baligar, P., Hanji, S. V., & Mahantshetti, S. S. (2025). Unveiling Student Satisfaction in Online Learning: Leveraging Artificial Neural Networks for Predictive Insights. *Journal of Engineering Education Transformations*, 38(2), 520–531. <https://doi.org/10.16920/jeet/2025/v38is2/25077>. (Scopus)
2. Balasundaram, E., Aranganathan, P., Cailassame, N. S. N., Mathiazhagan, A., Vinoth, A., & A., G. (2025). The Impact of Digital Financial Inclusion on Income Inequality in Rural India: A Spatial Econometric and Mixed-methods Analysis. *The Indian Economic Journal*, 0(0). <https://doi.org/10.1177/00194662251332866> (Scopus/ABDC)
3. Balasundaram, E., Aranganathan, P., Annavajjala, K. S., Sivakumar, R., Arumugam, M., & Vinoth, A. (2024). A Hybrid Approach for Customer Segmentation and Loyalty Prediction in E-Commerce. *Prabandhan: Indian Journal of Management*, 17(10), 56–69. <https://doi.org/10.17010/pijom/2024/v17i10/173996> (Scopus)
4. Nagaraj R. Navalgund, P. Aranganathan, Rajeshwar S. Kadadevaramath, B. Elamurugan, V. Anandavel and Sanjay V. Hanji. (2024). Investigating structural links amongst the job engagement's determinants and consequences in the Indian pharmaceutical industry. *International Journal of Business and Systems Research*, Vol. 18, No. 3, pp 205-228, <https://doi.org/10.1504/IJBSR.2024.138240> (Scopus)
5. Navalgund, Nagaraj & Hanji, Sanjay & Mahantshetti, Shashidhar & Nulkar, Gurudas & P, Aranganathan. (2023). *Journal of Mines, Metals and Fuels*. *Journal of Mines, Metals and Fuels*. 72. 230-239. DOI:10.18311/jmmf/2023 (Scopus)

6. Aranganathan, P., & Sivarethinamohan, R. (2016). A study on impact of Perceived Organizational Support (POS), job satisfaction and organizational commitment towards turnover intentions of information technology professionals at Chennai city. *International Journal of Pharmaceutical Sciences Review and Research*, 38(2), 89-96. **(Scopus)**
7. Sivarethina Mohan, R., & Aranganathan, P. (2011). Conceptual Framework of Mobile Marketing: Spamming the Consumer around the World. *Indian Journal of Marketing*, 41(2), 39–45. Retrieved from <https://indianjournalofcomputerscience.com/index.php/ijom/article/view/37636> **(Scopus/ABDC)**

#### Conference Proceedings:

1. Sivarethinamohan, R., Aranganathan, P., Sujatha, S., Chithra, M., Sheela, S.C. (2026). The Power of AI-Driven Technological Development on the Working Environment and Decision-Making Process in the Digital Landscape. In: De Paolis, L.T., Arpaia, P., Sacco, M. (eds) *Extended Reality. XR Salento 2025. Lecture Notes in Computer Science*, vol 15743. Springer, Cham. [https://doi.org/10.1007/978-3-031-97781-7\\_4](https://doi.org/10.1007/978-3-031-97781-7_4). **(Scopus)**
2. Anandavel, V., Nalini, P., Elamurugan, B., Aranganathan, P., Uppili Srinivasan, G. (2026). Impact of Knowledge Capital, Organisational Culture, and Innovation on Performance in the Indian IT Sector. In: Mor, R.S., Gupta, M., Sindhu, S., Chaudhary, S. (eds) *Sustainable Business Management, Innovation and Technology. Sustainable Economy and Ecotechnology*. Springer, Cham. [https://doi.org/10.1007/978-3-031-98141-8\\_12](https://doi.org/10.1007/978-3-031-98141-8_12). **(Scopus)**
3. Hanji, S.V., Navalgund, N., Aranganathan, P., Hanji, S., Chavannavar, M.B., Halagatti, M. (2026). Generative AI in Travel Services: Why Some Users Embrace It and Others Don't. In: Tuba, M., Akashe, S., Joshi, A. (eds) *ICT Systems and Sustainability. ICT4SD 2025. Lecture Notes in Networks and Systems*, vol 1649. Springer, Cham. [https://doi.org/10.1007/978-3-032-06674-9\\_43](https://doi.org/10.1007/978-3-032-06674-9_43). **(Scopus)**
4. Bhayani, H., Patil, S., Navalgund, N., Aranganathan, P., Hanji, S.V., Sheela, S.C. (2026). Gen Z and the Green Shift: A TPB and ISM-MICMAC-Based Structural Analysis of Electric Vehicle Adoption in India. In: Atulya K., N., Dharm Singh, J., Durgesh Kumar, M., Joshi, A. (eds) *Intelligent Sustainable Systems. WorldS4 2025. Lecture Notes in Networks and Systems*, vol 1727. Springer, Cham. [https://doi.org/10.1007/978-3-032-11515-7\\_4](https://doi.org/10.1007/978-3-032-11515-7_4) **(Scopus)**
5. Aranganathan, P., Sivarethinamohan, R., Chithra, M., Sheela, S.C., Sujatha, S. (2026). A Bibliometric Study on Extended Reality (ER) in Human Resource Management (HRM). In: De Paolis, L.T., Arpaia, P., Sacco, M. (eds) *Extended Reality. XR Salento 2025. Lecture Notes in*

