

## Dr. Mahesh R. Pillai, PhD in



### **MAHESH RAMAKRISHNA PILLAI**

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**Date of Birth:** 25<sup>th</sup> September 1971

#### **Educational Qualification:**

- **Doctor of Philosophy** (PhD in Management / HRM / Healthcare) *Birla Institute of Technology and Science*, Pilani. 2007.
- **Master of Philosophy** (M.Phil in Management. Area - Health Systems). *Birla Institute of Technology and Science*, Pilani. (1999)
- **Master of Business Administration** (Marketing) PSG College of Technology, Bharathiar University, Coimbatore. India. (1995)
- **Master of Financial Management (MFM)**. Pondicherry University. India (2014)
- **Master of Business Administration (International Business)** (MBA – IB): Pondicherry University. India. (2017)
- **Certified Financial Manager (CFM)** Institute of Certified Cost and Management Accounts (ICCA), USA. 2015.

#### **Certificate Attestation and Equivalency: -**

Academic Certificates attested and provided Equivalency by: -

- Ministry of Higher Education, United Arab Emirates
- Western Educational Services, Canadian Academic Accreditation Agency. Canada

#### **Research details**

- **Orcid ID** : <https://orcid.org/0000-0002-5105-2770>
- **Google Scholar Account** : <https://scholar.google.com/citations?user=nnjLgnIAAAJ&hl=en>

#### **Professional Experiences (Academics): -**

- **Associate Professor:** Umm Al Quwain University, Umm Al Quwain
- **Associate Professor:** University of Modern Sciences, Dubai UAE.

- **Associate Professor:** College of Business Administration, American University in the Emirates, Dubai.
- **Associate Professor:** Synergy University- Russia (Dubai Campus) (Part-time)
- **Associate Professor:** Jumeira University. UAE. (Part-time)
- **Associate Professor:** Skyline University College, Sharjah. (Part-time)
- **Associate Professor:** Amity University, Dubai Campus. (Part-time)
- **Associate Professor and Director / Dean:** Department of Management Studies, KVM College of Engineering and Management. Cherthala.
- **Associate Professor and Head,** Department of Human Resources Management, SCMS-COCHIN., Muttom, Alwaye- 683 106.
- **Assistant Professor** in Management, Chinmaya Institute of Technology, Kannur.
- **Assistant Professor,** Department of Health Management, School of Medical Education, Mahatma Gandhi University
- **Lecturer,** School of Medical Education, Mahatma Gandhi University
- **Adjunct Faculty** – Healthcare Management, Amrita Institute of Health Sciences, Amrita Institutions, Amrita Vishwa Vidyapeedam (Deemed University), Kochi
- **Guest Faculty,** Department of Management Sciences, CMS. College, Kottayam.
- **Guest Faculty,** Bharatiya Vidya Bhavan, Management Study Centre, Kottayam.

#### **Administrative Experiences: -**

- **Dean:** College of Business Administration, Umm Al Quwain University
- **Dean** (Officiating in-charge): American University in the Emirates, Dubai
- **Dean:** School of Health Sciences, Chitkara University, Chandigarh
- **Director / Dean:** MBA Programme, KVM College of Engineering and IT, Cherthala
- **Head** – *Department of Human Resources Management, SCMS-COCHIN, Alwaye.*
- **Registrar:** Kamaliya Medical College and Kamaliya Medical Institutions, Mala, Trissur.
- **Admissions Officer,** School of Medical Education, and its regional centers for eight programmes each at the graduate and postgraduate level for 1200 students spread over 08 regional centers.
- **Placement Officer,** School of Medical Education, Mahatma Gandhi University.
- **Resource Person:** Good Governance Programme, Government of Kerala.

#### **Membership in Professional Organization: -**

- **Fellow:** Chartered Institute of Marketing – Membership No. 40040376.
- **Fellow:** Certified Institute of Management Accounting – Membership No. 1-30R1Q3J

#### **Management Training Programs Conducted: -**

As a **Trainer in HR** and Management specialization, conducted trainings in diversified areas of specialty for students, professionals from industries and practicing industrialists.

