

Paper Presentation  
6 - 8 August 2025

	Paper Title	Authors
	<b>DAY 1 (August 6 2025 Time:2.00pm - 3.00pm)</b>	
	<b>ROOM NO : 044, Ground Floor, R&amp;D Block</b>	<b>Chair</b> <b>Amalanathan S</b> <b>School of Commerce Finance and Accountancy</b> <b>CHRIST (Deemed to be University), Bangalore</b>
1	Elangovan N	From Legacy to Relevance: A Value-Centric Roadmap for Organizational Culture Revitalization in Higher Education Institutions
2	Muskan Shah; Moitrayee Das	Power, Pedagogy, Pressure: A Comparative Review On Student-Faculty Relations
3	Kritika Srikanta; Surej Unnikrishnan	Investigating Beliefs in Organizational Change as a Mediator Between Value Congruence and Workplace Resilience
	<b>ROOM NO: 628, 6th floor, Research &amp; Development Block</b>	<b>Chair</b> <b>Jayasankara Reddy K</b> <b>School of Social Sciences</b> <b>CHRIST (Deemed to be University), Bangalore</b>
4	Sadhana K;Bharthi Mohan	Validation and Vulnerability: The Role of Organisational Praise in Imposter Syndrome Among Faculty Members
5	Momi Gogoi; Monali Debnath; Remith George Carri	Sustainable Lifestyle Practices and Organization Based Self-Esteem as Predictors of Organizational Culture of Higher Education Institutions of Assam
6	Jerome Samraj C	Challenges in Executing Diversity and Inclusion Practices in Indian Higher Education Institutions
	<b>ROOM NO: 736, 7th floor, R &amp; D Block</b>	<b>Chair</b> <b>Sathiya Seelan</b> <b>School of Business and Management</b> <b>CHRIST (Deemed to be University), Bangalore</b>
7	Deeksha Dinesh; Surej Unnikrishnan	The Moderating role of Workplace Spirituality on the relationship between Cognitive Appraisal, Organizational Commitment, and Innovative Work Behavior among the Non-Teaching Staff in Higher Educational Institutions.
8	Anoushka Salgaonkar	From Tradition to Innovation: Organisational Culture Change in Small Indian Higher Education Institutions
9	Rashmi Akshay Yadav;Arti Arun Kumar; Sridevi Nair	The Impact of AI Tool Usage on Perceived Workload and Burnout in Higher Education
	<b>Seminar Hall : Ground Floor, Block 2</b>	<b>Chair</b> <b>Sangeeta R</b> <b>School of Business and Management</b> <b>CHRIST (Deemed to be University), Bangalore</b>
10	Roselin Polugari; Savitha Balasubramanian;V Gayathri	Workplace Culture and its Impact on Motivation and Performance of Employees in Higher Educational Institutions
11	Rajasekaran P; Josly Jose; Sree Devi P S	Organizational Climate in Higher Education: A Survey of Higher Education Teachers Across Indian States
12	Shambhavi G; R Rajeshwari; Anindita Sandilya	A Sentiment Analysis on the Integration of AI in Higher education- a look into the experiences of faculty and students
13	Maya M; Suparna Majumdar Kar	Building Inclusive Campuses: A Framework for the Indian Higher Education System
	<b>Room No.119, First Floor, Block IV</b>	<b>Chair</b> <b>Surekha Chukkali</b> <b>School of Psychological Sciences,</b> <b>CHRIST (Deemed to be University), Bangalore</b>
14	Riju Sarajan; Vinod M.S; Arathi Chandran R. I.	Organisational Harmony vs. Dissension: The Impact of Employee Militancy in Higher Education
15	Kartik Sharma; Anupama S	Understanding Quiet Quitting Through Dual Lenses: Administrative vs. Corporate Leadership
16	Belinda Rajarathnam; Paul Wilson	Designing Impactful Extension Programmes to Strengthen Academic Culture of Tertiary Educational Institutions
17	Suplab Poddar	Impact of organization culture and work values on organizational performance – An Empirical study on Bangalore University affiliated Colleges
	<b>DAY 2 - August 7, 2025 (2.00pm - 3.30pm)</b>	

	<b>ROOM NO: 044, Ground floor, Research and Development Block</b>	<b>Chair Jain Mathew School of Business and Management CHRIST (Deemed to be University), Bangalore</b>
18	Divya Vadlakonda; Srinivas Katherasala	The Academic-Administrative Dilemma: Exploring the Impact of Faculty Administrative Duties and Their Impact on Teaching Effectiveness and Academic Engagement
