

**Sonia Delrose Noronha**  
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## CURRICULAM VITAE

### Career objective

To associate with an organisation where my productive contributions are valued and encouraged to work in the competitive environment enabling me to use my creativity and talent for the cause of Education, Empowerment & Social Transformation.

### Educational Qualification:

Ph. D in Management	Srinivas University, Mangalore (2020)
M. Phil	Annamalai University (2009)
PG Diploma in Marketing Management (PGDMM)	Annamalai University (2010)
M.B.A (Human Resource Management & Marketing Management)	Srinivas Institute of Management Studies (2006)
B. Com	St. Agnes College, Mangalore (2002)
D.C. A	Manipal Institute of Computer Education (2003)

### Work Experience

- Worked as Disbursement officer in Operations Department of ICICI Bank Pvt Ltd for 2 years from 1.4.2002 to 31.3.2004
- **Assistant Professor-** College of Business & Commerce, Srinivas University Mangalore (July 2007 to till date).

### Honorary Positions

- **Member, Board of Study and Board of Examination** - College of Business & Commerce, Srinivas University, Mangalore. (2017-18)
- **Member of Grievance Redressal Committee-** Srinivas University.
- **Co-Ordinator-** B. Com course (2013-2017), Srinivas University, Mangalore.
- **Co-Ordinator-** B.B.A in Port Management (2019)

## **International Publications**

- Noronha, S., & Aithal., (2016). Glass Ceiling – A Silent Barrier for women in Highly Advanced and Humanistic Society, *IRA- International Journal of Management & Social Sciences*, 5 (3), ISSN 2455-2267, 455-466.
- Noronha, Sonia Delrose & Aithal, P. S., (2019). Work-life Balance among Women Employees: A Study on Initiatives Undertaken by Indian Organizations, *MERC Global's International Journal of Management*, 7(3), ISSN 2321-7286, 268-273.
- Noronha, Sonia Delrose., & Aithal, P. S., (2017). Organizational Strategic Approach towards Work-life Balance of Women in India., *International Journal of Management, Technology, and Social Sciences (IJMTS)*, 2 (1), ISSN 2581-6012, 18-24.
- Sonia Delrose Noronha<sup>1</sup>, Aithal. P. S, (2019). Work-life Balance and Glass Ceiling of Women Employees – A Literature Review, *Saudi Journal of Business and Management Studies*, 4 (5), ISSN: 2415–6671, 386-396.
- Sonia Delrose Noronha, Aithal P. S. & M.D. Pradeep., (2017). Study on Policy Framework towards Work-life Balance in India, *International Journal of Multidisciplinary Research and Modern Education, (IJMRME)*, 3 (2), ISSN: 2454-6119, 11-16.
- Sonia Delrose Noronha, Aithal P. S., (2019). Influence of socio-demographic factors on work-Life Balance (WLB)among Public Universities teachers in Karnataka, *International Journal of Scientific Research, (IJSR)*, 8(11), ISSN: 2277-8179, 9-12.
- Pradeep M. D. & Noronha Sonia D. N., (2018). Study on the Changing landscape of financial in Indian Banking System- Opportunities and Challenges, *International Journal of Management, Technology, and Social Sciences (IJMTS)*, 3 (1), ISSN: 2455-5630, pp. 744-755.
- Sonia Delrose Noronha<sup>1</sup>, Dr. P. S Aithal., (2016). Hitting two birds with one stone: Srinivas university B. Com model in Corporate Auditing, *International Journal of Computational Research and Development*, 1 (1), ISSN 2455-5630, 853-869.

## **International Conference**

- Presented Paper titled ‘Challenges and Work Life Balance among State University Teachers of Karnataka- A study’ in the International Conference on emerging trends in Management, Information Technology and Education held on 16<sup>th</sup> and 17<sup>th</sup> August, 2019 at Srinivas University, Karnataka, India.

## **Academic Contributions**

- Guide for 91 Student Academic Research.

- Organized Social Outreach Programmes: Cleaning Drives, Awareness, Management Fest, Industrial Visits etc.
- Judge for Management, Social Science and Cultural Fests.
- Framed Curriculum for the subjects of Principles of Management, Human Resource Management, Industrial Relations & Labour Welfare & Organizational Behavior.
- Setting Question Papers for Management subjects of UG and PG examination

### **University Deputations**

- Internal Examiner for the B.B.M Project Viva-Voce to III-year B.B.A students of Srinivas Institute of Management Studies affiliated to Mangalore University.
- Internal Examiner for the M.B.A Viva-Voce Examination to II-year M.B.A of Srinivas University.
- Examiner for the Central Valuation of B.B.M Degree Examinations at Mangalore University.
- Examiner for the Central Valuation of B. Com Degree Examinations at Mangalore University.
- Examiner for the Central Valuation of B. Com Degree Examinations at Srinivas University.
- Examiner for the Central Valuation of M.B.A Degree Examinations at Srinivas University.
- Office Superintendent of UG Examinations in Srinivas Institute of Management studies affiliated to Mangalore University.
- Office Superintendent of UG Examinations in Srinivas college of Business & Commerce of Srinivas University.
- Set Question Papers for M.B.A, B.B. A, B. Com Examinations of Srinivas University.
- Set Question Paper for Human Resource Management subject of NITTE University Examinations, Mangalore
- Member of Flying Squad for UG & PG University Examinations, Srinivas University, Mangaluru.