- Conflict Resolution Practices.
- Creative thinking
- Developing Individual Performance:
- Effective Communication and Group Dynamics

- Ethics and Society – Value in Professional and Personal Development
- Individual Society and Nation.
- Leadership & Motivation in Organization
- Leadership and Managerial Excellence.
- Management of Conflicts
- Person and Society.
- Personal Development and Professional Commitments
- Problem Solving Mechanisms in Professional and Personal life
- Stress and Stress Handling Practices.
- Team Building
- Understanding oneself

**Refresher Programs attended: -**

Participated in UGC sponsored refresher programme in Management conducted by College Development Council, Mahatma Gandhi University.

**Academic activities: -**

- *Chairman*, Board of Studies (Post Graduate Courses – Health Sciences) Chitkara University, Himachal Pradesh
- *Member*, Board of Studies (Post Graduate Courses – Health and Hospital Management) Amrita Vishwa Vidyapeedom (Deemed University)
- *Expert Committee Member*: Selection / Affiliation / Up gradation of Private / Constituent / Self Financing Colleges for Mahatma Gandhi University.

**Extra-Curricular Activities: -**

- *Staff Advisor*, Students Council, School of Medical Education, Mahatma Gandhi University.
- *Staff Editor*, College Union Publication, School of Medical Education, Mahatma Gandhi University.

**Industrial Experience: -**

- **Health Care Management Consultant** (Freelance) for Hospitals and Healthcare Institutions.
- **Marketing Associate**, M/s South Indian Timber Industries, Kottayam.
- **Administrative Officer**, Indian Rubberwood Task Force, Kottayam.
- **Marketing Consultant** (Freelance); Marketing and Publicity agencies.
- **Industrial and Management Consultant** (Freelance).
- **HR and Management Trainer** (Freelance).

**Programmes at International Level: -**

- Associated with International Tropical Timber Organization (ITTO), Japan as part of discussion team as its Coordinator for evolution of strategies for the development of Indian Rubberwood Industry along with Ministry of Environment and Forests, Government of India.

### **Experiences in Accreditation Activities: -**

While associating with various Universities and departments, had to work for the formal accreditation for the departments / courses. These included: -

#### **In India: -**

- **University Grants Commission of [India](#)** (UGC India) is a statutory body set up by the Indian [Union government](#) in accordance to the UGC Act 1956 under [Ministry of Human Resource Development](#), and is charged with coordination, determination and maintenance of standards of [higher education](#).
- **All India Council for Technical Education** (AICTE) is the statutory body and a national-level council for technical education, under [Department of Higher Education](#), [Ministry of Human Resource Development](#)
- **National Assessment and Accreditation Council** (NAAC) is an organization that assesses and [accredits](#) higher education Institutions (HEIs) in [India](#). It is an autonomous body funded by [University Grants Commission](#) of [Government of India](#)

#### **At International Level: -**

- **Commission for Academic Accreditation (CAA)** is the government-run institutional [licensure](#) and degree [accreditation](#) organization for private universities and their academic programmes in the [United Arab Emirates](#)(UAE).
- **Association to Advance Collegiate Schools of Business, (AACSB International)**, the American [professional organization](#), for accreditation of Schools of Business across the globe.
- **Ministry of Higher Education and Scientific Research (MOHESR)**, UAE.
- **NEASC** : North England Association of Schools and Colleges
- **WASC**: Western Association of Schools and Colleges.

### **Program Development / Course Development / Curriculum Improvement Activities:-**

Took an active stand in the area for developing / improving curriculum for Doctoral / Masters / Bachelor program in the area of

- PhD in Management
- Management Specializations in HRM / Marketing / Logistics
- Healthcare / Hospital Administration
- Entrepreneurship Management
- Training and Development Programs in HR and Management.

