**Curriculum Vitae**

**DR. GAYATHRI RANJITH, MSW, MSC MPHIL, PHD**

**ACADEMICIAN, DATA ANALYST, RESEARCH AND LIFE SKILL TRAINER, CURRICULUM SPECIALIST & SIGN LANGUAGE INTERPRETER**

**Plot.No.108, Kamatchi Nagar, Maalaipatty Road, Dindigul-624005,Tamilnadu, India**

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Graduated in Rehabilitation Science from Holy Cross College Trichy. She further perused Masters in Social Work in the field of Medical & Psychiatry from Madurai Institute of Social Sciences. She initiated her carried in the field of Research & Training working with International AIDS Vaccine Initiatives and highly focused in carrying out both Qualitative & Quantitative Research projects by associating with many reputed organizations like Canadian Red Cross, PARIHAR, Bengaluru etc. Due to the strong motive to apply Social work values & techniques in empowering Hotel Management Employees she has completed MSC in Hospitality & Tourism Management and further applied the life skill modules for Hotel Employees in her Mphil & Phd research. As she is passionate about teaching, she has completed her NET & JRF and working as Assistant Professor in the Department of Social Work in Anugraha Institute of Social Sciences, Dindigul. She has a track of experience in Human Resource Management, Industrial Relations, Life skills & research for past 12 years.

**EDUCATIONAL QUALIFICATION**

* **Passed the NET National Eligibility Test for Teaching with JRF (Junior Research Fellowship) examination for Teaching in June 2011.**
* **2018 Doctorate in Social Work from Bharathiar University**

***Thesis Title: Job Stress, Job Satisfaction, Social & Family Role Stress & Coping strategies among Hotel Employees in Chennai.***

* **2012 Mphil Master of Philosophy in Social Work 2011 Masters of Science in Tourism & Hospitality Management, Madurai Kamaraj university with 80%.**

***Thesis: Job Stress & Social & Family Role Stress among Hotel Employees in Chennai.***

* **2008 Masters in Social Work from Madurai Kamaraj University with 86.4%.**

***Thesis: Stress among women with Diabetes Mellitus in Rajapalayam.***

* **2007 Post Graduate Diploma in Counselling, Madurai Kamaraj University.**
* **2006 Bachelor’s Degree in Rehabilitation Science (B.R.Sc)**- from Holy

 Cross College, Tiruchirappalli with **86.9%.**

***Thesis: Effectiveness of Self-Help groups for women with disabilities***

**ACADEMIC / PROFESSIONAL APPOINTMENTS**

1. Presently working as an **Assistant Professor** **& Faculty Coordinator** in Anugraha Institute of Social Sciences, Dindigul and working as a **Data Analyst** in **“Parihar”** works under the control of DSP Bangalore City Police Department.

*Responsibilities:*

1. **Teaching and Mentoring:**
	* Conduct lectures and tutorials for undergraduate and postgraduate students in social sciences.
	* Guide students in academic projects, research, and internships.
	* Provide career counselling and academic guidance to students.
2. **Curriculum Development:**
	* Design, review, and update course syllabi and teaching materials to align with academic standards and societal needs.
	* Incorporate innovative teaching methods and learning tools for student engagement.
3. **Research and Publication:**
	* Conduct research in social sciences, publish papers in peer-reviewed journals, and present at national and international conferences.
	* Collaborate with fellow researchers on interdisciplinary projects.
4. **Administration:**
	* Serve on academic committees and contribute to institutional development.
	* Organize and participate in workshops, seminars, and community outreach programs.
5. **Community Engagement:**
	* Facilitate social work fieldwork and community service programs to develop students' practical skills.
	* Partner with NGOs and government agencies for social impact initiatives.
6. Faculty Development Programmes:
* Involved in conducting & organizing faculty development programmes to improve the teaching ability, motivation & updating the knowledge of the teaching staff.

