

**DR. VENKATACHALAM JONNADULA**

Professor, Department of Psychology, Salem – 636 011, Tamilnadu State, India

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**CAREER ABSTRACT**

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- ⇒ *Currently working as Professor of Psychology at Periyar University, Salem, Tamilnadu, India, since Aug 2015.*
- ⇒ **Competent Human Resource Professional and academician** with **over 20 years** of qualitative experience in Recruitment & Resourcing of Manpower, Policies & Procedures Formulation, Training & Development, Performance Appraisals, Organisation Structure Developing, Salary & Benefits Surveys, Salary Grades Designing, Employee Satisfaction Survey, General Administration, HR Consultancy and Taught Post Graduate Students of MBA & and now teaching MSc Applied Psychology students.
- ⇒ Exposure in managing tasks encompassing recruitment process including sourcing, screening, shortlisting candidates, scheduling / conducting interviews and finalising salaries.
- ⇒ Well versed with the modules of Talent & Performance Management, Competency Assessment, Workforce Planning and HR Consulting Skills.
- ⇒ Relevant teaching experience, involved in facilitating / coaching MBA / MSc Applied Psychology students by using interactive discussions and hands-on approaches to help students learn and apply concepts in subjects.
- ⇒ Adept in formulation and implementation of HR systems and policies to meet strategic objectives; conversant with Bahrain, Qatar, Saudi Arabia and Sudan Labour Laws.
- ⇒ Proven skills in designing & conducting customised training programmes aimed at optimising knowledge & operational efficiencies of client organisations.
- ⇒ An effective communicator with exceptional relationship management, people management & problem solving skills.

**CAREER CONTOUR**

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**Since August 2015 – Professor, Department of Psychology, Periyar University, Salem, Tamilnadu State, India**

**Highlights:**

- ⇒ Teaching Applied Psychology subjects to the Master Degree students.
- ⇒ Guiding research students for their MPhil and PhD programs.

**May 07 – Sep 13: MSCEB, Manama, Kingdom of Bahrain (An Architectural & Engineering Consultancy Company) as Manager - Human Resources**

**Highlights:**

- ⇒ Actively involved in formulating best functional practices to focus meeting present and future goals and mission set by the organization.
- ⇒ Regular meetings with the Divisions Directors for manpower requirements based the projects in hand and expected and provide guidance the best way to mobilise the human resources.
- ⇒ Effectively handled major responsibilities including sourcing candidates, screening, interviewing, recruiting and placing them along with overseeing all immigration formalities.
- ⇒ Providing monthly pay roll update to the Finance department for processing & payment.
- ⇒ Organising the visas for the staff and their family members (new & renewals).

- ⇒ Calculating the leave salary advances and payments.
- ⇒ Preparation of final settlements and conducting exit interviews.
- ⇒ Conceptualised & developed HR policies and procedures manual.
- ⇒ Undertook unique initiatives taken to motivate team members by offering general counselling for certain staff members.
- ⇒ Actively involved in developing job descriptions and salary grades and salary structure.

**May'02 – Apr'07: Ernst & Young, Manama, Kingdom of Bahrain**  
**Assistant Manager (Human Resources Advisory & Consultancy)**

**Highlights:**

- ⇒ Holds the credit for successfully conducting 'Employee Satisfaction Survey' for one of the major telecommunications company in Bahrain, covering 1500 employees.
  - The task involved designing questionnaire, data collection, data tabulation, data analysis, report writing and presentation of findings.
- ⇒ Coordinated with diverse clientele like Financial Institutions, Government Bodies, Architectural Firm, Real Estate Development Companies, etc. from CEO level to entire organization for developing job descriptions.
- ⇒ Framed HR & Admin policies & procedures for Retail Computer Sales & Services Company, Islamic Banks, Education Institution, Architectural Firms, Real Estate Companies, TV Channel, Manufacturing Firms, etc.
- ⇒ Holds the merit for redesigning the organization structure for clients like:
  - Islamic Bank, An Aluminium Manufacturing Company, Research Centre, Real Estate Development Company, Architectural Firm, Investment Bank, Steel and Fire & Safety Equipment manufacturing Company, etc.
- ⇒ Conducted salary and benefits survey for Oil and Gas Company and Financial Institutions.
- ⇒ Performed job analysis & job evaluations using HAY System for around 400 positions for a Major Telecommunications Company.
- ⇒ Successfully developed a Performance Management System for an education institution for the teaching and non-teaching staff.
- ⇒ Actively engaged in sourcing activities locally as well as internationally and placed the candidates successfully that included senior people for varied cliental base.
- ⇒ Conceptualised & designed Salary & Benefits Structure for companies along with performing benchmarking exercises for Oil & Gas and Telecom organisations, Start up Banks and other Financial Institutions.
- ⇒ Instrumental in developing ESOP for an Investment Company.
- ⇒ Offered expert advises to Clients and led the Management of the Company to suitably implement measures on the same which resulted in the better employee performance.