- Computer Science, vol 15739. Springer, Cham. [https://doi.org/10.1007/978-3-031-97766-4\\_10](https://doi.org/10.1007/978-3-031-97766-4_10). **(Scopus)**
6. Sivarethinamohan, R., Sheela, S.C., Aranganathan, P., Chithra, M., Sujatha, S. (2026). Extended Reality (ER) Applications in Banking and Finance: A Bibliometric Analysis. In: De Paolis, L.T., Arpaia, P., Sacco, M. (eds) Extended Reality. XR Salento 2025. Lecture Notes in Computer Science, vol 15739. Springer, Cham. [https://doi.org/10.1007/978-3-031-97766-4\\_11](https://doi.org/10.1007/978-3-031-97766-4_11). **(Scopus)**
  7. Balasundaram, E., Navalgund, N., Aranganathan, P., Hanji, S.V., Shashidhar, M. (2025). The Impact of AI-Driven Health & Wellness Programs on Employee Well-being and Organizational Performance: A Mixed-Methods Investigation. In: Batra, S. (eds) Health and Wellness for All: Navigating Pathways to a Better Life. Advances in Mental Health and Addiction(). Springer, Cham. [https://doi.org/10.1007/978-3-031-98979-7\\_3](https://doi.org/10.1007/978-3-031-98979-7_3) **(Scopus)**
  8. Aranganathan, P., Rajadurai, B.I.J., Navalgund, N., Hanji, S.V., Patil, S., Sheela, S.C. (2025). A Bibliometric Analysis on Green Recruitment and Selection (GRS). In: Iglesias, A., Shin, J., Patel, B., Joshi, A. (eds) Information Systems for Intelligent Systems. ISBM 2024. Lecture Notes in Networks and Systems, vol 1253. Springer, Singapore. [https://doi.org/10.1007/978-981-96-1741-8\\_7](https://doi.org/10.1007/978-981-96-1741-8_7) **(Scopus)**
  9. Hanji, S.V., Navalgund, N., Hanji, S., Aranganathan, P., Goud, V. (2025). User Perceptions and Acceptance of ChatGPT as a Travel Assistant in the Tourism Industry. In: Joshi, A., Ragel, R., Mahmud, M., Kartik, S. (eds) ICT: Applications and Social Interfaces. ICTCS 2024. Lecture Notes in Networks and Systems, vol 1383. Springer, Singapore. [https://doi.org/10.1007/978-981-96-5754-4\\_34](https://doi.org/10.1007/978-981-96-5754-4_34) **(Scopus)**
  10. V. Anandavel, P. Nalini, B. Elamurugan and P. Aranganathan. (2024). "Analyzing the Evolution of Technical Engagement of How COVID-19 Altered the Utilization Patterns of Social Networking Sites (SNS) and Online Messengers," 2024 6th International Conference on Computational Intelligence and Networks (CINE), Bhubaneswar, India, 2024, pp. 1-4, doi: 10.1109/CINE63708.2024.10881666. **(Scopus)**

#### **Books with ISBN:**

1. "Principles of Management", CBA Publishers, Chennai, 2008, ISBN- 9788190617000.
2. "Total Quality Management (Theory and Cases)", Himalaya Publishing House, 2017 ISBN- 978-93-5273-573-0.
3. "Production and Operations Management" Tarun Publications, New Delhi, 2022, ISBN- 789392-313233.
4. "Nurses in Private Hospitals in Bangalore: A Study on Retention", Jupitar Publications Consortium. 2023, ISBN- 978-93-91303-54-9, Volume-1, Edition-1.

