

Resume

;Dr. A. JOHN PETER

Kavinagam, 13, 5th Cross
Thirunagar, Karumandapam
Tiruchirappalli-1, South India
Ph:0431-2483384, Cell:9443312150,
E-Mail : kavinagam@gmail.com

Educational Qualifications

MBA., M.A(PM&IR), MA(English),MLM,PGDRM.
M.Phil., Ph.D.

Area of Expertise

Human Resource Management, Personal Growth,
Employability Skills, Training,, Business Ethics,
Organizational development, Consulting in strategic
planning, leadership Training

Industry Experience

2 years in HR position in Manufacturing Sector and One
year as National Coordinator for Social Equity Audit

Academic Experience

14 Years of teaching Management Subjects

8 years of teaching with Ph.D

Research Experience

Researches on Impact of Globalisation, Marginalisation
Social Exclusion, NGO Management ,and CSR

Consultant

Served as senior consultant for a 5 leading International
and 20 National Development Organisations, and 8
Educational Institutions

Trainer

Conducted International and National level training
Programmes/workshops on Social Equity, NGO
Management, OD interventions, Strategic Planning and
CSR

Specialisation in CSR

Conducted workshops on CSR,Conducted research on
CSR, Published Articles on NGO management.

Research Guidance

Ph.D : 8 pursuing

I. Academic Contributions

1. As Dean contributed to Curriculum restructuring and introducing innovative learning processes.
2. Systematized training and been placement training coordinator.
3. Designed and revised the Syllabus of soft skills and personal growth.

4. Instrumental in making the department a research department and contributed as Department Research Coordinator and Supervisor.
5. Organised two International Conferences as a Convener.
6. Made learning process interactive and interesting
7. Member and Resource Person of Joseph's Academy of Soft skills(JASS), St. Joseph's College.
8. Member and trainer of IAS academy, St. Joseph's College.
9. Trained staff of St. Joseph's College on teaching soft skills and ethics.

II. Work Experience

Academic Experience(12 Years)

2000-2003	Lecturer, Department of Business Administration, Pavendar Bharathidasan College of Arts and Science, Tiruchirappalli
2003-2006	Department of PM&IR, St. Joseph's College, Tiruchirappalli
2009	Department of HRM, St. Joseph's College
2010-2015	Assistant Professor,JIM, St. Joseph's College, Tiruchirappalli
2016-	Dean-Academic and Associate Professor, JIM, St. Joseph's College, Tiruchirappalli

Industry/Organisational Experience (7 years)

Name of the Institution	Designation	Nature of Assignment	Period	Length of Experience
Mijaarc Asia Tiruchy, TN (part time)	Programme Officer	Networking and coordinating with international movements	July, 1995- March 1997	2 Years
West Coast Industries (Exports) Pvt. Ltd., Tiruppur	Personnel Officer	Labour welfare and administration	April 1997-May 1999	2 Years
Social Equity Audit Secretariat, Chennai	Associate Coordinator	Training and research, building up network, liaison	May 2006-April 2007	1 Year
Udhaya Deepam, Tiruchirappalli	Project Manager- Training, Research &Project Planning and Implementation	Performance management and capacity enhancement.	May 2007- May 2009	2 Years

III. Academic Qualifications

Ph.D(Management)(2008)	: Bharathidasan University
M.Phil (Labour Management)(2000-20003)	:Madurai Kamaraj University
M.L.M(Masters in Labour Management) (1997-1999)	:Madurai Kamaraj University
M.A. (Personnel Management & Industrial Relations)(1994-1996),	:St. Joseph's College, Tiruchy.
P.G.D.R.M (Rural Management)(1993)	:I.I.R.M., Jaipur.
M.A (English)(1992-1994)	: University Of Madras
B.A. (English)(1986-1989)	:University Of Madras.