 **Data Analyst in Parihar – DSP Bangalore City Police Department**
***Responsibilities:***

1. **Data Collection and Management:**
	* Collect, organize, and manage large datasets related to domestic violence, crime statistics, and other social issues.
	* Maintain databases for accurate and timely reporting.
2. **Data Analysis and Reporting:**
	* Analyze data to identify patterns, trends, and insights related to crimes, victim demographics, and intervention outcomes.
	* Prepare comprehensive reports for senior police officials and policymakers.
3. **Research and Policy Support:**
	* Assist in developing data-driven policies and strategies to improve the effectiveness of community policing and victim support.
	* Conduct research on social issues affecting vulnerable populations.
4. **Collaboration with Stakeholders:**
	* Work closely with law enforcement officers, social workers, psychologists, and NGOs to provide data insights for case interventions.
	* Support interdepartmental collaborations for holistic case management.
5. **Monitoring and Evaluation:**
	* Track and evaluate the impact of intervention programs on victims and communities.
	* Provide feedback and recommendations to enhance program effectiveness and resource allocation.
6. Working as **Research Associate & Data Analyst** at **HEALDS NGO from Feb 2015 to January 2019.**

***Responsibilities:***

1. **Research and Data Analysis:**
	* **Conducted field research on various social issues, including health, education, and community development.**
	* **Collected, analyzed, and interpreted quantitative and qualitative data to assess the impact of NGO initiatives.**
	* **Prepared detailed reports and presentations for stakeholders, highlighting key findings and recommendations.**
2. **Project Design and Evaluation:**
	* **Designed and implemented monitoring and evaluation frameworks to measure project effectiveness.**
	* **Collaborated with project managers to identify areas for improvement based on data insights.**
3. **Community Engagement and Fieldwork:**
	* **Coordinated with community members, local authorities, and partner organizations to facilitate data collection and program implementation.**
	* **Conducted focus group discussions, surveys, and interviews to gather firsthand information.**
4. **Capacity Building:**
	* **Trained field staff and volunteers in data collection methods, research ethics, and analysis techniques.**
	* **Provided technical support to enhance the NGO’s data management systems.**
5. **Grant Writing and Fundraising Support:**
	* **Assisted in writing grant proposals by providing data-driven justifications and impact assessments.**
	* **Supported fundraising efforts by preparing reports that demonstrated the NGO’s success and impact.**
6. Worked as **Assistant General** **Manager (Admin)/(Industrial Relations)** in Madurai District Cooperative Milk Producers Union from **December 2014 till August 2022**.

*Responsibilities:*

**Administrative Management:**

1. **Operations Management:**
	* Oversaw day-to-day administrative operations to ensure smooth functioning of the organization.
	* Managed procurement, inventory, and logistics to support dairy production and distribution.
2. **Human Resource Management:**
	* Supervised recruitment, training, and performance evaluation of employees.
	* Developed and implemented HR policies in compliance with labor laws and cooperative guidelines.
3. **Budgeting and Financial Oversight:**
	* Prepared and monitored the annual administrative budget.
	* Coordinated with finance teams to ensure cost-effective operations and resource allocation.
4. **Facility Management:**
	* Ensured maintenance and safety of facilities, equipment, and infrastructure.
	* Managed vendor contracts and service agreements.

**Industrial Relations:**

1. **Labor Relations Management:**
	* Maintained positive relationships between management and employees, resolving disputes and grievances.
	* Negotiated with labour unions to ensure harmonious industrial relations and compliance with collective bargaining agreements.
2. **Compliance and Legal Affairs:**
	* Ensured adherence to labour laws, cooperative regulations, and workplace safety standards.
	* Liaised with legal advisors to handle industrial disputes and compliance issues.
3. **Employee Welfare and Engagement:**
	* Designed and implemented employee welfare programs to enhance job satisfaction and productivity.
	* Conducted workshops and awareness programs to improve employee morale and workplace culture.
4. **Crisis Management:**
	* Handled emergencies and labour strikes, ensuring minimal disruption to operations.
	* Developed contingency plans and risk mitigation strategies.
5. Worked as a Lecturer in Department of Social work in Kristu Jayanti College Bangalore from June 2012 till October 2013.

