



SACRED HEART COLLEGE (AUTONOMOUS), TIRUPATTUR

Accredited by NAAC (4th cycle - under RAF) with CGPA of 3.31/4 at A+ grade

PG AND RESEARCH DEPARTMENT OF PHYSICS

THIS IS TO CERTIFY THAT

Mr. BOSCO FRANKLIN

of

Sacred Heart College (Autonomous), Tirupattur

has participated in the National Webinar on **“Spectroscopy and its Applications in Environmental Studies - (SAES-2022)”** organized by PG and Research Department of Physics, Sacred Heart College (Autonomous), Tirupattur, Tirupattur District, Tamil Nadu, India on 12th January 2022.

Principal

Rev. Dr. D. MARIA ANTONY RAJ SDB

Convenor and HoD of Physics

Dr. A. ALBERT IRUDAYARAJ

Convenor

Dr. A. DHAYAL RAJ

Convenor

Mr. G. JAYAKUMAR

SACRED HEART COLLEGE (AUTONOMOUS)

Tirupattur - 635601, Tirupattur District, Tamil Nadu, India.
Accredited by NAAC (4th Cycle – under RAF) with CGPA of 3.31/4 at 'A+' Grade



CERTIFICATE
OF PARTICIPATION

J. JOSHVARAJARATHINAM

This is to certify that Mr. /Ms. /Dr. _____ has

participated in the Certificate Course in **“LINEAR ALGEBRA”** organized by the Centre for
Competitive Exams, Sacred Heart College (Autonomous), Tirupattur in collaboration with
Dr. Saranya Academy of Mathematics from 20th to 30th January, 2022.

Rev. Dr. D. Maria Antony Raj, SDB
Principal, Sacred Heart College.

Dr. S. Saranya

Dr. G. Britto Antony Xavier
Organizer



ANNAMALAI UNIVERSITY

DEPARTMENT OF ECONOMICS





41st ANNUAL CONFERENCE ON ASSOCIATION OF ECONOMISTS OF TAMIL NADU (AET)


CERTIFICATE


This is to certify that Dr./Mr/Ms. **L. AJITHKUMAR**
attended / presented a paper in the conference held on 27th February 2022 at Annamalai University,
Annamalainagar – 608 002. He / She presented a paper entitled " **LIVING CONDITIONS OF SLUMS
IN METRO AND NON-METRO CITIES IN TAMIL NADU. A COMPARATIVE
STUDY** "

Co-Authors:


Dr. RM. Kathiresan
Vice-Chancellor
Annamalai University


Dr. A. G. Leonard
Chairman (AET)


Dr. D. Kumar
Secretary (AET)


Dr. T.R. Jeyaraaj
Conference Secretary (AET)



XLII ANNUAL CONFERENCE OF THE ASSOCIATION OF ECONOMISTS OF TAMIL NADU (AET)



Organised by
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A Government Aided College - Affiliated to Madurai Kamaraj University, Madurai

PALANI – DINDIGUL DISTRICT – 624601.

Certificate

This is to Certify that Dr/Mr/Mrs/Ms I. AJITH KUMAR, Ph.D - RESEARCH SCHOLAR
DEPARTMENT OF ECONOMICS, SACRED HEART COLLEGE (AUTONOMOUS),
TIRUPATTUR has participated / presented a paper on A STUDY ON
SOCIO - ECONOMIC CONDITIONS OF SLUM IN CHENNAI
CITY in the 42nd Annual Conference, Association of Economists
of Tamil Nadu held on 25th February 2023 at Arulmigu Palaniandavar College of Arts and Culture, Palani.


Rev. Dr. A.G. Leonard SJ
Chairman, AET


Dr. D. Kumar
Secretary, AET


Dr. P. Prabhakar
Principal i/c


Dr. P. Thirupathy
HoD of Economics


Dr. T. Ravisankar
Conference Secretary

Intellectual Property Rights (IPR) Cell & Institution's Innovation Council (IIC)

Sacred Heart College (Autonomous)

[Accredited by NAAC (4th Cycle Under RAF) with A+ Grade [3.31/4]

Tirupattur, Tamil Nadu, India.