IV. Short Term Courses Attended

- Underwent One month Training on Youth Work conducted by Don Bosco Animation Center, Ennore, Chennai in the month of August, 1991
- Two weeks Training in Street Theatre and Theatrical Skills Conducted by National School of Drama at Sacred Heart College, Chennai in 1997
- Underwent a Training for Trainers in Human Rights Education Organised by People's Watch – Tamil Nadu, between 8-13 May 2003
- Underwent a three day workshop on conducting Social Audit in Tiruppur organised by Fair Wear Foundation, Netherlands, 15-17 January 2004
- Underwent training on Pedagogy of Teaching on 14th and 15th June, 2005 organised by St. Joseph's college, Tiruchirappalli as part of the Faculty Improvement Programme.
- Underwent a special training on Analysis of Social Exclusion in Tsunami Recovery Programme, between November 25-28, 2005 in Chennai organised by Social Equity Audit Secretariat, New Delhi
- Underwent Training in the National Training Programme for Social Equity Auditors on Participatory Evaluation Tools held in Chennai between March 16-17, 2007 facilitated by Praxis, New Delhi
- Underwent a training on case writing at the Department of Management Studies, IIT-Madras held from 19 to 23 September,2011.

V. Programmes Organised

- ❖ Organised a **National Seminar** on **“Core Competencies of HR Managers”** (Sponsored by UGC) as Coordinator of the Seminar at the Post Graduate Department

- of Personnel Management and Industrial Relations, St. Joseph's College, Tiruchirappalli, on 13,14, Feb,2004.
- ❖ Organised a State level Conference on **“Manistreaming the Unemployed Dalit Youth”** (Sponsored by TNBC Commission) for the teachers as Organising Secretary in Tiruchirappalli for TNBC Commission for SC/ST on 17, April,2008
 - ❖ Organized a **National Seminar on “Strategic HRM: Perspectives and Practices”** as Joint Secretary (Sponsored by the HRM Alumni Association, St. Joseph's College) on 13, March 2009.
 - ❖ Organised a **State level Workshop on “ Creative Expression and Harmonious Personality”** (Sponsored by Vaan Muhil Trust) at Deepam, Tiruchirappalli. On 14-17, September, 2008.
 - ❖ Organised **One Week Skill Enhancement Programme** for 11th Standard Rural Students of Tiruchirappalli District (Sponsored by Holy Cross College) at Holy Cross College on 26- 30, December, 2009.
 - ❖ Organised **Two week Summer Skill Enhancement Programme** for 11th Standard Rural Students of Tiruchirappalli District (Sponsored by Campion School) at Campion school, Tiruchirappalli, May, 2009.
 - ❖ Organised an **International Conference on International Human Resource Management** as Conference Convener at JIM in Feb., 2014
 - ❖ Organised an International Conference on **the Impact of Start Ups on Mangement Education** as Conference Convenor in JIM in Feb., 2017

VI. Publications

A. Book(s)

1. John Peter. A, M.A. Britto and Jeyasingh, 2010, **Veargalaitheedi** (Social Analysis in Tamil), 2010, Dindigul: Theekuchi Publications(ISBN No: 978-81-908837-4-0, 167 Pages, Revised 3rd Edition, 5500 copies sold and present edition comes in 3000 copies).
2. John Peter A. 2009, **Managing NGOs: A Competency Based Approach**, Thozhamai Publications: Chennai(ISBN No: 978-81-907863-6-2, First Print in 2000 copies).
3. Social Equity Audit Secretariat, 2007, **An Introduction to Social Equity Audit**, Pune: NCAS Publications(As National Coordinator developed content and was in charge of publication)
4. Social Equity Audit Secretariat,2008,**Samooga Nigarnilai Thanikai** (translated from Social Equity Audit along with Xavier Arickiasamy), Pune: NCAS Publications.
5. John Peter. A,2010, **Social Exclusion: Concept and Analysis**, Vaigarai Publications: Dindigul (ISBN No: 170 Pages).

