



Dr. Jnaneswar. K

Associate Professor, CET School of Management, College of Engineering, Trivandrum

Executive Doctoral Program in Management student (2025 batch), IIM Indore

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Area: OB & HRM

Profile summary

Dr. Jnaneswar. K is an Associate Professor in HR & OB in CET School of Management, College of Engineering, Trivandrum. He has Doctoral degree in Management from University of Kerala. He is an Accredited Management Teacher (AIMA) with more than twenty years of experience in both industry and academics. He has publications in various Scopus and ABDC indexed journals. His research interests lie in the areas of HRM, Leadership and Talent management. Presently he is pursuing his second PhD from IIM Indore.

Educational Qualification

- ✓ Ph.D. in Management from University of Kerala, awarded in November 2012: Title of the Thesis: Talent Management Interventions in IT Organizations in Kerala
- ✓ MBA (HR& Marketing) from Institute of Management in Kerala, Faculty of Management Studies, University of Kerala., completed in June 2004
- ✓ Diploma in Training & Development from Indian Society for Training & Development New Delhi, completed in 2011
- ✓ B.Com from University of Kerala, completed in June 1999
- ✓ Advanced Certificate in PC Applications from NIIT, Trivandrum
- ✓ Certificate in C and C++ from NIIT, Kannur

Achievement and Awards

- ✓ Certificate of Accredited Management Teacher (AMT) by All India Management Association in recognition of proficiency in management teaching & contribution to development of management pedagogy.
- ✓ “Senior Educator and Scholar” award from the National Foundation for Entrepreneurship Development for the significant contribution to teaching and scholarly activities.

Academic Experience (18 years and 10 months)

- ✓ Associate Professor, CET School of Management, College of Engineering, Trivandrum, 1st November 2017 to till date
- ✓ Associate Professor, TKM Institute of Management, 1st April 2015 to 31st Oct 2017
- ✓ Assistant Professor, TKM Institute of Management, 1st April 2011 to 31st March 2015
- ✓ Senior Lecturer, TKM Institute of Management, 1st April 2009 to 31st March 2011
- ✓ Lecturer, TKM Institute of Management, 10th Jan 2008 to 31st March 2009
- ✓ Lecturer, DC School of Management and Technology, 15th September 2006 to 8th January 2008

Industry Experience (5 Years and 5 months)

- ✓ Programme Support Executive (Consultant), Modernizing Government Programme- A Technical Assistance project of Government of Kerala, funded by Royal Netherlands Embassy and Asian Development Bank, 21st April 2004 to 14th September 2006
- ✓ Marketing Executive, Career Institute, Trivandrum, 1st June 1999 to 31st May 2002

Selected Publications- ABDC and Scopus indexed

1. Jnaneswar, K (2024), Demystifying the relationships among green HRM, green work engagement, green innovation and environmental performance: a serial mediation model", *Social Responsibility Journal*, Vol. 20 No. 6, pp. 1193-1213. <https://doi.org/10.1108/SRJ-08-2023-0457>- ABDC-B, Scopus indexed
2. Jnaneswar, K (2023), Green HRM and employee green behavior in the manufacturing firms: do psychological green climate and employee green commitment matter?", *Social Responsibility Journal*, Vol. 19 No. 10, pp. 1852-1869. <https://doi.org/10.1108/SRJ-11-2022-0477>- ABDC-B, Scopus indexed
3. Jnaneswar, K and Sulphrey, M.M. (2023), "Workplace spirituality, self-compassion and mindfulness as antecedents of employee mental wellbeing", *South Asian Journal of*

- Business Studies*, Vol. 12 No. 2, pp. 269-292. <https://doi.org/10.1108/SAJBS-07-2020-0258> – **ABDC-C, Scopus Indexed**
4. Jnaneswar, K. and Gayathri Ranjit (2023), "Unravelling the role of organizational commitment and work engagement in the relationship between self-leadership and employee creativity", *Evidence-based HRM*, Vol. 11 No. 2, pp. 158-176. <https://doi.org/10.1108/EBHRM-08-2021-0164>, **ABDC-B, Scopus Indexed**
 5. Jnaneswar, K and Gayathri Ranjit (2022), "Explicating intrinsic motivation's impact on job performance: employee creativity as a mediator", *Journal of Strategy and Management*, Vol. 15 No. 4, pp. 647-664 <https://doi.org/10.1108/JSMA-04-2021-0091>. –**ABDC-C, Scopus Indexed**
 6. Jnaneswar, K and Gayathri Ranjit (2022), "Organizational justice and organizational citizenship behaviour: the mediating role of psychological ownership", *Journal of Organizational Effectiveness: People and Performance*, Vol. 9 No. 1, pp. 1-19. <https://doi.org/10.1108/JOEPP-01-2021-0012>, **ABDC- B, Scopus indexed**
 7. Alanzi, A. A., Sulphrey, M. M., & Jnaneswar, K. (2022). Can Knowledge of Administrative Law Impact Constructive Deviance and Task Performance: Empirical Evidence from Saudi Arabia. *Vision*, 0(0). <https://doi.org/10.1177/09722629221117192>, **ABDC-C, Scopus indexed**
 8. Jnaneswar K, and Gayathri Ranjit (2021) "Organisational justice and innovative behaviour: Is knowledge sharing a mediator?", *Industrial and Commercial Training*, Vol. 53 No. 1, 2021, pp. 77-91. ISSN 0019-7858-<https://doi.org/10.1108/ICT-04-2020-0044> **Scopus Indexed**
 9. Jnaneswar, K and Gayathri Ranjit (2020), "Effect of transformational leadership on job performance: testing the mediating role of corporate social responsibility", *Journal of Advances in Management Research*, Vol. 17 No. 5, pp. 605-625- <https://doi.org/10.1108/JAMR-05-2020-0068> **Scopus Indexed**
 10. Jnaneswar. K (2020) Case Analysis 1: How Icarus Paradox Doomed Kingfisher Airlines, *Vision*, 24 (1), 125-127- **ABDC-C, Scopus Indexed**

Professional body Membership

- ✓ Life Member- National Institute of Personnel Management
 - ✓ Life member Indian Society for Training and Development
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