**Jun'99 – May'02: Progressive College of Post-Graduate Studies, (Osmania University)**  
**Hyderabad, India as Director**

**Highlights:**

- ⇒ Engaged in teaching MBA students on subjects like General Management, Human Resource Management, Organization Behaviour and other HR related subjects.
- ⇒ Executed the task involving recruitment of lecturers and other staff along with handling day-to-day operations of the college.
- ⇒ Effectively administered the day-to-day operations of the college and ensured timely recruitment of staff to the best satisfaction of the management.
- ⇒ Acknowledged for the expertise in Research and Teaching.

- Accredited as ‘Research Supervisor’ (Guideship) from the Dean - School of Business Management, Osmania University for guiding students for their Doctoral Degree in Business Management.

**Mar’95 – Sep’98: Centre for Organization Development, Hyderabad, India as Faculty Member**

- ⇒ Steered various Executive Development Programmes on Motivation, Conflict Management, Stress Management, Team Development, Leadership Styles, etc.
- ⇒ Served in the various positions for carrying out the following projects:
  - Project Assistant – Conducted an Institutional Development Study of AP Forest Development and performed research for assessing various factors and SWOT.
  - Project Leader – Performed a research study on Quality of Work-life’ (QWL) for analysing various dimensions of QWL at Rastriya Ispat Nigam Limited, Vizag Steel Plant, India.
  - Project Leader – Worked on a project for Bharat Aluminium Company tilted “Organizational Diagnosis Study” and the findings were later taken as input for the Director’s workshops.
  - Project Member – Carried out review of process based on recommendations made on the ‘Organizational Diagnosis’ study for Bharat Aluminium Company.
  - Project Leader – Executed a research project tilted “Empowerment in a Bank - A Study” and was involved in identifying gaps in empowerment.
  - Completed the project Family Preference and conducted a study to understand the preferences of various products of ‘Crompton Greaves Limited.
- ⇒ Played a significant role in developing case studies on modernization of Steel Authority of India for their training programmes.
- ⇒ Played a significant role in developing the management workshops for Bharat Aluminium Company based on the survey carried out and involved in the succession planning programme.
- ⇒ For all the above projects the statistical analysis was carried out by using SPSS.

**PRECEDING TASKS**

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**Jan’99 – May’99: Institute of Business Studies, Port Moresby, Papua New Guinea  
Manager – Development**

- ⇒ Involved in teaching Business Development Course for Diploma / Degree students.
- ⇒ Successfully initiated the Student Alumni Association.
- ⇒ Holds the credit for introducing Executive Development Programme Brochure to market training programs.

**Oct’98 – Jan’99: Progressive College of Post-Graduate Studies (Osmania University)  
Hyderabad as Lecturer (Acting Principal)**

**PROFESSIONAL ENHANCEMENTS**

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**Publications**

- ⇒ Holds merit for contributing 15 Empirical Research Articles which were published in several well recognized Indian Journals.
- ⇒ Attended and presented articles in various seminars and chaired the seminar proceedings.
- ⇒ Authored a book on “Superior - Subordinate Relations in Different Organizational Settings” Lan Lambert Academic Publishing. 2015.

## Book Review:

- Empowerment in Organizations: How to Spark Exceptional Performance by Vogt J.F. & Murrell K.L., New Delhi, 1997, pages 246. Productivity, A Journal of National Productivity Council, New Delhi, 1999, 40(2), 348-349

## Trainings / workshops Attended

- ⇒ National workshop on Cognitive Behavior for Emotional Disorders, conducted by Department of Psychology, Periyar University, Salem – 27 & 28 Oct 2015
- ⇒ National workshop on Clinical Hypnotherapy: Basics & Beyond, conducted by Department of Psychology, Periyar University, Salem – 25 & 26 Aug 2015
- ⇒ ‘Presentation Skills’ conducted by Ernst & Young in 2004.
- ⇒ ‘Balanced Score Card’ at Performance Management Program organised by Ernst & Young in 2003.
- ⇒ ‘Decision Band Methodology’ organised by Ernst & Young’s Job Evaluation & Job Grading in 2002.
- ⇒ ‘Training for Trainers’, - RIPA, Udaipur, India, 1997 – conducted by The H.C.M. Rajasthan State Institute of Public Administration by Thames Valley University, Slough, U.K, in association with Training Division, Department of Personnel and Training, Government of India., for a week.
- ⇒ ‘Statistical Package for Social Sciences’ (SPSS) from Council for Social Development, Hyderabad in 1990.
- ⇒ Attended National seminar on Contemporary Psychological Issues Among Adolescents – The Way Forward – Conducted by PG Department of Clinical Psychology, Sacred Heart College, Tirupattur, Tamilnadu and chaired sessions – 8 Sep 2015.
- ⇒ Attended seminar by **Deepak Chopra** on *The Soul of Leadership* – 27 Feb 2013, organized by Bahrain Institute of Hospitality & Retail, **Kingdom of Bahrain**.
- ⇒ Attended seminar on *Aims & Objectives of Training*, on 31 March 1999, PNG Institute of Public Administration, National Training Council, Ministry of Employment & Youth, **Papua New Guinea**.