### **Conference Paper Presentation**

- “Glass Ceiling- A Silent Barrier for Women in Highly Advanced and Humanistic Society”, One day conference on the changing Perspective of Management, IT and social sciences in the contemporary environment, 7<sup>th</sup> May, 2016, Srinivas Institute of Management Studies, Mangalore.
- “Challenges for Women in Business and Influence of Market Turbulence”, One day National Conference on Sustainable Growth in Developing Economies- Challenges Faced in Turbulent Times, 12<sup>th</sup> April, 2012, Srinivas Institute of Management Studies, Mangalore.
- “Women in Health Sector and Work-life Balance Challenges One day National Level conference on Current Development in Computer Science, IT & its impact on

Management, Social Sciences and Education., 26<sup>th</sup> November, 2016, Srinivas Institute of Management studies, Pandeshwar, Mangalore

- “Study on the Policy Framework towards work-life balance in India”, Two-day conference - MANEGMA-2017, “Reinventing opportunities in Management, IT, & Social Sciences, 23<sup>rd</sup> & 24<sup>th</sup> March, 2017, Srinivas Institute of Management Studies, Mangalore.
- “Glass Ceiling in Top Educational Institutions in India”, Innovations and Transformations in Banking, Management, IT, Education and Social Sciences, 26<sup>th</sup> & 27<sup>th</sup> August, 2016, Srinivas Institute of Management Studies, Mangalore.
- “Influence of Socio- Demographic factors on Work-life Balance among University Teachers in Karnataka”, MANEGMA-2019 A one day national conference on Advances in Management, IT, Education and Social Sciences, 27<sup>th</sup> April, 2019, Srinivas Institute of Management Studies, Mangalore.
- “Challenges and Work Life Balance among State University Teachers of Karnataka- A study”, in the International Conference on emerging trends in Management, Information Technology and Education held on 16<sup>th</sup> and 17<sup>th</sup> August, 2019 at Srinivas University, Mangalore.

#### **Conferences Attended**

- Innovation and transformation in banking, Management, IT, Education and social sciences, Srinivas Institute of Management studies, Pandeshwar, on 26<sup>th</sup> -27<sup>th</sup> August 2016.
- Current Development in computer Science, IT and its impact on Management, social sciences and Education, Srinivas Institute of Management studies, Pandeshwar on 26<sup>th</sup> November 2016.
- Women empowerment ‘Shakti 2017’, Ramakrishna Math, Mangaladevi, 12<sup>th</sup> & 13<sup>th</sup> January 2017.
- Inventions in ICT & its Implications on Management, Social Sciences and Education, Srinivas College of Business & Commerce on 27<sup>th</sup> & 28<sup>th</sup> December 2019.

#### **Workshops/ Seminars Organized**

- ‘Mega-India’, One day workshop for I year M.B.A students of Srinivas Institute of Management Studies, Mangalore in 2007.
- ‘Kala Avishkar’ one day National level Cultural Fest for the Pre- University students on the theme ‘Exploring Your Talent’, 2<sup>nd</sup> Nov, 2013 at Srinivas College, Pandeshwar, Mangalore.
- Kala Avishkar’ one day National level Cultural Fest for the Pre- University students, 27<sup>th</sup> August, 2014 at Srinivas College, Pandeshwar, Mangalore.
- Marketing Exhibition for the B. Com students of Srinivas Institute of Management Studies in the year 2010.

- ‘Prathibha’, cultural fest for B.B.A students of Srinivas Institute of Management studies.

### **Programmes Participated**

One day Workshop on “*Research Methodology*”, 10<sup>th</sup> August, 2019, Srinivas University, Mangalore.

### **Personnel strengths**

- Negotiation
- Developing, Maintaining & Strengthening Relationships.
- Counseling & Mentoring
- Leadership & Decision Making.
- Time Management
- Empathetic, Desire to Learn, Well Organized

### **Areas of Interest**

- Management concepts, Human Resource Management and Industrial Relations, Marketing Management, Indian & International Business Environment, Research.

### **Languages known**

To Speak : English, Kannada, Tulu, Hindi, Konkani and Malayalam.  
To Write : Kannada, English and Hindi.  
To Read : Kannada, Hindi and English.

### **Research Profile Links**

- 1) SSRN: <https://hq.ssrn.com/submissions/MyPapers.cfm?partid=2575451>
- 2) Google Scholar: <https://scholar.google.com/citations?user=iNx4NBwAAAAJ&hl=en>
- 3) ORCID: <https://orcid.org/0000-0001-8350-528X>

### **Declaration**

I hereby declare that all the above given information is true to the best of my knowledge.

(SONIA D. NORONHA)

Date: 27.02. 2020

Place: Mangaluru, Karnataka.