***Responsibilities:***

1. **Teaching and Mentoring:**
	* Delivered lectures and facilitated classroom discussions on core social work subjects such as Human Behavior, Social Welfare Policies, and Community Development.
	* Guided students in their academic projects, fieldwork, and internships.
	* Provided mentorship and counselling to students for their academic and personal development.
	* Taught the Following subjects to the under-graduation & post graduation students:
* Man & Society
* General Psychology
* Abnormal & Developmental Psychology
* Industrial Social work
* Social Entrepreneurship
* Disaster management
* Research Methodology & Statistics
* Green Social work
* Human rights and Justice
* Sociological foundation in Social work
* Social Case work
* Community Organisation & Social Action
* Taught Medical & Psychiatric specialized subjects like Medical social work, Clinical social work, Psychiatric Social work, Therapeutic interventions in Mental health.
* Taught Organizational behaviour, Human resource management & Industrial Relations for the HR specialized students.
1. **Curriculum Development:**
	* Assisted in developing and updating course curricula to reflect current trends and practices in social work.
	* Designed lesson plans and learning materials to enhance student engagement and understanding.
2. **Fieldwork Coordination:**
	* Organized and supervised field placements for students in various NGOs, community organizations, and social welfare institutions.
	* Monitored students’ progress and provided feedback to enhance their practical skills.
3. **Research and Publication:**
	* Encouraged students to undertake research projects and contributed to departmental research initiatives.
	* Presented research findings at seminars and contributed to academic publications.
	* Motivate the students to publish papers in the peer reviewed and refereed journal.
4. **Organizing Workshops and Seminars:**
	* Coordinated workshops, seminars, and guest lectures on topics relevant to social work practice and research.
	* Collaborated with industry professionals and social work practitioners to enhance student learning.
	* Conducted training and workshops on SPSS and research methodology writing.
5. **Administrative Responsibilities:**
	* Assisted in departmental activities, including student admissions, event planning, and academic committee work.
	* Contributed to the college’s outreach programs and community service initiatives.
6. Working as a part time **Data Analyst with SPSS (Statistical Packages for Social Sciences)** for Quantitative Research in Ngo’s and organizations like Red Cross, UNICEF since **20and 08** onwards.
7. **Data Management and Analysis:**
	* Collect, clean, and organize large datasets from various social research projects.
	* Perform statistical analyses using SPSS to identify trends, patterns, and correlations in quantitative data.
8. **Research Support:**
	* Assist in designing research methodologies and developing data collection tools such as surveys and questionnaires.
	* Provide statistical expertise for research projects focusing on health, education, community development, and social welfare.
9. **Report Preparation:**
	* Prepare detailed analytical reports and data visualizations to present research findings to stakeholders.
	* Translate complex statistical results into actionable insights for program evaluation and policy development.
10. **Collaboration with NGOs and Organizations:**
	* Work closely with NGOs and international organizations like Red Cross and UNICEF to support evidence-based decision-making.
	* Provide data-driven recommendations to improve the effectiveness of programs and interventions.
11. **Capacity Building:**
	* Train researchers and staff members on the use of SPSS and statistical analysis techniques.
	* Offer ongoing support in data interpretation and report writing for project teams.
12. **Monitoring and Evaluation:**
	* Develop and implement monitoring and evaluation frameworks to assess the impact of social programs and initiatives.
	* Conduct baseline, midline, and endline surveys to measure project outcomes.
13. **Research Associate and Training Officer**, in **YRG CARE, Chennai**, May 2008 – April 2012.
* Coordinated and conducted data collection and analysis for reputably sponsored projects (i.e. NIH, Johnson & Johnson, IIT Mumbai, IAVI)
* Maintained transcripts for documentation and aided in report writing
* Recruited and counseled volunteers for IAVI HIV vaccine trials
* Involved in Quantitative & Qualitative Research Analysis & training.