B. Articles Published in

i) Journals

1. John Peter.A. (2005), "Deprivation of Opportunities for Human Resource Development- the case of Dalits in India". ***Retell-an Interdisciplinary Research Journal***, December, Vol.6: 76-81.
2. John Peter.A. (2004), "The State the Right of the Marginalised to Quality Schooling". ***Retell-an Interdisciplinary Research Journal***, December, Vol.6. No. 1:51-55.
3. John Peter.A. (2009), "Quality Schooling for Rural Students: a Vital Strategy for Social Inclusion". ***Retell-an Interdisciplinary Research Journal***, December, Vol.10.No.1:18-27.
4. John Peter. A.(2014), Role of International Schools in Moulding Tomorrow's Global Leaders. *Indo Global Journal of Commerce and Economics*, Nov.,Vol-1, Issue-1(ISSN NO:2393-9796)
5. John Peter. A(2014), "Cross- Cultural Training: An Answer for the failure of Expatriates Relocation", *Journal of Exclusive Management*(ISSN No; 2320-8667)

ii) Article Published in Books

6. **John Peter. A.**, (2010), "Ensuring Social Equity in a Disaster Response Programme" Elango.P. (eds.) *Professional Social Work in India; Contribution to Welfare and Development*, New Delhi: Allied Publications, 219–229.(ISBN No:978-81-8424-575-2)
7. Sathyan.P. **John Peter. A.**, (2010), "Social Exclusion of Vulnerable Communities in Access to Common Property Resources," Elango. P. (eds.) *Professional Social Work in India; Contribution to Welfare and Development*, New Delhi: Allied Publications, 219–229. (ISBN No:978-81-8424-575-2)

VII. Papers Presented in Seminars / Conferences

i) Invited Talks

a)National

1. **John Peter. A.** "Competency Framework for HR Executives". ***National Seminar on Core Competencies of HR*** held on 16-17 March, 2004 at St. Joseph's College Tiruchirappalli, Tamil Nadu, India.
2. **John Peter. A.** "Horizan of opportunities and Under-utilised Human Resources". ***National Symposium on Transforming Religion*** held on 19-20, Nov., 2014 at St. Paul's Seminary, Tiruchirappalli, Tamil Nadu, India.

3. John Peter A. NREGS and Social Inclusion: a Case Study of Alunthur Panchayat, Tiruchirappalli District- an equity perspective, **National Seminar on NREGA: Lessons from Implementation** held on 08,09 August 2009 under the auspices of Social Protection Asia and Jointly Organised by Institute of Human Development and Institute for Social Studies Trust held in Bangalore.
4. John Peter A. "Analysing Exclusion and Inclusion in Development Interventions, National Assembly of Caritas India, held on 19,20 Feb.2009 at St. John's Medical College, Bangalore.
5. John Peter A. Youth and Democratic Politics, **State Level Conference on the Concerns of the Youth Today**, held on 07,08 July.,2006 at Ilaya Deepam, Tiruchirappalli.
6. John Peter A. Reservation as a Strategy for Inclusive Growth, Statelevel Conference on Reservation in Private Sector held on 10 Oct.,2005 organised by Vaan Muhil in Tirunelveli, Tamilnadu.
7. John Peter A. Livelihood Resources of the Rural Communities at Risk, State Level Conference on Common Property Resources, organised by Vaan Muhil and Tamilnadu People's Forum for Social Development at Tirunelveli held on 22,23 Nov., 2003.
8. John Peter A. "Ethnicity, Nationality and Social Exclusion" National Seminar on Racism- a Historical Perspective held on 11, September, 2009 at Arulandar College, Madurai

b)International

1. John Peter A." Ethical and Ecological Rating of Private Enterprises in Tamilnadu", **International Symposium on Evolving Context-Sensitive Criteria for an Ethically and Ecologically Sustainable Development-India and Europe** held on 30, Nov. and 1, Dec. 2009 at Asian Centre for Cross Cultural Studies, Chennai.
2. John Peter A. "Ethical Issues in Supply Chain in Garment Units in Tiruppur" **International Conference on Fair Labour Practices in Tiruppur** held on 18, Jan., 2004 at Tiruppur Exporters Association Centre, Tiruppur, Tamilnadu.
3. John Peter. A. Unfair Labour practices in the supply chain of Garment Industry in India" **International Conference on Rules for Business and Rights for People** held on Nov. 9 2010, at the Heinrich Böll Foundation, Bonn, Germany.
4. John Peter. A. "Global Busienss, Global Rights" at **the public debate at De Balie** ,Amsterdam, on Nov. 12, 2010 organised by SOMO/ MVO Platform (The Netherlands).
5. John Peter. A. "Workplace diversity in Development Organisations", **Caritas National Assembly** held at St. John's Medial College, Bangalore on 19th Jan, 2009.

