



# **SRINIVAS UNIVERSITY**

**Mangalore-575001, Karnataka (India)**  
**Srinivas Center for Talent Management**

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**Dr. Shailashri V.T.**

Employees today are different. They are not the ones who don't have good opportunities in hand. As soon as they feel dissatisfied with the current employer or the job, they switch over to the next job. It is the responsibility of the employer to retain their best employees. Talent acquisition is an important part of HRM. At the same time the company should have a balanced set of employees who create a good environment in the organization. Retention of key employees is critical to the long term health & success of any organization. It is a known fact that retaining your best employees ensures customer satisfaction, satisfied colleagues & deeply imbedded organization knowledge & learning. Thus talent management plays a vital role in Human Resources Management.

The objective of the center is to research on the topic of Talent Management and identify new avenues to further research on this topic.

## **Publications**

### **LIST OF PUBLICATIONS**

- [1] V.T. Shailashri, Dr. Sureka Shenoy and Dr. Suresh Kumar, (June 2018), "Conceptual Context of various models for employee engagement – Review of Literature, Saudi Journal of Business Management, ISSN 2415-6671, Scholars Middle East Publisher UAE Dubai, Page 706-710.

- [2] V.T. Shailashri, Dr.SurekaShenoy and Dr. Suresh Kumar, (2018), “Employee engagement in the insurance sector in Mangalore city of Dakshina Kannada, IJHRMR, ISSN(E) 2249-7986, Vol 8, Issue 4, August 2018, Page 35-40.
- [3] V.T. Shailashri, Dr.SurekaShenoy, (2017). “Innovation A Key Towards Employee Engagement”, *National Conference on Reinventing Opportunities in Management, IT, and Social Sciences*, ISBN No: 978-93-5265-653-0, pp no. 25-30.
- [4] V.T. Shailashri, Dr. SurekhaShenoy (2017), “Indian Education ----- Global Relevance., *National Conference on Emerging Trends in Educational Innovations*, ISBN No.: 978-93-5279-403-4, pp no 344-352.
- [5] V.T. Shailashri, Dr. SurekhaShenoy, (2017), “Employee Engagement In The Insurance Sector” *Implications of Research in Banking, Management, IT, Education and Social Sciences*, ISBN No.: 978-93-5281-474-9, pp no 286-292
- [6] V.T. Shailashri, Dr.SurekaShenoy (2017), “Work life balance -----Case study of Tata consultancy service”, *Balancing Human Work Life: Challenges And Perspectives*, ISBN No.: 978-93-5291-481-4, pp no 280 – 289
- [7] Dr. Aithal P.S., Shailashri V.T. & Suresh Kumar P.M. (2016). ABCD Analysis of Choice Based Credit System in Higher Education, *Curriculum Design and Development for Student – Centric Learning*, SIMS, Mangalore, India. March, 2016, ISBN No.: 978-81-929306-9-5
- [8] Dr. P.S. Aithal, Shailashri V.T. A Simple Model for Developing, Publishing and Analysing of Teaching Business Cases. *Curriculum Design and Development for Student – Centric Learning*, SIMS, Mangalore, India. (March 2016), ISBN No.: 978-81-929306-9-5
- [9] Shailashri V.T., Student engagement - A Case study of Srinivas Institute of Management Studies. *Curriculum Design and Development for Student – Centric Learning*, SIMS, Mangalore, India. (March 2016), ISBN No.: 978-81-929306-9-5
- [10] Shailashri V.T., Study To Identify The Relationship Between Recruitment, Selection Towards Employee Engagement, *Innovations and Transformations in Banking, Management, IT, Education and Social Sciences*, (August, 2016), ISBN No.: 978-93-5265-656-1.

- [11] V.T. Shailashri, Continuous Training and Development For Employee Engagement. *Current Developments in Computer Science, IT & its Impact on Management, Social Sciences and Education*. (November 2016), ISBN No.: 978-93-5265-655-4
- [12] Shailashri V.T., Talent Management Strategies in The Corporate Sector, *Innovations and Transformations in Banking, Management, IT, Education and Social Sciences*, (August, 2016), ISBN No.: 978-93-5265-656-1.
- [13] P.S. Aithal, Shailashree V.T., & Suresh Kumar P.M., “ABCD Technique to Analyse Business Models & Concepts” in National Conference “E-Learning, E-Business and E-Governance” on 24<sup>th</sup> January, 2015 at Srinivas Institute of Management Studies, Pandeshwar, Mangalore. ISBN No. 978-81-929306-4-0
- [14] P.S. Aithal, Shailashree V.T. & P.M. Suresh Kumar “ABCD analysis of NAAC Accreditation System” Proceedings of National Conference “Innovative Practices in IT, Management, Education and Social Sciences” October 17<sup>th</sup>, 2015, ISBN No. 978-81-929306-8-8.
- [15] P.S. Aithal, Shailashree V.T. & P.M. Suresh Kumar “ABCD analysis of Stage Model in Higher Education” Proceedings of National Conference “Innovative Practices in IT, Management, Education and Social Sciences” October 17<sup>th</sup>, 2015, ISBN No. 978-81-929306-8-8.
- [16] Shailashree V.T., “Study on Employee Engagement among workers at Rubco in enhancing an innovative organisational culture” Proceedings of National Conference “Innovative Practices in IT, Management, Education and Social Sciences” October 17<sup>th</sup>, 2015, ISBN No. 978-81-929306-8-8.
- [17] Shailashri, V.T. & Dr. Sureka Shenoy. (2017). Innovation a Key Towards Employee Engagement. *International Journal of Management Technology and Social Sciences (IJMTS)*, (ISSN 24XX-XXXX), 1(1), 43-47. DOI: <http://dx.doi.org/10.5281/zenodo.582291>.
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- [24] Aithal, P.S., Shailashree V.T. & Suresh Kumar P.M. (2016). Factors & Elemental Analysis of Six Thinking Hats Technique using ABCD Framework. *International Journal of Advanced Trends in Engineering and Technology (IJATET)*, Impact Factor: 5.665, ISSN (Online): 2456 - 4664 ([www.dvpublication.com](http://www.dvpublication.com)), 1(1), 85-95. DOI :<http://doi.org/10.5281/zenodo.240259>.
- [25] Shailashri V.T., Leveraging Social Media for recruitment and Employee Engagement, *International Journal of Management, IT & Engineering (IJMIE)*, Vol 5 Issue 7 pp 660-672 (July 2015), ISSN 2249-0558 I.F.5299

### **Working Papers**

- A Study on Retention strategy ---A way towards Talent Management
- Study to identify drivers towards Talent Management
- A conceptual study on Green HRM
- To study the relationship between green HRM and Talent Management
- A study on Talent acquisition in banking sector
- A study on Talent management in service sector
- A study on Talent management and engagement strategies

Dr. Shailashri V.T

Dean, CMC

Srinivas University

Email :shailashrivt@gmail.com

Members

Dr Sureka Shenoy

Research Professor

Srinivas University