**ACADEMIC ADMINISTRATION EXPERIENCE**

* **Curriculum Development:** Designed and implemented undergraduate and postgraduate courses in social sciences, ensuring alignment with academic standards and industry requirements.
* **Academic Coordination:** Managed the academic calendar, course scheduling, and examination processes to streamline departmental operations.
* **Student Mentorship:** Guided students in academic projects, research methodology, and career planning.
* **Quality Assurance:** Contributed to internal quality assurance initiatives to enhance teaching standards and learning outcomes.
* **Collaboration:** Facilitated partnerships with NGOs, research organizations, and industry leaders to offer students hands-on experience through fieldwork and internships.
* **Course Administration:** Managed course delivery, assessments, and student engagement for social work programs.
* **Fieldwork Coordination:** Organized and supervised field placements, ensuring students gained practical exposure to social work practices.
* **Event Management:** Coordinated departmental events, workshops, and seminars to enhance student learning and professional development.
* **Interdepartmental Collaboration:** Worked with faculty from other departments to develop interdisciplinary courses and research projects.
* **Administrative Leadership:** Directed administrative functions, including human resources, industrial relations, and compliance with regulatory requirements.
* **Policy Development:** Formulated and implemented organizational policies to improve operational efficiency and employee engagement.
* **Staff Training:** Designed and delivered training programs to enhance employee skills and productivity.
* **Conflict Resolution:** Managed grievance handling, conflict resolution, and negotiations with stakeholders to maintain a harmonious work environment.
* **Financial Management:** Oversaw budget planning and resource allocation to optimize departmental performance.
* **Research Administration:** Managed data collection, analysis, and documentation for large-scale research projects.
* **Grant Writing:** Assisted in writing grant proposals and securing funding for research initiatives.
* **Data Management:** Developed and maintained databases to track project progress and outcomes.
* **Report Preparation:** Compiled research findings into comprehensive reports for stakeholders and funding agencies.
* **Project Coordination:** Led multi-disciplinary research projects sponsored by international organizations like NIH, Johnson & Johnson, IIT Mumbai, and IAVI.
* **Training & Development:** Conducted workshops on research methodologies, ethical practices, and data management.
* **Volunteer Recruitment:** Recruited and trained volunteers for clinical trials and research studies.
* **Documentation:** Maintained accurate records and prepared detailed project reports for internal and external audits.
* **Research Support:** Provided data analysis and research support for various NGOs, contributing to publications and policy recommendations.
* **Academic Collaboration:** Assisted educational institutions with quantitative research projects, offering expertise in statistical analysis using SPSS.

**PROFESSIONAL EXPERIENCE**

* **Assistant Professor & Faculty coordinator** in Anugraha Institute of Social Sciences, Dindigul and working as a **Data Analyst** in Parihar works under the control of DSP Bangalore City Police Department. – September 2022 to present.
* **Research Associate & Data Analyst** at **HEALDS NGO from Feb 2015 to January 2019.**  **Manager (Admin)/(Industrial Relations)** in Madurai District Cooperative Milk Producers

Union from **December 2014 till August 2022**.

* Lecturer in Department of Social work in Kristu Jayanti College Bangalore **from June 2012 till October 2013.**
* Working as a part time **Data Analyst with SPSS (Statistical Packages for Social Sciences)** for Quantitative Research in Ngo’s and organizations like Red Cross, UNICEF since **2008** onwards.
* **Research Associate and Training Officer**, in **YRG CARE, Chennai**, May 2008 – April 2012.
1. Through the aforesaid various professional experience, I have guided many post-graduation and under graduation students to complete their thesis.
2. Organized tribal camps for the PG and UG students and organized many community programmes to create awareness on Social Problems.
3. Organized Psychotherapy, motivational & Life skill programmes for the Teaching faculties in the College an also in the HR institutions & among the students.
4. Involved in taking up many research studies like both Qualitative and Quantitative methods in liaison with various organizations.
5. Conducted lot of programmes for creating awareness in the society and also in schools on specific days like Mental Health Day, World Disability day etc.
6. Undertake lot of projects especially involved in Data management & analysis to bring out qualitative & quantitative research activities.

