

# **DR. DEVANSHI S. PANDYA**

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Anand, Gujarat, India



## **PROFESSIONAL SUMMERY**

I am an educational professional in the field of Human Resource Management since November – 2011, having excellent communication skills, achieved in professional academic career as a Lecturer. I am highly personable, self-motivated and diligent individual with flexibility to adapt to new situations.

## **WORK EXPERIENCE**

**Assistant Professor February 2024 till now**

**Institute of Language Studies and Applied Social Sciences- ILSASS-**

**The CVM University**

Ph.D Guide  
IQAC Coordinator  
Exam Coordination  
University Coordinator for Viksit Bharat  
Admission Coordinator

**Given an additional charge of HR Manager since October - 2024**

**Assistant Professor December 2022 to January 2024**

**Parul Institute of Social Work**

**Parul University, Vadodara, Gujarat, India**

**Ph.D Guide**  
**NAAC Criteria 3 Coordinator**  
Responsible to take lectures in BSW, MSW, MSW-HRM and IRPM  
External Examiner  
Convener for Entrepreneurship Development Cell -PU  
Training and Placement Coordinator  
HR Forum Coordinator  
IRPM Coordinator  
Exam Coordinator

## **Assistant Professor September 2019 to November 2022**

**Institute of Language Studies and Applied Social Sciences – ILSASS**

**Charutar Vidya Mandal University**

Vallabh Vidyanagar, Anand, Gujarat, India

- Academic Coordinator for the Social Work Department.
- Unit Coordination for CVMU Innovation and Start-up Centre for ILSASS College. - Providing academic and professional advising support to students from the beginning of academic program.
- Lecturing, supervising, paper-setting and evaluating duties assigned as per the schedule and need.
- Interacting with students to assess the areas in which they may need counselling or assistance. - Communicating with parents, teachers and administrators is essential to provide a full student's reports to track student problems and progress, and to recognize patterns in behaviour.
- Research work.
- Providing significant guidance to students in their community work, case work, group work, counselling etc.

## **Lecturer July 2017 to June 2018**

**Department of Social Work,**

**Sardar Patel University**

**Vallabh Vidyanagar, Anand, Gujarat, India.**

## **Assistant Professor November 2011 to December 2015**

Swami Sahjanand College of Commerce and Management,

University: Maharaja Krishnakumarsinhji Bhavnagar University,

Bhavnagar, Gujarat, India.

## **Member of Board of Studies (Social Work) Since October 2020**

Charutar Vidya Mandal University

Vallabh Vidyanagar, Anand, Gujarat, India

## **Member of Board of Studies (Social Work) Since March 2024**

Swami Sahjanand College of Commerce and Management

MKB University, Bhavnagar, Gujarat, India

## **EDUCATIONAL CREDENTIALS**

**PhD October 2017 to January 2022** Department of Social Work

Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India.

**Topic:** “A study on Organizational Climate with reference to Organizational Learning and Productivity”

**Research guide:** Dr. S. D. Mishra

**Master in Social Work 2009-2011** Social Sciences Center,

Bharati Vidyapeeth Deemed University, Pune.

**Specialization:** Personnel Management and Industrial Relations

**64.62% - 1<sup>st</sup> Rank**

**Bachelor in Social Work 2006-2009** Anand Institute of Social Work

Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India

**74.85% - Gold Medal**

## **Online Certifications (Coursera – 2022)**

Inspiring and Motivating Individuals

University of Michigan

Successfully completed an online course on the Coursera platform, focusing on leadership strategies to inspire and engage team members.

International Labour Law

Saint Petersburg State University

Completed an online course via Coursera, gaining insights into global labour standards, workers' rights, and the role of international legal frameworks.

## Preparing to Manage Human Resources

University of Minnesota

Undertook an online course on Coursera, covering essential HR functions including workforce planning, employee engagement, and HR strategy.

## Recruiting, Hiring, and Onboarding Employees

University of Minnesota

Completed a Coursera course exploring best practices and tools for effective talent acquisition and integration into the workplace.