#### **References: -**

1. Prof. Akram Haddad; Program Leader in Economics, College of Business Administration, Amity University, Dubai International Academic City, Dubai. UAE.  
**Mob:** 055 355 5135. **E-mail:** [dr\\_akram2@yahoo.com](mailto:dr_akram2@yahoo.com)

2. Prof. (Dr.) Ann Kavitha Mathew. Director / Dean of Research, KVM College of Engineering and IT, Cherthala, Varanadu, Alleppy. Kerala. India.  
**Mob:** +91 94474 15109. **E-mail:** Kavita\_mathew@yahoo.com
3. Mr. C.T.Sunilkumar, Faculty and Program-in-charge Management. BITS – RAK / University of Stirling – RAK Campus, Ras-Al-Kaimah.  
**Mob:** 050 670 0812. **E-Mail:** ctsunilkumar@gmail.com

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# MAHESH RAMAKRISHNA PILLAI

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## TEACHING PHILOSOPHY

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Teaching is a process which ends with learning as the outcome. The Philosophy of teaching never changes anywhere across any culture, language or society.

The vital difference lies in the way teaching is imparted. To be able to teach, instruct and edify are the prerequisites of a competent faculty. Once these are achieved, the first step in true student development is achieved.

Business is growing by the day and the process of business management is undergoing sea changes by the hour with the introduction of new managerial practices. A teacher of Business Management finds himself/herself being challenged constantly by the emerging trends in the Business Management process. It's his call to find innovative ways to translate concepts into action in a classroom atmosphere so that students find it stimulating enough to understand and assimilate the latest developments in the global business scenario.

Management syllabi has grown and evolved into a realm of thoughts, ideas and concretization with subjects/disciplines covering every sphere of the learning process from the basic core courses to management tools and techniques to management applications in a multidimensional field of activity. Right now, management specialization has emerged from the earlier levels of specialization of Marketing, Human Resources, Finance & Accounts and IT to much of a sub-specialization incorporating all segments of global business and management.

A faculty in Business Management has to play the role of a facilitator who digs up a mine of information and comes up with new concepts in business and disseminates them to students through cases, discussions, simulation exercises and hands-down practices. It's no doubt a challenge, but an interesting one at that to encourage students to participate in discussions, permitting them to be listeners, learners and practitioners.

I firmly believe in student-centered, student-oriented discussions. This is the best way to get them involved in classroom sessions. Management studies are an ever-evolving field of study. To get students involved in the emerging trends worldwide requires the best output from the faculty by way of wide reading, knowledge of global events and the supreme ability to convince students of that knowledge. Thus, I often permit students to be proactive and enthusiastic participants in the learning process.

Decades back, the teacher was considered the sole custodian of knowledge and information. The situation has changed with the emergence of information technology. Information and knowledge are not one individual's rights alone. With the emergence of the Net as a source of infinite knowledge and power, it's impossible to set limits to one's quest for knowledge and learning.

Teaching has thus become a battle of intellects, with the student being able to outwit teachers in information and intelligence.

I believe in engaging classes with a blend of traditional and modern approaches. One approach may not be sufficient to meet the requirement of all the independent-minded students. Thus I found it quite a rewarding experience to engage their attention through a blend of theory-based practical approach. I use live examples, stories from the corporate world, company profile analysis, critical reviews, news based discussions,

technology driven sessions, simulation exercises and practical examples. Whichever best suits the learning process. Students are exposed to the utilization of the latest developments in technology.

More than teaching from books, I encourage students to understand the real world of business. This is accomplished by relating business theories and concepts to modern global business developments and technological innovations. Surfing through the internet, reaching out to the world through books, journals and periodicals are a part of the teaching process.

Guest speakers, industrial visits, symposiums, workshops and seminars are a part of the blended teaching – learning environment. The utilization of modern, up-to date videos of various business cases are also a source of support to business concepts and theories.

Simulation exercises encourage students to develop business settings through management games in all relevant areas of management disciplines, thereby helping them to be specialists in the area through in-house projects and case studies.

A teacher's success lies in establishing a sound rapport with the student to direct him/her to an area of disciplined learning, wherein it will be easier to get them familiarized in their areas of interest. This can be achieved only through mutual respect and understanding. As a faculty member, I believe our role has shifted from that of a mere teacher to that of a coach, a cheerleader, a companion and a facilitator who sets goals for his or her wards.

The role of the faculty is to capitalize on the expertise and the diversity of student interests and capabilities by encouraging creativity and innovation which will enhance and systematize the teaching/learning process.