6. John Peter. A. "Social Equity through Good Governance (Marginalised and PRI perspectives)", **Conference of Latest development Themes**, Caritas Golden Jubilee celebrations held at pastoral Centre, Chennai on 10th Oct., 2011
7. John Peter.A. "Promotive strategies for Financial Inclusion" **National Conference of Inclusive Development** conducted by Department of Commerce, Jeyaraj Annapackiam College, Periakulam in Jan, 2010.
8. John Peter.A " Global responsibility for global business" International Seminar on **Global Business and Supply Chain Responsibility**, at Berlin Institute of Economy and Law, Berlin, Germany on 10th Nov.2010.
9. John Peter. A. "Ethical Business and Multinational Corporations in Host Countries" **International Seminar on Host Country Responsibility**, Warsaw Business School, Poland on 18th September, 2010.

VIII. Resource Person in Workshops/Trainings

b)International

Date	Title	Organised by	Duration
25-28 September 2007	Organisational Development	Balavikasa People Development Training Centre, Warangal, Andhra Pradesh	3 days
7-8 February 2008	Workplace diversity	Balavikasa People Development Training Centre, Warangal, Andhra Pradesh	2 days
24,25 Oct,2009	Promoting inclusive development	DKA, Vienna	2 days

b)National

Date	Title	Institution	Duration
27 June, 8 July, 19 Aug, 1-2, Sep, 8 Sep, 16 Sep, 29 -30 Sep, 28 Oct, 3,10, 18 Nov 2004	Confidence and Communication Building	Udhaya Deepam, Tiruchirapalli	13 days
7, Nov, 5, 14Dec 2004, 16 Jan, 18 Feb, 3 Apr 2005, 26 Nov, 29-30 Dec 2006	Approaches and techniques for Inclusive education for teachers	Ilaiya Deepam, Tiruchirappalli	9 days
9 February 2008	Mainstreaming gender in development	Balavikasa People Development Training Centre, Warangal, Andhra	1 day

	programmes	Pradesh	
12-13 January 2007	Social equity audit	Social Equity Audit Secretariat, Chennai	2 Days
16-17 February 2007	Professionalism in voluntary sector	DKA, Wien, Austria	2 Days
25-27 September 2007	NGO governance	Balavikasa People Development Training Centre, Warangal, Andhra Pradesh	3 Days
19 August, 1,2,16,30,Sept. 14, 20-21,28,Oct. 3,10, 18, Nov.07	Leadership training for Youth Leaders	Ilaiya Deepam Tiruchirappalli	12 days
15 March 2009	Inclusive Education - A Programme of Action	Heads of Higher Educational Institutions, Tiruchy	1 day
25,26 March 2009	Strategic planning workshop for the youth movement	Ilaiya Deepam, Tiruchirappalli	2 days
4th July,2009	Secularism in education	Teachers, Loyola higher secondary School, Kuppainallur, Chengalpattu	1 day
19, 20, July,2009	Perspective Planning for Federation of grassroots movements in Theni and Madurai Districts	Madurai Multipurpose Social Service Society	2 days

Resource Person Recently

S.No.	Title of the Talk	Nature	Place	Date
1	Perspective planning	Workshop	Sacred Heart College, Khammam	Oct,2014
	Socio Cultural Analysis	Workshop	Sacred Heart College, Chennai	4-6, June, 2014
2	Case based teaching	Workshop	Caussannel College of Arts and Science, Muthupettai	20, 21, July, 2014
3	Promoting learning environment in Classrooms	Workshop	Caussannel College of Arts and Science, Muthupettai	19, 20, Sept. 2014
4	Mentoring the Students	Workshop	Jeevajyothi College of Nursing	4, 5, July, 2014