5. "Logistics and Supply Management" Shanlax Publications, 2024, ISBN: 978-93-6163-144-3.
6. "Managerial Skill Development- A Complete Guide" Beyondline Publisher, Bangalore, 2024, ISBN: 978-93-9565-908-6.

#### **Book Chapters:**

1. Aranganathan, P, Chrstina Sheela, S, Manikandan, S, Sheeba, D and Sivarethinamohan, R. (2026). "Chapter 26 The Future of Entertainment: Smart VR/AR Experiences Powered by Reinforcement Learning". *Reinforcement Learning: Autonomous Systems, Ethical AI, Robotics*, edited by Madan Mohan Tito Ayyalasomayajula and R. Sivarethinamohan, De Gruyter, pp. 635-658. <https://doi.org/10.1515/9783111633909-026> **(Scopus)**
2. Aranganathan, P, Christina Sheela, S, Manikandan, S, Sivarethinamohan, R and Yildirim, Seda. (2026). "Chapter 32 Responsible Intelligence: Navigating Ethical Issues in Reinforcement Learning Applications". *Reinforcement Learning: Autonomous Systems, Ethical AI, Robotics*, edited by Madan Mohan Tito Ayyalasomayajula and R. Sivarethinamohan, De Gruyter, pp. 801-822. <https://doi.org/10.1515/9783111633909-032> **(Scopus)**
3. R. Sivarethinamohan, B. Elamurugan, P. Aranganathan. (2026). Benefits and Challenges of Industrial Robotics in Smart Manufacturing. *Industrial Robotics in Smart Manufacturing*, 1st Edition, CRC Press. <https://doi.org/10.1201/9781003614470> **(Scopus)**
4. R. Sivarethinamohan, P. Aranganathan, B. Elamurugan, Mehta Sharma. (2026). Benefits of Surgical Robots. *Medical Internet of Things*, 1st Edition, CRC Press. **(Scopus)**
5. P. Aranganathan, S. Manikandan, R. V. Suresh, B. Elamurugan, R. Sivarethinamohan, M. Kathiravan. (2026). Revolutionizing Supply Chains in Indian Industries With AI, IoT, Blockchain, and Big Data Analytics: Enhancing Visibility, Agility, and Resilience. *Supply Chain Resilience, Sustainability, and Digital Innovation*, IGI Global Publishing, 75-106. DOI: 10.4018/979-8-2600-1855-2.ch004. **(Scopus)**
6. Elamurugan Balasundaram, P. Aranganathan, S. Sujatha, Nagaraj R. Navalgund, A. Gajendran. (2026). "Transformative Potential of Neurotechnology and Brain–Computer Interfaces in Corporate Learning and Development", *Human 2.0: Reimagining HR in the Age of Transhumanism*, Jaspreet Kaur, Emerald Publishing Limited. Doi: <https://doi.org/10.1108/978-1-83708-166-020251003>. **(Scopus)**
7. Aranganathan, P., Sivarethinamohan, R., Elamurugan, B., Yildirim, S., Chithra, M., & Anandavel, V. (2026). Driving Environmental Change: Insights From Communities Leading the Renewable Energy Revolution. In S. Bostancı, S. Yildirim, & V. Vasilev (Eds.), *Empowering Resilient Communities Through Climate Action, Renewable Energy, and Waste Management* (pp. 169-

198). IGI Global Scientific Publishing. <https://doi.org/10.4018/979-8-3373-0862-3.ch008>.