To summarize my objective and my philosophy of teaching, this noble task is not just to teach students the basics of business management and its applications, but to make them work independently, as well as in a team, to turn them into the best professionals who can effectively communicate their ideas and execute their plans into the finest business realities. Thus my goal as a faculty is to provide that special learning experience that can make my students the finest examples of what's best in professionalism and what it takes to be good human beings too.

In today's fiercely competitive world, knowledge alone is not enough. You need to have empathy and concern for your competitor. It's from one's classroom that the best lessons in being an individual player and a team player are learned.

The faculty is thus the best facilitator.

Dr. Mahesh R. Pillai

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## Courses / Specialization taught at the Graduate / Undergraduate Levels

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### HRM Specialization: -

- Compensation and Benefits Management
- Employee Selection, Training and Development
- HRM in the Public Sector
- Human Resource Information System
- Human Resource Management
- Negotiation Skills
- Recruitment in Industries.
- Staffing and Techniques for Employee Selection
- Strategic Human Resource Management
- UAE Labor Law and Relations.

### Marketing Specialization: -

- Managing in the Service Environment
- Marketing Management
- Marketing Research
- Principles of Marketing
- Advertising and Sales Promotion
- Consumer Behavior
- Sales Force Planning

### Management Specialization: -

- Business Law
- Business Practice in UAE and GCC
- Entrepreneurship Management
- International Business
- Leadership and Organizational Creativity
- Management and Organizational Behavior
- Management Information System
- Materials Management
- Negotiation Skills
- Organization Theory and Design
- Organizational Behavior
- Principles of Management
- Production and Operations Management
- Project Management
- Research Methodology
- Small Business Management
- Strategic Management
- Total Quality Management



### **Logistics and Supply Chain Operations: -**

- Global Logistics and Supply Chain Management.
- Inventory and Material Management
- Logistics and Supply Chain Management
- Purchasing and Supply Management
- Service Operations Management
- Supply Chain Operations
- Transportation and Distribution
- Warehouse Management and Material Handling.

### **Healthcare / Hospital Management Specialization: -**

- Environmental Health Management
- Health Information System
- Healthcare Marketing.
- Healthcare Research.
- Hospital and Healthcare Practices
- Hospital Information System
- HR Management in Healthcare
- Inventory Management in Hospitals
- Principles and Practices of Health Administration
- Principles and Practices of Hospital Management
- Public Health Administration
- Quality Management in Healthcare.
- Healthcare Financing
- Healthcare Economics
- Hospital Planning and Design
- HRM in Healthcare
- Health Policy formulation

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## RESEARCH PROFILE

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### Statement of Research

Research have been a part of my career from the time I became a management professional. During academics, I could complete three projects as part of my academic requirement. Later on, completion of the Master's in business administration, I got engaged with M/s South Indian Timber Industries, to do research activities for promotion of the ecofriendly Rubberwood as an alternative to the natural grown timber resources. Later this project was extended to an international level funded project involving Government of India and International Tropical Timber Organization (ITTO), Japan. As a part of the study, extensive survey was conducted across the country to study the market opportunity for the rubberwood as a substitute or alternative for the timber resources as rubber wood is an agricultural by-product which needs to be replanted. This study was conducted across the country with active co-operation of Indian Market Research Bureau (IMRB) a government approved market research organization. The funded research is presently an ongoing study carried out by Indian Rubber Wood Task Force (IRTF) for which I am associated with. Now the study has expanded to other plantation grown timber as an alternative to natural rain forest timbers.

This research inquisitiveness led to become a freelance professional researcher for conducting market research on multiple product / industry, in the areas of new product development, product design, product diversification, product pricing strategies, market positioning, market evaluation, market launch etc. This was done for old products in new markets. Market research was done for diversified FMCG products for all segments of the market including luxury, moderate and budget class markets.

A good number of research studies have been conducted in diversified areas of management including marketing, HR, Finance, Insurance, FMCG products, global business trend analysis, health care market trends and analysis etc. The list of the works is detailed in the research profile. These research were carried out with myself taking diversified positions like a professional consultant, faculty supervisor, adviser, external reviewer etc.