19	Harshith B Nair; Jona Addatu-Cambri	How Gamification can Institutionalize Ethics in Educational Settings.
20	Anil DCosta; Joseph Chacko Chennattuserry; Kennedy Andrew Thomas	Blending Congregational Culture and Organisational Culture in Educational Accomplishments of Franciscan Capuchins in Karnataka
	<b>ROOM NO: 628, 6th floor, Research and Development Block</b>	<b>Chair Mareena Mathew School of Business and Management CHRIST (Deemed to be University), Bangalore</b>
21	Sruthi R	Relationship Between Individual Work Values and Institutional Commitment between employees working in private higher education institutions and public higher education institutions
22	Himaani Nayak; Afiya Masood	Influence of Artificial Intelligence, Job Challenge, and Job Satisfaction on Organisational Work Culture in Higher Education Institutions
23	Larissa Pinky; Surej Unnikrishnan	Centrality of Event as a predictor of Occupational Stress among Individuals working in Higher Educational Institutions in India
	<b>ROOM NO: 736, 7th floor, Research and Development Block</b>	<b>Chair Ganesh L School of Business and Management CHRIST (Deemed to be University), Bangalore</b>
24	Videsha Bansal ; Jagadesh Chander	The Emotional Intelligence Gap: Why Classic Models Fall Short for Top Management Professionals
25	Jins John ; Smitha Baboo; Sanjose A Thomas	Institutional Culture in Crisis: Analysing the Impact of EdTech Disruption, Policy Drift, and International Aspirations on Organisational Performance in Kerala's Higher Education Institutions
26	Sundaravel E; Jayashre E	The Invisible Architecture of Campus Life: Rethinking Organizational Culture as a Driver of Student Development in Higher Education
	<b>Seminar Hall : Ground Floor, Block II</b>	<b>Chair Jeevananda S School of Business and Management CHRIST (Deemed to be University), Bangalore</b>
27	Pankaj Tiwari; Karthik P; Nethra R	Examining the Influence of Environmental Sustainability and Digital Transformation Imperatives on Organizational Culture and Mission Alignment in Indian Universities: A Perspective Toward Viksit Bharat 2047
28	Najla R; Sreejith Sudhakar ; Hamsi Badhrinathan	Connecting Ostrom's Commons Theory and Higher Education: A Framework for Sustainable Organisational Culture
29	Prasanna Kumar BM	Academic Libraries as Strategic Anchors: Integrating Culture, Values, and Performance in Higher Education Institutions
30	Vincent Alva	Reclaiming the Ethical Core of Academia: A Critical Study on the Moral Fabric of Educational Institutions in Contemporary Times
	<b>Room No.119, First Floor, Block IV</b>	<b>Chair Jayadevan S Nair School of Law CHRIST (Deemed to be University), Bangalore</b>
31	Ruqsana Anjum	Interplay of Strategic Leadership, Organisational Culture, Academic Freedom and Stakeholder Engagement in Contextualising Global and Sustainable Academic Institutions
32	Khushi Shah	The 'Empty Stadium' Problem: Why Fancy Buildings Don't Fix Boring Classes
33	V Therese	Restoring Moral & Ethical Foundations: A Religious Perspective from Health Care

34	Vincy Joseph; Suphala S Kotian	Psychosocial Development and Emotional Security in Young Adults: Implications for organizational culture and performance in higher educational Institutions.