5	Developing Lesson Plan for effective teaching	Workshop	Sacred Heart College, Dindigul	5-7, May 2014
6	Transformative Leadership	Workshop	Administrators of Educational Institutions, Sacred Heart Brothers, Chennai	22, 23, Oct, 2014
7	Interpersonal Communication and Conflict	Workshop	TMSSS, Tirunelveli	29,30, Aug., 2014
8	Competency development	Workshop	TMSSS, Tirunelveli	7,8, Nov, 2014
9	Organisational Communication and Conflict	Workshop	TASOSS, Tiruchirappalli	23, 24, Aug. 2014
10	Towards Alternative Politics	Conference	Laity Leadership Promotion Centre, Tiruchirappalli	8, Jan. 2014
11	Interpersonal Conflict	Workshop	BHEL, Thriumayam	8, Dec, 2014
12	Strategic Thinking for NGOs	Training	NGO network	Nov, 2016
13	Staff Capacity Development	Workshop	TASOSS	Dec, 2016
14	OD Process Interventions	Workshop	CRY Partners	Jan, 2016
15	Leadership Competence for Headmasters and Principals	Workshop	Poondi Training Centre	March, 2017
16	Leadership Competence for Coordinators of UNBOUND	Training	JIM, Triuchirappalli	April, 2017

XI. Training Manuals Prepared

S.No	Training Manuals	Organisation	Date
1	Women Leadership	Vaan Muhil, , Tirunelveli	10 October 2005
2	Training Social Equity Auditors	Social Equity Audit Secretariat, New Delhi	18January 2007
3	Rights Based Approach to	DKA, Vienna, Austria	16 February

	Development		2007
4	Personality Development for Training Teachers	Udhaya Deepam, Tiruchirappalli	4 March 2007
5	NGO Management for Training NGO Leaders	Balavikasa, Warangal, Andhra Pradesh	25 September 2007
6	Gender Mainstreaming for Development Professionals	Balavikasa, Warangal, Andhra Pradesh	9 February 2008
7	Exclusion Analysis in Development Intervention	DKA, Vienna, Austria	24,25, October, 2009

XII. Consultancies and Resource Person for Development Organisations

- Consultant for:

DKA- Wien, Austria

KFB- Wien, Austria

Caritas, Germany

Madurai Multipurpose Social Service Society, Madurai

Tamil Nadu Social Service Society

Institute of the Brothers of the Sacred Heart

CRS, Chennai

Consultancies undertaken recently

S. No	Nature	Organisation	Period
1	Strategic Planning	Sacred Heart College, Dindigul	May-June, 2014
2	Strategic Planning	Caussannel College of Arts and Science	June- Sept, 2014
3	Perspective Planning	Infant Jesus School and PU College, Bangalore	Sept., 2014
4	Master plan	Sacred Heart College, Khammam, AP	Sept., 2014
5	Strategic Planning	Jeeva Jyothi College of Nursing	Oct. 2014
6	Assessment and Perspective Planning	Stages of Religious Formation, Sacred Heart Brothers, Palayamkottai	Oct.,-Dec, 2014
7	Business Plan	BEU, Tirunelveli	Jan., 2015

8	Branding and Quality Enhancement	Angelo Matriculation School, Palayamkottai	Jan., 2015
9	Internal Audit for Accreditation	B.ED, College, Rayappanpatti	Dec 2015
10	Perspective Plan	St. Mary's high School and PU College, Bangalore	Dec., 2015
11	Preparing for Accreditation Process	Caussanel College of Arts and Science, Muthupettai	Nov., 2014