## Publications:

1. Venkatachalam J. Effect of Organization Climate on Job Satisfaction and Job Involvement. *International Multi- Disciplinary e Journal*, 2015, 4 (5), 180-189. (ISSN: 2277 – 4262)
2. Venkatachalam J., Leadership Styles and Influence Strategies: A Study. **International Journal of Scientific Research**, 2015, 4 (2), 131-134.
3. Venkatachalam J & Viswanath Reddy S., Effect of TV Viewing on Mental Health among High School going Children., *Paripex Indian Journal of Research*, 2015, 4 (1), 15-17.
4. Venkatachalam J., Chandra T S., & Viswanath Reddy S., Academic Stress among Teacher Trainees. *International Journal of Psychology & Research.*, 2015, 2 (7), 25 - 30.
5. Venkatachalam J., Chandra T S., & S Viswanath Reddy., Effect of Personal Variables on Attitude Towards Teaching, *Journal of Education in Emerging Indian Society*, Dec 2014, 1 (1) 285-290.
6. Venkatachalam, J., & Velayudhan, A., Impact of Advanced Technology on Quality of Work Life: A Study of a Steel Plant, *Management and Labour Studies*, 1999, 24 (4), 249-255.
7. Venkatachalam, J., Sivasankara Reddy, K. and Samiullah, S., Effect of Job Level and the Organization's Identity on Job Involvement and Job Satisfaction: A Study of Different Organizations, *Management and Labour Studies*, 1998, 23 (3), 421- 427.
8. Venkatachalam, J. Empowerment: An Integrated Perspective: *Productivity, A Journal of National Productivity Council*, 1998, April- June, 39 (1), 134-141.

9. Venkatachalam, J. and Velayudhan, A., Quality of Work Life: A Review of Literature, South Asian Journal of Management, 1997, 4(1), 45 - 57.
10. Venkatachalam, J., and Velayudhan, A., Quality of Work Life Dimensions: An Empirical Study, Indian Journal of Applied Psychology, 1997, 34 (2), 1-7.
11. Venkatachalam, J. Literature on Organizational Commitment: A Review, South Asian Journal of Management, 1998, 5(3), 18-28.
12. Venkatachalam, J., and Sivasankara Reddy, K., Impact of Job Level and Job Tenure on Work Involvement, Job Involvement, Job Satisfaction in Different Organizations, Indian Journal of Applied Psychology, 1996, 33 (2), 78-85.
13. Samiullah, S., Venkatachalam, J., Bhadramani, G., and Sivasankara Reddy, K., Size and Placement of the Self - A Study of Children's Family Drawings, The Creative Psychologist, 1994, 6 (1&2), 9 - 16.
14. Bhadramani, G., Venkatachalam, J., Samiullah, S., and Srivasankara Reddy, K., Clustering of Family Members by Normal and Neglected Children - A Study of Family Drawings, Indian Journal of Applied Psychology, 1994, 31 (1), 21 - 29.
15. Bhadramani, G., Venkatachalam, J., Samiullah, S., and Srivasankara Reddy, K., Family Preferences of Children - A Study of Family Drawings, Indian Journal of Applied Psychology, 1993, 30 (1), 54 - 60.

**Book:**

Venkatachalam Jonnadula., Superior – Subordinate Relations in Different Organisational Settings. Lanbert Lee, Academic Publishing (**International**) Ref # 978-3-659-68782-2.

**ACADEMICS**

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- ⇒ **Ph.D. (Psychology)** from Sri Venkateswara University, Tirupati, India in 1995.
  - (Topic: Superior – Subordinate Relations in Different Organizational Settings)
- ⇒ **Post Graduate Diploma in Industrial Relations, Personnel Management and Labour Welfare** from A P Productivity Council, Hyderabad, India in 1991.
- ⇒ **Master of Science in Psychology** from Sri Venkateswara University, Tirupati, India in 1989.
  - (Majored in Industrial, Organizational and Personnel Psychology)
- ⇒ **Bachelor of Science (Biology)** from Sri Venkateswara University, Tirupati, India in 1986.

**COMPUTER PROFICIENCY**

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- ⇒ Conversant with Microsoft Office, SPSS PC+ (A statistical package widely used by Research Students & Institutions for Statistical Analysis) and Internet Applications.

**PERSONAL VITAE**

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Date of Birth : 26<sup>th</sup> April 1966.  
 Permanent Address : Flat #101 A, Sree Keerthi Towers, Lala Pet, Tarnaka, Secunderabad - 500017, Telangana State, India  
 Marital Status : Married  
 Nationality : Indian