INSTITUTION'S INNOVATION COUNCIL

Certificate of Participation

This is to certify that **Mr. DOMINIC SAVIO C** of Sacred Heart College (Autonomous), Tirupattur, Tamilnadu, India has participated in the WORLD INTELLECTUAL PROPERTY DAY CELEBRATION entitled Webinar on "AWARENESS ON INTELLECTUAL PROPERTY RIGHTS - NEED OF THE HOUR" Organized by IPR Cell in collaboration with IIC of Sacred Heart College (Autonomous), Tirupattur, Tirupattur District, Tamil Nadu, India on 26-04-2023.

Dr. S.A. Martin Britto Dhas
Convener

Dr. I. Niyas Ahamed
Organizing Secretary

Rev. Dr. D. Maria Antony Raj, SDB
Principal

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2.0



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INTERNATIONAL WEBINAR ON BOOKS

CERTIFICATE OF PARTICIPATION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Mrs. P. ESWARI

Sacred Heart College(A)Tirupattur.

Who has successfully participated in the International Webinar titled "Ten Days Ten Books"
from 21.07.2020 to 30.07.2020

Rev. Dr. D. Maria Antony Raj, sob.
Principal

Dr. P. Selvakumar
H.O.D. of Tamil Dept.

Dr. K. Parthibaraja
Coordinator

V. Tharaneedharan
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குந்தவை நாச்சியார் அரசு மகளிர் கலைக்கல்லூரி (தன்னாட்சி)

தஞ்சாவூர் 613 007

தமிழாய்வுத்துறை

நடத்தும்

"புனைகதை இலக்கியங்களில் பெண்வெளி"

இரண்டுநாள் இணையவழிப் பயிலரங்கம்
(Two days Online Workshop)

சான்றிதழ்

திரு/செல்வி/திருமதி/முனைவர்

ப. ஈஸ்வரி

அவர்கள் 01 06 2020 முதல் 02 06 2020 வரை நடைபெற்ற "புனைகதை இலக்கியங்களில் பெண்வெளி" என்ற இணையவழிப் பயிலரங்கில் பங்கேற்று சிறப்பித்தமையைப் பாராட்டி இச்சான்றிதழ் வழங்கப்படுகிறது.

முனைவர் இரா.திராவிடராணி
முதல்வர் (பொறுப்பு)
இணைப்பேராசிரியர், தமிழ்த்துறைத்தலைவர்

முனைவர் பொ.திராவிடமணி
உதவிப்பேராசிரியர், தமிழ்த்துறை
ஒருங்கிணைப்பாளர்

உலகத் தமிழ்ச் சங்கம், மதுரை

மலேசியத் தமிழ் எழுத்தாளர் சங்கம்

இணைந்து நடத்தும்

மலேசியத் தமிழரும் தமிழும்

இணையவழி ஆய்வரங்கம்



பங்கேற்புச் சான்றிதழ்

மதுரை உலகத் தமிழ்ச் சங்கமும் மலேசியத் தமிழ் எழுத்தாளர் சங்கமும் இணைந்து 04.06.2020 முதல் 20.06.2020 முடிய பதினைந்து நாட்கள் நடத்திய மலேசியத் தமிழரும் தமிழும் இணையவழி ஆய்வரங்கில் ப.ஈஸ்வர் அவர்கள் கலந்து கொண்டமையைப் பாராட்டிச் சான்றளிக்கப்படுகிறது.


தலைவர்

மலேசியத் தமிழ் எழுத்தாளர் சங்கம்


இயக்குநர்

உலகத் தமிழ்ச் சங்கம், மதுரை





SACRED HEART COLLEGE (AUTONOMOUS)

Tirupattur-635 601, Tirupattur District, Tamilnadu.

Seven Days Online Workshop on 'Archaeology'

Certificate

This is to certify that

Ms. P.ESWARI

SACRED HEART COLLEGE

Participated in the 7 days Online Workshop on 'ARCHAEOLOGY'
organized by P.G and Research Department of Tamil,
Sacred Heart College (Autonomous), Tirupattur-635601, Tamilnadu,
on **12.05.2020 to 18.05.2020.**


Principal


Head of the Department


Co-ordinator



வேல்ஸ் அறிவியல் தொழில்நுட்ப உயர் ஆராய்ச்சி நிறுவனம் மொழிகள் புலம் - தமிழ்த்துறை மற்றும்