**RESEARCH EXPERIENCE**

**UNDER GRADUATION & MASTERS MENTORING/SUPERVISION**

* In the field of teaching so far guided 25 post graduation students and 18 Under graduation students. Post graduates specialized in the field of medical & Psychiatry, Human resource management, Community development & family & child welfare.
* Specialized in guiding the students to take up PRA works in the near by village.

**ONGOING RESEARCH PROJECT SUPERVISION**

### Co-Principal Investigator for undertaking feasibility study for initiating the Deaddiction Centre in Nochiodaipatty village by Diocese priest in Dindigul District, Tamilnadu.

### Research Supervisor for conducting the Need of the Tribal population in Sirumalai Village in Dindigul District.

**ACADEMIC / PROJECT PUBLICATIONS**

**RESEARCH ARTICLES PUBLISHED IN REPUTED JOURNALS**

* Published the paper entitled “New Initiatives in Green Social work- Indian Context” ISBN Publication.
* Published the paper entitled “LIFE SATISFACTION AMONG THE COLLEGE. STUDENTS PURSUING SOCIAL WORK IN DINDIGUL” in ISBN Journal
* Published the paper entitled “Psychological well-being among college students in Dindigul” in International Journal of Scientific Research and Engineering (IJSREM) ISSN: 2582-3930.
* Published the paper entitled “Current trends and innovative changes in Field work Education in India in ISBN Journal.
* Published the paper entitled “Job Stress among Hotel Employees” in International Journal of Marketing, Financial Services & Management Research, ISSN 2277-3622.
* Published the paper entitled “Social & Family Role Stress among Hotel Employees” in International Journal of Social Science & Interdisciplinary Research, ISSN 2277-3630.
* Published the paper titled “POSCO Act- A critical Analysis with the guiding process and principles of Social work in International conference deliberations on the legislations towards women and children organized by PG & Research Department, Trichy on 6th & 7th March 2023, ISBN: 978-93-90-627-64-6.
* Published the paper titled, “Enhancing Quality Higher Education through ICT & Applications of Social Work methods in the National Seminar proceedings on Institutionalizing Quality Culture in Higher Education by Christ University on 7th & 8th September 2023 organized by IQAC/CEDBEC.
* Published the paper titled, “A study on Job Satisfaction among Hotel Employees in Chennai” in the UGC Care Listed Journal, Journal of the Asiatic Society of Mumbai, Volume 99, 2023 (New Series) ISSN: 0972-0766.
* Published a paper titled, “Youth- Torch Bearer to Create Eco friendly Green World Social work practice perspective, in the International Journal of all Research Education & Scientific Methods Volume:11, Issue.11, November 2023, ISSN:2455-6211.
* Published a paper on “Restoring the mental well being of youth by applying Social sciences” in the proceedings of National Conference on Health and well being bridging the Gap for Sustainable future, on 7th & 8th November 2023.
* Published a paper on “Comparative Study on Marital Satisfaction among Love and arranged Marriage couple with Special reference to Beneficiaries of Parihar, Bangalore in International Journal of Research and Analytical Reviews(IJRAR), Journal no.43602, Volume 10, Issue 4, December 2023, E ISSN:-2348-1269, P-ISSN: 23495138.
* Published a paper titled “Psychological and Spiritual well being among Catholic Senior and Junior religious nuns in Myanmar” in UGC care Listed journal, Humanities and Social Sciences Studies, ISSN: 2319-829X, Volume 13, Issue 01, NO.29, Jan – June 2024.
* Published a paper titled “Comparative study on Self efficacy and psychological well-being of adolescence boys and girls in Dimapur Village” in UGC care Listed journal, Humanities and Social Sciences Studies, ISSN: 2319-829X, Volume 13, Issue 01, NO.29, Jan – June 2024.
* Published a paper titled “Comparative study on the influence of the HR policies on Job Satisfaction and General Well-being among men and women employees” in UGC care Listed journal, Humanities and Social Sciences Studies, ISSN: 2319-829X, Volume 13, Issue 01, NO.29, Jan – June 2024.
* Published a paper titled “Male police officers’ attitude towards their female counter parts among Bangalore City police” in the International Journal of Humanities and social sciences studies in a peer reviewed: bimonthly Bilingual research Journal, ISSN: 2349:6959 online and ISSN: 2349 6711Print.
* Published a paper titled “Case analysis of women experienced abused with special reference to beneficiaries of Parihar, Bangalore in the International Journal for Multi-Disciplinary Research (IJFMR) in Volume 6 issue 5, September to October 2024, EISSN: 2582-2160.
* Published a paper titled “Exploring the types of abuses faced by women in Bangalore city – a qualitative study, in the International Journal of Research publication and reviews, in Volume 5, Issue -11, ISSN: 2582-7421.