## SKILLS

- Strong listening skills
- Excellent sensitivity, self-awareness, and emotional intelligence
- Ability of case management and resource gathering
- An ability to think creatively and critically
- Extensive knowledge of community resources
- Strong understanding of human behaviour and thinking
- Top written and oral communication skills
- An ability to stay organized

## PROFESSIONAL CREDENTIALS

### PAPER PUBLICATION

- **Benchmarking: search for the best practices**

Published in **Research Zone India** ISSN: 2319-8168

- **The Role of social worker in preventing child labor**

Published in **Journal of quality research review and extension** ISSN: 2293-8897

- **Job satisfaction between teachers of public and private sector: a reviewed comparative study**, Published in **Research Revolution** ISSN: 2319-300X Impact factor: 4.472

<http://www.researchrevolution.in/downloadjournal.php?filename=Februar%202015.pdf>

- **Women managers in Indian organizational culture in the era of globalization: strengths, challenges and status scenario.**

Published in **International Journal of Research and Analytical, Reviews** UGC approved journal

E-ISSN: 2348-1269 ISSN: 2349-5138 Impact factor: 0.637

[http://ijrar.com/upload\\_issue/ijrar\\_issue\\_160.pdf](http://ijrar.com/upload_issue/ijrar_issue_160.pdf)

- **Review of literature on techniques for developing a sound organizational climate** Published in **Research Revolution**, ISSN: 2319-300X Impact factor: 5.308

<http://researchrevolution.in/download-journal/June%202019.pdf>

- **Study on Literature Review of Organizational Climate in context of Indian and International perspectives**

Published in **International Journal of Multidisciplinary Educational Research** UGC approved journal

ISSN: 2277 – 7881 Impact factor: 6.514(2020) Index Copernicus Value: 5.16 Volume 9, Issue 5(7)

- **A study on the Impact of Organizational Climate on Organizational Learning and Productivity**

Published in **International Journal of Research Publication and Reviews**

ISSN 2582-7421, Vol 3, no 12, pp 899-903 December 2022 Impact Factor 5.536

<https://ijrpr.com/uploads/V3ISSUE12/IJRPR8654.pdf>

- **Additional 8 papers published in Reputed international Journal.**
- **3 Book chapters Published at National Level.**
- **1Book is under Review process at Lambart Publication.**

## **PROFESSIONAL ACHIEVEMENT**

- Speaker in Dr. B. T. Lawani MSW Students Community organized National Webinar on Gandhian Contribution to Social Work.
- Review Member in INTERNATIONAL JOURNAL OF RESEARCH AND ANALYTICAL REVIEWS. (International Peer Reviewed & Refereed Journal, Open Access Journal) • Review Member in IJNRD - INTERNATIONAL JOURNAL OF NOVEL RESEARCH AND DEVELOPMENT.

- Expert talk conducted on the topic : Unrivaled: The irreplaceable human touch in a tech driven world, in an orientation program at ILSASS, CVMU.
- Speaker in a 3 days national level FDP on OBE & CO-PO-PSO Mapping, organised by Progrezz Academic Training and Research Institute, Tamil Nadu.
- Research and Academic Excellence awardee by Parul University, 2023.

## **PROGRAMS ATTENDED**

- Participated in one day orientation training programme by National Human Rights Commission, New Delhi, India.
- One day workshop on research methodology by Bharati Vidyapeeth University, Pune, Maharashtra, India.
- Participated in one day national seminar on “Terrorism: A Strategic Threat to Human Race”, At Anand, India.
- Presented a paper in UGC sponsored National Seminar on “Issues and Challenges Amongst Child Labour and School Attendance” by Shree V M Sakariya Mahila Arts College, Botad. - Presented a paper in National seminar on “Emending Trends and Revitalization of Commerce Education in India- EMCOM-2015”, on “Women Managers in Indian Organizational Culture in the Era of Globalization: Strengths, Challenges and Status Scenario”, held at Department of commerce, M. K. Bhavnagar University, Bhavnagar.
- Participated in International HR Conclave – 2017 on Digital Matrix, organized at Department of Social Work, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India. - Participated in National NGO Meet - Sanstha Samanvay – 2017, organized at Department of Social Work, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India. - Participated in “Prayas – A Healthy Campus Initiative - 2017, organized at Department of Social Work, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India. – - Attended International Faculty Development Program, (Phase-1) organized by UGC HRDC at Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India.
- Attended International Faculty Development Program, (Phase-2) organized by UGC HRDC at Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India.
- Attended Seminar on Digital data Collection Tools for research Survey at Department of Economics, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India. - Attended Orientation Programme on Gender Issue: Awareness and Sensitization organized by Gender Resource Centre, Ahmadabad, at Department of Social Work, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India.
- Participated in 2 days training workshop on “Data Analysis in Commerce and Management”, organized by Indian Society for Training and Development –

Anand at Department of Business Studies, Sardar Patel University, Vallabh Vidyanagar, Anand, Gujarat, India.