XIII. Research Projects

S. No	Title of the Project	Name of the Funding Agency	CO-PIs	Period
1	Management of primary and upper primary schooling in Tirunelveli district	Global Citizens Forum, Helsinki Process, Finland	- Nil -	June - October 2004
2	Changes in livelihood patterns in two panchayts in Thuthukudi district	SIEMENPUU FOUNDATION, Finland	-Nil -	Dec 2004 – April 2005
3	Changing patterns in health care in southern districts of Tamilnadu	SIEMENPUU FOUNDATION, Finland	Mr. Jayasingh Mr. Pushparayan	May 2005- Feb 2006
4	Social impact assessment of tsunami programme of Women's Collective, Chennai	Social Equity Audit Secretariat, Chennai	Ms. Sowmiya Mr. Lesli	March 2006
5	Programme effectiveness of tsunami Rehabilitation of CSRDS, Chenlgleput	Caritas	Mr.Xavier Arockiasamy Mr. Kumar	July 2006
6	Evaluation of partners work in tsunami rehabilitation	DKA, Wien, Austria	Mr. Sekar	August 2006
7	Social equity in tsunami recovery programme of	Caritas-Germany & Caritas -India	Dr. Tamil Oli Mr. Kurian	July – Aug 2007

	Caritas International in Tamilnadu, Kerala and Andhra Pradesh		Ms. Cynthia Ms. Christiane (Germany)	
8	Organisational development in Madurai Multipurpose Social Service Society	MMSSS, Madurai	Mr. Senthilathiban Ms. Anitha	September 2007
9	HR practices in PR Institutions in Tirunelveli District	SIEMENPUU FOUNDATION, Finland	Mr. Sudhakar Mr. Victor	Nov. 2007 to Feb 2008
11	A Study on the functional capability of Jyotirmai Society, Secundrabad, Andhra Pradesh	DKA Austria, Missio - Germany	Dr. Packianathan Prof. Xavier	April 2008
12	Evaluation of the organisational and programmatic capabilities of Iaiya Deepam, Tiruchi	DKA Austria	Ms. Ramani Mr. Elango	December 2008
13	Impact of Sumangali Scheme in Textile and Garment Industries	SOMO, ICN, Netherlands The research was published titled as Driven by Cotton and available on line	Gayathri	2010
14	Ethical and Ecological practices of Private Enterprises in Tamilnadu	Asian Centre for Cross Cultural Studies	Dr. Felix was the director and I was the coordinator of the research	210-11

XIV Countries Visited

S.No	Countries Visited	Purpose	Month and Year
------	-------------------	---------	----------------

1	Italy	<p>Consultation on Social Work Priorities held at Franciscan Institute – Rome.</p> <p>Visit to Gregorian University to address Tamil Students and Scholars on the socio economic trends in Tamilnadu.</p>	May, 2008
2	Austria	<p>Deputed by TNBC to present the project proposals on youth and women empowerment to DKA/KFB, Vienna.</p> <p>Discussion with group of Austrian youth on projects support.</p>	May, 2008
3	Hungary	Cultural exposure visit along with Austrian youth	June, 2008
5	France	Youth Exposure	June,2008
6	Poland	Presentation in Business School on the business Practices of MNCs	Nov.2010
7	Czech Republic	Participated in a panel discussion for the elected representatives and ministers on ethical business	Nov.2010
8	Germany	<p>Addressed in a Panel Discussion on Global Business for civil society</p> <p>Breakfast meeting with Parliamentarians, Berlin, Germany 9th Nov,2010</p>	Nov.2010
9	The Netherlands	<p>Meeting at the Ministry of Economic Affairs, Den Hague on 12th Nov, 2010</p> <p>Meeting with Dutch Human Rights Ambassador Lionel Veer at The Dutch Ministry of Foreign Affairs, The Hague on 12th Nov., 2010</p> <p>Addressing a group of Members of Parliament: The Hague, Netherlands , 12th Nov., 2010</p>	Nov.2010
10	Belgium	Meeting with Nicolas Bernier, Financial Reporting policy Officer at European Commission on 15 th	Nov.2010

		<p>Nov., 2010</p> <p>Meeting with Thomas Dodd, Policy Officer- Corporate Social Responsibility, European commission on 15th Nov. 2010</p> <p>Meeting with Eva-Britt svensson, Confederal Group of the European united Left-Nordic Green Left 16th Nov., 2010</p> <p>Meeting with Belgian Parliamentarians at the National Parliament 16th Nov., 2010.</p>	
--	--	--	--