



SRINIVAS UNIVERSITY

Mangalore-575001, Karnataka (India)
Srinivas Centre for Research in Human
Resource Planning



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Human Resource Planning is an ongoing process of systematic planning to achieve the optimum use of the most valuable assets of the organizations - the Human Resources. The objective of Human Resource planning is to ensure the best fit between employees and jobs while avoiding surplus or shortage of manpower.

The three key elements of the HR planning process are: Forecasting the demand for talent within the organizations, Analysing and forecasting trends in supply of talent, Balancing projected demand and supply of talent.

This center has the objective to assess feasibility of a macro role for HR in Human Resource Planning and related topics

LIST OF PUBLICATIONS

- [1] V.T. Shailashri, Dr.SurekaShenoy 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.SurekhaShenoy (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 24th 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 17th, 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 17th, 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 17th, 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>.
- [18] 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
- [19] Aithal, P.S., Shailashree, V.T. & Suresh Kumar, P.M. (2016). ABCD analysis of Stage Model in Higher Education. *International Journal of Management, IT and Engineering (IJMIE)*, 6(1), 11-24, (January 2016), ISSN: 2249-0558, I.F. 6. 269. DOI :<http://doi.org/10.5281/zenodo.154233>
- [20] Aithal, P.S., Shailashree, V.T. & Suresh Kumar, P.M. (2016). Analysis of NAAC Accreditation System using ABCD framework. *International Journal of Management, IT and Engineering (IJMIE)*, 6(1), 30 - 44, (January 2016), ISSN: 2249-0558, I.F. 6. 269. DOI :<http://doi.org/10.5281/zenodo.154272>
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- [22] Aithal, P.S., Shailashree V.T. & Suresh Kumar P.M. (2016). The Study of New National Institutional Ranking System using ABCD Framework, *International Journal of Current Research and Modern Education (IJCRME)*, ISSN (Online): 2455-5428 (www.rdmodernsearch.com) 1(1), 2016, 389-402. DOI <http://doi.org/10.5281/zenodo.161077>
- [23] Aithal, P.S., Shailashree, V.T. & Suresh Kumar, P.M. (2016). Analysis of ABC Model of Annual Research Productivity using ABCD Framework. *International Journal of Current Research and Modern Education (IJCRME)*, ISSN (Online): 2455 - 5428 (www.rdmodernresearch.com) 1(1), 846-858, 2016. DOI <http://doi.org/10.5281/zenodo.62022>

[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), 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 HR planning in the banking sector
- A study on HR planning in the service sector
- A study on HR Planning and strategies for employee engagement
- A Study on Retention strategy ---A way towards Human Resource Planning
- Study to identify drivers towards employee engagement
- A conceptual study on Green HRM
- To study the relationship between green HRM and employee engagement
- To study the relationship between HR planning and employee retention

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