- Attended webinar series on Future Trends in Academics organized by CVM University, Vallabh Vidyanagar, Anand, Gujarat, India.
- Attended National webinar IPR – Future prospects of patents, organized by CVM University, Vallabh Vidyanagar, Anand, Gujarat, India.
- Attended National webinar series on Shaping your business insights, Happily lock-down and Understanding the 21<sup>st</sup> century mindset, organized by CVM University, Vallabh Vidyanagar, Anand, Gujarat, India.
- Attended Webinar on Opportunities and challenges in social work practice – post COVID – 19, organized by Shri Ramkrishna Mission Vidyalaya, Department of Social Work, College of Arts and Science, Bharathiar University, Coimbatore, India.
- Attended Webinar on "Mental Health and Covid-19's Impact on Mental Health" by Vision. - Attended Webinar on Contemporary Discourse on Social Issues of Development: Perspectives Post COVID-19 (Part-I) organized by Department of Social Work, The Bhopal School of Social Sciences (BSSS).
- Attended Webinar on “Entrepreneurship, Innovation & Technology in a Post-Covid 19 World” organized by Faculty of Management Studies, The Maharaja Sayajirao University of Baroda.
- Attended two days international webinar on the future of digital learning, organized by Immaculate College for Women, Cuddalore.
- Participated in The GASS National Research Video Webinar on Sampling, Organized by SAGE University, Indore.
- Participated in The GASS National Research Video Webinar on “Non-Probability Sampling and Sample Size Determination” organized by The Bhopal School of Social Sciences, Bhopal.
- Participated in Two-day National Webinar on Introduction to the Basics of Seventh Edition APA Style organized by the Department of Students' Development, Dr. Homi Bhabha State University and Department of Psychology, Elphinstone College, Mumbai.

## **RESEARCH PROJECT**

- ✓ **Benchmarking of labour welfare activities across industries for Kirloskar Pneumatic Co. Ltd. Pune, Maharashtra, India.**

## **FIELD WORK PLACEMENTS**

**STUDENT HR-TRAINEE 1 YEAR** Kirloskar Pneumatic Co. Ltd. Pune, Maharashtra, India

**STUDENT HR-TRAINEE 1 MONTH** Gujarat Cooperative Milk Marketing Federation Ltd

(GCMMF, AMUL), Gujarat, India **STUDENT SOCIAL WORKER 6 MONTHS**

Manavya, (An NGO working in the arena of caring, and sheltering orphaned and destitute, children and women afflicted by HIV/AIDS).

**STUDENT SOCIAL WORKER 6 MONTHS** Observation Home for Girls, Pune, Maharashtra,

India

**STUDENT SOCIAL WORKER 1 YEAR** Urban Community Development, Anand, Gujarat,

India

**STUDENT SOCIAL WORKER 1 YEAR** Tribhuvandas Foundation, Anand, Gujarat, India

**STUDENT SOCIAL WORKER 1 YEAR** School of Deaf & Dumb Children, Nadiad, Gujarat,

India

## **OTHER ACHIEVEMENTS**

- Cleared PET 2015 (Ph.D. Entrance Test) conducted by Maharaja Krishnakumarsinhji Bhavnagar University, Bhavnagar.
- Secured Gold Medal in graduation.
- Stood First in MSW-PMIR (Master of Social Work – Personnel Management & Industrial Relations) from Bharati Vidyapeeth Deemed University, Pune.
- Awarded First Prize in State Level Youth Festival in the Musical Events category.
- Performed on prestigious platforms including:
- Himachal Pradesh's first Community Radio Station at Solan 90.4 FM, Rajkot Akashvani (All India Radio) and on Doordarshan (National Television)
- Scored 6.5 Bands in IELTS (2017), demonstrating proficiency in English communication.
- Certified in Psychiatry Disorder Awareness, successfully completing an online quiz organized by: Anand Multispecialty Hospital and Research Centre, Gandhinagar
- Manas Charitable Trust for Mental Health, Ahmedabad, Samyak Psycho-wellness Centre, Ahmedabad
- Passed the National Level Covid-19 Awareness Quiz, conducted by the Department of Microbiology, Ranveer Rananjay PG College, Amethi (Uttar Pradesh).