As part of the research studies, papers have been presented in International conferences, seminars as well as participated in workshops and training programs. Papers have been published in Journals of repute. Three books related to the area of work are in the discussion phase to be completed shortly.

In addition to these projects, I was associated with the project development and establishment of hospitals, healthcare institutions, management schools and colleges in the State of Kerala, India.

List of the talks, papers, conferences, publications etc. is listed further in the research profile.

My plans are to involve in building strength in each of the focal areas of my research program, with the specific mind set to do research in the emerging dynamics of business management. In addition, I have plans for continued research efforts with corresponding publication plans, to seek new opportunities for collaborative, multidisciplinary research projects. I hope to expand my involvement in international research programs.

#### Conferences Presentations / Chairs / Participant: -

- Two-day International Conference on “Strategy, System, and Service for Sustainability and Scalability of Business” Department of Management Studies, School of Management, Pondicherry University. 23<sup>rd</sup> and 24<sup>th</sup> March 2018. Pondicherry. India
- 7th Annual International Conference on Human Resource Management and Professional Development in the Digital Age – HRM&PD 2017. 14<sup>th</sup> and 15<sup>th</sup> December 2017 Singapore.
- *1st AFU International Conference Toward Advanced Scientific Knowledge in Business – TASK 2017*, Al Falah University, Dubai during 3<sup>rd</sup> and 4<sup>th</sup> of May 2017.
- Global Conference on Leadership and Business Management (GCLBM – 2016) on 1<sup>st</sup> and 2<sup>nd</sup> November, Singapore.
- Academy of Business Management Conferences (ABMC) 21<sup>st</sup> conference on “International Conference on Leadership and Innovation (ICLI-2016)” 20<sup>th</sup>-21<sup>st</sup> July 2016, Germany.
- World Education Summit, Dubai. UAE. February 2016.
- 35th International Business Research Conference held in Dubai, UAE by World Business Institute, Australia.

#### Publications: -

##### Conference Articles:

- Mahesh R. Pillai, Saigeeta Kukkunuru. (2021): First Virtual International Conference titled “**Foreseeing the Future of Human Resources Post COVID-19: Challenges and Opportunities**” held on 17<sup>th</sup>-18<sup>th</sup> March 2021. **Department of Human Resource Management**, City University College, Ajman.
- Mahesh Ramakrishna Pillai; Astha Bhandari (2018): Moving to a world of Entrepreneurial success and business sustainability in the competitive environment” A Two-day International Conference on “Strategy, System, and Service for Sustainability and Scalability of Business” Department of Management Studies, School of Management, Pondicherry University. Pondicherry.
- Mahesh Ramakrishna Pillai; Saigeeta Kokkunuru (2017): “**Improving HR Dimensions in Talent Acquisitions Practise through Cloud Based Hiring Technology – A Management observation among selected UAE Enterprises**” published in the HRM&PD 2017 Proceedings 7th Annual International Conference on Human Resource Management and Professional Development in the Digital Age – HRM&PD 2017. *GSTF 2017. ISSN 2251-2349.doi: 10.5176/2251-2349\_HRM&PD17.41*
- Mahesh Ramakrishna Pillai, Ms. Astha Bhandari and Dr. Kiran Nair “**Does Indian Public Sector aim for a better talent acquisition practices: A Study based on Public Sector experiences from Kerala State**”.*1st AFU International Conference Toward Advanced Scientific Knowledge in Business – TASK 2017*, Al Falah University, Dubai during 3<sup>rd</sup> and 4<sup>th</sup> of May 2017.
- Mahesh Ramakrishna Pillai, Joseph George Pynadath and Sunilkumar CT “Increasing Management efficiency through Unified Accounting Standards - A Study on the Business Scenario in UAE” *1st*

AFU International Conference Toward Advanced Scientific Knowledge in Business – TASK 2017, Al Falah University Dubai during 3rd and 4th of May 2017.