**(Scopus)**

8. P. Aranganathan, R. V. Suresh, S. Manikandan, S. Christina Sheela, R. Sivarethinamohan, Seda Yildirim. (2025). Digitalization and Circular Economy: Pioneering Sustainable Policies for Climate Change Mitigation and 2030 Sustainable Development Goals, Effects of Digitalization and Circular Economy on Sustainable Policy and Climate Change Prevention. 151-180. IGI Global Scientific Publishing. DOI: 10.4018/979-8-3693-9909-5.ch006. **(Scopus)**
9. Elamurugan Balasundaram, Krishna Sudheer Annavaajjala, Gajendran Aranganathan, Mathiazhagan Arumugam Vinoth. (2025). The impact of 5G technology on telemedicine, remote monitoring, and healthcare delivery. Transforming patient care, 1st Edition, CRC Press. <https://doi.org/10.1201/9781003535843> **(Scopus)**
10. Asuri Simhakutty Kannan, P. Aranganathan, B. Elamurugan, Christina Sheela, V. Anandavel, and K. Ravichandran. (2024). Impact of Intangible Capital, Organisational Culture, and Innovative Capabilities on the Organisational Performance of the Indian IT Industry. Data-Driven Decision Making for Long-Term Business Success, IGI Global Scientific Publishing. DOI: <https://doi.org/10.4018/979-8-3693-2193-5.ch027> **(Scopus)**
11. Balasundaram, Elamurugan & Vadivel, Anandavel & Posarajan, Aranganathan. (2022). Digital Farming a Crucial Enabler for Sustainable Indian Agriculture. Bentham Science, 272-281 (10). Doi: <https://doi.org/10.2174/9789815049251122010018>. **(Scopus)**

### **Editorial Board**

- Member of Editorial Board in the 'International Journal of Human Resource Studies' being published by Macrothink Institute, Las Vegas, Nevada, United States.
- Member of peer review committee in Kybernetes, Emerald Publishing (Scopus Indexed).
- Member of Editorial Board in Scientific Research Journal entitled 'Texila International Journal of Management'.
- Member of peer review committee in African Journal of Business and Economic Research (AJBER) (Scopus Indexed).
- Member of peer review committee in Indian Growth and Development Review, Emerald Publishing Limited (Scopus Indexed).

### **Research Scholars Guided:**

- Guided Four Ph.D., Scholars in the discipline of Management and Commerce in CMR University, Bangalore, India.

**Patents/Projects:**

- Title: “A Smart Task Scheduling and Automated Employee’s Appraisal Prediction System Using Artificial Intelligence”.
- Application No: 202141051665 A
- Field: Computer science
- Role: Principal Inventor
- Publication Details: The Patent Office Journal No. 48/2021 Dated 26/11/2021

**Professional Societies:**

- Lifelong member of ISTE

**Training/Consultation:****Formerly held Academic positions**

- Seven years Administrative Experience as Head of the Department of MBA
- Vertical Head for “General Management” in Curriculum Development
- Functioned as IQAC Coordinator
- Functioned as NAAC and NBA Coordinator
- Adjunct Faculty (Part Time) and course content writer for blended distance learning programme in management, Texila American University, Zambia.
- Member of Ph.D., Advisory Committee at Texila American University, Zambia.

**Formerly held administrative positions**

- Head of the Department of MBA, MIET Engineering College, Tiruchirappalli

**Lectures Delivered/Invited Talks (last 5 years)**

- Delivered keynote address at the International Conference on Interdisciplinary Advances in Science, Technology, Humanities and Innovation (ICIASTHI-2026) organized by IIC, A.P.C. Mahalaxmi College for Women, Thoothukudi on 26<sup>th</sup> February, 2026.
- Delivered a session in the Faculty Capacity Building Programme on “ Technology Commercialization, Licensing and Transfer Practices and Strategy” Organized by RD Cell & IIC, Srimati Indira Gandhi College, Tiruchirappalli on 17<sup>th</sup> February, 2026.

- Delivered a session on “Market Entry Level Strategies for the Food Industry” as a part of short course on EDFP Program conducted by the National Institute of Food Technology, Entrepreneurship, and Management (NIFTEM-T) on July 24, 2024.
- Delivered a Webinar session on “Entrepreneurship and Startup Investment Opportunities in SMES” organized by The Department of Management Studies, The Oxford College of Engineering, Bangalore in association with IIC on 7th Dec, 2022.
- Delivered a session on “The Power of Digital Marketing” in the state level webinar organized by Department of Business Administration, Kunthavai Naachiyaar Govt. College for Women (Autonomous), Thanjavur, Tamilnadu on 4th August, 2021.
- Delivered a session on “Global Entrepreneurship” in the state level webinar on “Going-Global E-Entrepreneurship – 2- E- Employment” jointly organized by Senthamarai College of Arts and Science, Madurai and Entrepreneurship Development & Innovation Institute Hub, Madurai Kamaraj University, Madurai, Tamilnadu on 9th June, 2021.