<b>DAY 3 (August 8, 2025 Time:2.00pm - 3.30pm)</b>		
	<b>ROOM NO: 044, R &amp; D Block</b>	<b>Chair Sirish C V School of Business and Management CHRIST (Deemed to be University), Bangalore</b>
35	S Parijathan Kanchana; Sinduja S; Usha Praveena V J	Digitally Intellignent: The New Age of Academia
36	Arti Arun Kumar; Rekha Hitha; Sridevi Nair	Navigating Office Dynamics: Categorising Employees Based on Political Engagement and Performance Contribution
37	Princy Thomas; Sudha Thomas	Empowering Educators as Researchers: Barriers and Motivators of Faculty Publishing in Higher Educational Institutions
	<b>ROOM NO: 628, 6th floor, R&amp;D Block</b>	<b>Chair Greta Dsouza School of Education CHRIST (Deemed to be University), Bangalore</b>
38	Simar Kaur; Anchal Chaudhary	The Changing Face of Academic Citizenship: Faculty role confusion post NEP
39	Simtha Philip; Dhiksha J; Kiran Babu	Mediating Role of Psychological Capital in Relationship Between Employee Engagement and Organizational Commitment among Teachers in Higher Education
40	Avil Saldanha; Rekha Aranha; Ashok Kumar	Perspectives on Inclusive Education in India's Higher Learning Institutions
	<b>ROOM NO: 736, 7th floor, R&amp;D Block</b>	<b>Chair Aneesh Kumar School of Psychological Sciences CHRIST (Deemed to be University), Bangalore</b>
41	Joydeep Sil	Measuring Key Performance Indicators in Higher Education Institutions – a New Public Management based framework
42	Yashaswini R; Rajimol K P; Rashmi Singh Roy	Exploring Intergenerational Work Values and Conflict in Academia: A Study on Their Impact on Organisational Cohesion
43	Sheron Pereira	Personality Traits and Organisational Citizenship Behaviour and the Mediating Effect of Workplace Spirituality among employees
44	Reneeta Winson	Influence of Perceived Person-Environment Fit and Subjective Happiness on Teaching Style Among Higher Education Institute Teachers in India
	<b>Seminar Hall : Ground Floor, Block II</b>	<b>Chair Sapna S School of Law CHRIST (Deemed to be) University, Bangalore</b>
45	Jayanta Chakraborti	Application of Artificial Intelligence (AI) for Outcome-Based Education (OBE) in Higher Education Institutions (HEI)
46	Bibin Baby; Bharathi	A Systematic Review on the Impact of Organizational Culture on Talent Retention of Teaching Faculty in Private Higher Education Institutions in Bengaluru
47	Kamal Upreti; Bosco Paul Alapatt; Jossy P George	Technology-Enabled Social Transformation: AI, Digital Access and Equity in Higher Education
	<b>Room No.119, First Floor, Block IV</b>	<b>Chair Sangeeta R School of Business and Management CHRIST (Deemed to be University), Bangalore</b>
48	Smita Kavatekar; Roseline Florence Gomes; Lijo Thomas	The Young Community Leadership Program (YCLP): A Facilitating Model for Transformative Leadership in Higher Education Institutions (HEIs)
49	Nileena Mariya Pulikkottil; Sebastian Mathai; V J Suja	Institutional Culture: Interpretations of Chavara's Legacy
50	Joseph Joseph Chacko Chennattuserry; Paul Hong; Kennedy Andrew Thomas	Organisational Culture, Values, and Performance; Unravelling Dynamics in South Indian Higher Education Institutions
51	Rajat Hubball; Nithya Shree K	A Study on Academic Culture and its Impact on Decision Making in Higher Education Institutions in Bengaluru