- Mahesh Ramakrishna Pillai: **“Dimensions and Determinants of Employee retention in Healthcare Institutions”** Research Paper at the Global Conference on Leadership and Business Management (GCLBM – 2016) on 1<sup>st</sup> and 2<sup>nd</sup> November, Singapore.
- Mahesh Ramakrishna Pillai **“Innovative Practices in delivering Leadership Education: Theoretical Emphasis Vs Practical Performance”**. Research paper at the Academy of Business Management Conferences (ABMC) 21<sup>st</sup> conference on “International Conference on Leadership and Innovation (ICLI-2016)” 20<sup>th</sup>-21<sup>st</sup> July 2016, Germany.
- Mahesh Ramakrishna Pillai **“Practice centered teaching and profession-oriented learning: Equipping tomorrow’s Professionals”** for World Education Summit, Dubai. UAE. February 2016.
- Mahesh Ramakrishna Pillai, Qureshi T M (2016) **“Role of Human Resource (HR) Strategies and Practices in Organizational Performance”** at the 35<sup>th</sup> International Business Research Conference held in Dubai, UAE by World Business Institute, Australia.

#### Journal Articles

- **Mahesh Ramakrishna Pillai**: “View of The Effect of Green Entrepreneurial Orientation on Environmental Performance (R&D – Revenue Issues): Mediating Role of Green Supply Chain Management”. Journal of Positive School Psychology <http://journalppw.com>. 2022, Vol. 6, No. 4, 11843–11859. **SCOPUS** – Q2 – Indexed Journal.  
<https://journalppw.com/index.php/jpsp/article/view/7120/4656>
- Dear Balqees Naser<sup>1</sup>, Michael J. Kloep<sup>2</sup>, **Mahesh Ramakrishna Pillai**<sup>3</sup>: “An Appraisal of Obstacles & Challenges in SMEs of Dubai: A Descriptive Approach” Utopia y Praxis Latino Americana, ISSN: 1316-5216 / e-ISSN: 2477-9555. **2021. SCOPUS** – Q2 – Indexed Journal. (Accepted for Publication).
- Dr. Michael J. Kloep, **Dr. Mahesh R. Pillai**: “MISINFODEMIC IMPACTS ON CONSUMER BEHAVIOUR IN CIRCUMSTANCES OF GLOBAL CRISIS OR RECESSION WITH FOCUS ON COVID-19”. Palarch’s Journal of Archeology of Egypt / Egyptology 17 (7), ISSN 1567-214x. **2020. SCOPUS** – Q3 – Indexed Journal.
- Mahesh Ramakrishna Pillai, Saigeeta Kukkunuru: **“Artificial Intelligence in HRM – Promises and Possibilities in Healthcare Industry”** Palarch’s Journal of Archeology of Egypt / Egyptology 17 (7), ISSN 1567-214x. 2020. **SCOPUS** – Q3 – Indexed Journal.
- Sriraman V P, Sunilkumar C T, Mahesh Ramakrishna Pillai: “Economic Implications of Currency Rate Fluctuations in International Financial Markets” Palarch’s Journal of Archeology of Egypt / Egyptology 17 (9), ISSN 1567-214x. 2020. **SCOPUS** – Q3 – Indexed Journal.
- Saigeeta Kukkunuru, Mahesh Ramakrishna Pillai, Amer Al Kassem: **“Creating Happiness at Workplace: Work Team Contributions and Concerns”** Journal of Computational and Theoretical Nanoscience, American Scientific Publishers. Vol 16, 2019 **SCOPUS** Indexed Journal.
- Sunilkumar C T, Sriraman V P, Mahesh Ramakrishna Pillai “Challenges in the International Financial Market through Fixed Currency System “A Study Based on Fixed Currency System in UAE” Journal

of Computational and Theoretical Nanoscience, American Scientific Publishers. Vol 16, 2019  
**SCOPUS** Indexed Journal.