**ACADEMIC/PROFESSIONAL PRESENTATIONS**

* Presented Paper on “Trait Philosophy for the Educators in Higher Education” in Institutional Integration & Enhancing Teaching Effectiveness by Internal Quality Assurance Cell (IQAC) on June 3rd& 4th 2013at Kristu Jayanti College, Bangalore.
* Presented Paper on “Current trends and innovative changes in field work education in India” in National Conference on Social work education in India organized by Tumkur University on 4th and 5th December 2012.
* Presented Paper on “Self Help Groups Women with Disability” on 2nd National Conference on CBR at National Institute for Mentally Handicapped- NIMH, Secunderabad from 6th March to 7th March 2006.
* Presented Paper on “Intervention Strategies for the children with Problem Behaviors” at Holy Cross College from 7th March to 8th March 2005.
* Presented the paper titled, “Enhancing Quality Higher Education through ICT & Applications of Social Work methods in the National Seminar proceedings on Institutionalizing Quality Culture in Higher Education by Christ University on 7th & 8th September 2023 organized by IQAC/CEDBEC.
* Presented a paper on “Restoring the mental well-being of youth by applying Social sciences” in the proceedings of National Conference on Health and well-being bridging the Gap for Sustainable future, on 7th & 8th November 2023.
* Presented a paper titled “Youth-Torch bearer to create eco friendly Green World- Social work Perspective on the International Conference on Co building Green Social work and Sustainable Development on 18th March 2023, in Anugraha Institute of social sciences, Dindigul.

**MEMBERSHIP** **IN PROFESSIONAL BODIES**

* Life time member in National Association of Professional Social workers in India

 **NAPSWI/TN/LIFE/20765** on 21st Feb 2013.

* Approved **Vocational Counsellor** by **Rehabilitation Council of India (RCI) CRR.No A26787.**
* Approved **Social Worker for Data Analysis** for **Canadian Red Cross.**
* **Approved Sign Language Trainer for AMWAY International Company.**

**AWARDS AND ACHIEVEMENTS**

* Life time member in National Association of Professional Social workers in India

**NAPSWI/TN/LIFE/20765** on 21st Feb 2013.

* Approved **Vocational Counsellor** by **Rehabilitation Council of India (RCI) CRR.No A26787.**
* Approved **Social Worker for Data Analysis** for **Canadian Red Cross.**
* **Merit Award & Gold medalist in UG & PG** for the Year **2006 & 2008** from **Madurai Kamaraj University & Bharathidasan University.**
* **Miss RYLA** in Rotary Youth Leadership Award by Rotary Club of Madurai West on **December 2006& Dbriti – Rotary Club of Dindigul West on Sep 27th to 30 at Dindigul.**
* Best **“Rehab Volunteer Award”** from Rehab Wings from Holy Cross College on

April 2006.