- Mahesh Ramakrishna Pillai; Astha Bhandari: (2018) "**Talent Acquisition and Management in the Middle East: A look into new Policies and Practices in PSUs**". International Journal of Scientific & Engineering Research Volume 9, Issue 8, Augsut-2018 588 ISSN 2229-5518 IJSER © 2018.
- Mahesh Ramakrishna Pillai, Kiran Sashidharan Nair, Lakshmi C Radhakrishnan (2018): "**Does Indian Public Sector Aim for a Better Talent Acquisition Practices**: A Study based on Public Sector Experiences in India". International Journal for Business and General Management (IJBGM): ISSN: 2319 – 2267. November 2018. (TBP)
- Mahesh Ramakrishna Pillai, Astha Bhandri (2018) "Moving to a world of Entrepreneurial Success and business sustainability in the competitive environment". International Journal for Innovative Science and Research Technology. (IJSRT). ISSN No.: 2456-2165. Vol 3. Issue 7. July 2018.
- Mahesh Ramakrishna Pillai, Tahir Masood, Abhilasha Singh (2018) "**Investing in Success: Role of HRM Strategies on Performance Sustainability in the UAE Banking Industry**". World Journal of Management Vol. 9. No. 1. March 2018 Issue. Pp. 21 – 32
- Mahesh Ramakrishna Pillai, Saigeeta Kukkunuru (2018) "**Cloud Based Hiring Technology in Management of Talent Acquisition Practices: A Study among Middle East Enterprises.**" has been accepted for publication in **SCOPUS INDEXED JOURNAL** titled "International Journal of Applied Business and Economic Research, (IJABER), ISSN: 0972-7302 Vol.16 May (2018).
- Mahesh Ramakrishna Pillai; Ann Kavitha Mathew; Prabish Rajendran (2017): "Does Healthcare Information Security is Any Major Concern in Managerial Decision Making" EPRA International Journal of Economic and Business Review Vol 5. Issue 5 May 2017.
- Mahesh Ramakrishna Pillai; Joseph George Pynadath; Sunilkumar CT (2017): "Improving Management Efficiency in Decision Making through Unified Accounting Standards – The Business Scenario from UAE"., International Journal of Advanced Engineering and Management Research. Vol-2 Issue 3, 2017.
- Mahesh Ramakrishna Pillai; Tahir Masood Qureshi (2015): "**Emerging portfolios in SHRM practices in the Middle East Public Sector**", Academy of Contemporary Research Journal Vol V IV (IV).

#### **Journals and Magazines: -**

- Member – Board of Editors: Journal – Accounting Business and Management International (JABM International), STIE Malangkuçęwara, (Malangkuçęwara School of Economics). Indonesia.
- *Editor* – Hevea Wood – A monthly in-house publication from Indian Ruberwood Task Force.
- *Editor* – Greenswaraj – Compilation of Proceedings of National Seminar on Development of Indian Ruberwood Industry.
- *Editor* – School of Medical Education Annual Publication for the years 2000 / 2001 / 2002 for M.G.University.

### **Research and Consultancy Services: -**

- **Mentor**; Academics – The University of Leicester, UK.
- **Research Associate**, WHO funded schemes on Clean City Green City Project of Kottayam District.
- **Research Associate**, WHO funded schemes on Healthy School Project, Healthy City Project and Healthy Hotel Project, for Kottayam District.
- **Project Consultant**, Hospital Establishment, Development and Marketing for various hospitals and health institutions in the State.
- **Project Consultant** in establishment of Medical Colleges, Engineering Colleges, Nursing Colleges, Dental Colleges, Management Schools across the State of Kerala
- **Project Co-Ordinator**: International Tropical Timber Organization (ITTO – Japan)
- **Project Co-ordinator**: Indian Market Research Bureau (IMRB) – National research Consultancy Organization for conducting research activities in diversified field.
- **Project Officer**, Indian Rubberwood Task Force (IRTF), An agency for development and promotion of Rubberwood industries in the country.
- **Project Consultant** for projects on various FMCG products ranging from magazines, cosmetics, sports goods, watch industry, mobile phone segment, school bags, umbrella, tea and cardamom other consumer durables in association with various business houses.
- As an **Academic Researcher**, has participated in project development in diversified areas of product and concepts in various disciplines of management, which included FMCG products, human capital and intellectual concepts, financial intermediaries, hospital and health care industries and institutions, academic establishments etc during the career of eleven years.

### **Research Grants: -**

#### **International Grant: -**

- Development of sustainable ecofriendly alternative substitute for natural timber resources – Protecting the environment. Indian Rubberwood Task Force, India and International Tropical Timber organization, Japan 1997.

#### **National Grants: -**

- WHO supported Clean City, Green City Project aid and funded by Government of Kerala, India 2002.
- Healthy city Healthy Hotel Project funded by Kottayam Municipality, Government of Kerala 2003.
- WHO Supported World Vision – Eradication of Blindness among Minor Community in the District of Kottayam.
- State Funded Project in State Literacy Mission – Educating people.

- Research in environmental sustainability through technological innovations through Local Self-governmental organizations, MG University funded local Project. 2003.

**List of Research Studies carried out as Standalone Researcher / Faculty Supervisor / PhD Supervisor / Co-researcher / Co-Guide / External Supervisor.**

1. Ahmed Mohy EIDin : “Leadership Role in Higher Education Sector in UAE during the Pandemic Scenario” PhD Thesis. (External Consultant)
2. Hanan Al Marzooki – “Predicting the relationship between Effective Talent Acquisition Practices and Organizational Performance among Public Sector Entities in Dubai – A Case Study” PhD Thesis submitted to University of Dubai 2018. (External Reviewer)
3. Sunilkumar C T “Currency Pegging System and its impact in the International Business Scenario in UAE” ongoing PhD thesis study for Bharathidasan University, Tiruchirapally 2018. (External Supervisor)
4. Preetha V K, Mahesh Ramakrishna Pillai “A Study of Financial Performance Analysis for Indian Aluminum Company Ltd” MBA Thesis submitted to Pondicherry University 2017. (Faculty Supervisor).
5. Neethu N V, Mahesh Ramakrishna Pillai “A Study on Comparative Analysis of Child Insurance Plans for Bajaj Allianz Co Ltd, Kochi” MBA Thesis submitted to Pondicherry University 2017. (Faculty Supervisor).
6. Mahesh Ramakrishna Pillai “Market Potential for Unbranded Tea in Global Market Scenario” MBA Thesis submitted to Pondicherry University 2016.
7. Geethanjali A N., Mahesh Ramakrishna Pillai “Selling Luxury Wrist Watches Online: A Content Analysis of Online Markets – Secondary Market Study”. MBA Thesis submitted to Mahatma Gandhi University 2016. (External Reviewer)
8. Binu Joseph Thomas, Mahesh Ramakrishna Pillai “Understanding the consumer experience: An exploratory study of luxury FMCG Products in Luxury Supermarkets in Ernakulam District” MBA Thesis research submitted to Mahatma Gandhi University. 2016. (Faculty Co-Guide).
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**Books under review for publication: -**

- **Healthcare Administration** – A book aimed towards discussing the Healthcare Management and Maintenance practice for the administrators and students. The Preliminary discussion on the basic structure and format is done, with draft of table of contents is approved.
- **Management: Specializations and Practices:** The book aims to provide an in-depth knowledge into the diversified specialization areas in Management and help the Management Professionals, academicians, and students to understand the importance of each specializations. Outline for the text is under review of the team of academicians. Once the outline is approved major work on the same will be commenced.

**Book Review done: -**

- Sally Dibb, Lyndon Simkin, William M. Pride & O.C. Ferrell, Marketing Concepts and Strategies 7/e. Cengage Learning EMEA Ltd. 2016
- Bronis Verhage, Marketing: A Global Perspective. Cengage Learning EMEA Ltd.2016.
- Manuscript Reviewer: The Journal of Accounting, Business and Management (JABM) sponsored by Malangkuçewara School of Economics (MCE) in Indonesia, is listed in ULRICH'S Periodicals Directory of Accounting and Management Studies with ISSN No. 0216-423X, and listed in Australian Business Deans Council Journal Rankings List 2013. It is also full indexed in EBSCO "Business Source Premier" databases.
- Case Research Reviewer: International Journal of Teaching and Case Studies is IJTCS is indexed in: Academic OneFile (Gale); British Education Index (EBSCO); cnp LINKer (CNPIEC); Educational Research Abstracts; Educators Reference Complete (Gale)

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