அரசு கலை மற்றும் அறிவியல் கல்லூரி, முதுகுளத்தூர்
இணைந்து நடத்திய
மூன்று நாள் இணைய வழிக் கருத்தரங்கம்
29.06.2020 முதல் 01.07.2020 - நேரம்: 11.00 முதல் 12.00 வரை

சான்றிகழ்

திரு.திருமதி/செல்வி

ப.ஈஸ்வரி

ஆய்வு மாணவர்

தாய் நெஞ்சக் கல்லூரி (தன்னாட்சி) திருப்பத்தூர்

அவர்கள் வேல்ஸ் அறிவியல் தொழில்நுட்ப உயர் ஆராய்ச்சி நிறுவன
மொழிகள் புலம் தமிழ்த்துறையும் முதுகுளத்தூர் அரசு கலை மற்றும்
அறிவியல் கல்லூரியும் இணைந்து நடத்திய "இலக்கியமும் வாழ்வியலும்"
என்னும் தலைப்பிலான மூன்று நாட்கள் (29.06.2020 - 01.07.2020)
இணைய வழிக் கருத்தரங்கில் பங்கேற்றமையைப்
பாராட்டிச் சான்றளிக்கப்படுகிறது.


முனைவர் **பி. சேந்தில்குமார்**
உதவி இயக்குநர், தமிழ்த்துறை, வில்லாம்பல்,
முதுகுளத்தூர்


முனைவர் **பி. மஞ்சுஷா**
கொள்கல்யாண அறிவுறுத்தல், தமிழ்த்துறை
அரசு கலை மற்றும் அறிவியல் கல்லூரி
முதுகுளத்தூர்


முனைவர் **பி. மஞ்சுஷா**
தமிழ்த்துறை தலைவர்,
அரசு கலை மற்றும் அறிவியல் கல்லூரி,
முதுகுளத்தூர்


முனைவர் **பி. மஞ்சுஷா**
முதுகுளத்தூர்
அரசு கலை மற்றும் அறிவியல் கல்லூரி
முதுகுளத்தூர்


முனைவர் **பி. மஞ்சுஷா**
தமிழ்த்துறை தலைவர்
வில்லாம்பல்


முனைவர் **பி. மஞ்சுஷா**
தமிழ்த்துறை தலைவர்
வில்லாம்பல்


முனைவர் **பி. மஞ்சுஷா**
தமிழ்த்துறை தலைவர்
வில்லாம்பல்



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CERTIFICATE
OF PARTICIPATION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

P. ESWARI

Sacred Heart College(A)Tirupattur.

*Who has successfully participated in the International Webinar titled "Ten Days Ten Books"
from 11.06.2020 to 20.06.2020*

Rev. Dr. D. Maria Antony Raj, sdb.
Principal

Dr. P. Selvakumar
H.O.D. of Tamil Dept.

Dr. K. Parthibaraja
Coordinator

V. Tharaneedharan
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VIT
Vellore Institute of Technology
(Deemed to be University under section 3 of UGC Act, 1956)
CHENNAI



**Faculty Development Programme on
Applied Graph Theory
June 19-23, 2023
(ONLINE MODE)**

Certificate of Participation

This is to certify that Dr./Prof./Mr./Ms.*MALARVIZHI V, Assistant Professor*.....of
.....*JERUSALEM COLLEGE OF ENGINEERING(AUTONOMOUS),CHENNAI*.....has
actively participated in the Five-Day Faculty Development Programme on **Applied Graph Theory**
organized by the Division of Mathematics, School of Advanced Sciences (SAS), Vellore Institute of
Technology, Chennai, India.

V. Prabhakar
Dr. V. Prabhakar
Convenor

B. J. Balamurugan
Dr. B. J. Balamurugan
Convenor

Mahalakshmi
Dr.S. Mahalakshmi
Dean, SAS

Dr. V. S. Kanchana Bhaaskaran
Dr.V.S. Kanchana Bhaaskaran
Pro-Vice Chancellor

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SRI SIVASUBRAMANIYA NADAR COLLEGE OF ENGINEERING



(An Autonomous Institution, Affiliated to Anna University, Chennai)
Kalavakkam - 603 110, Tamil Nadu, India

DEPARTMENT OF MATHEMATICS

**INTERNATIONAL WORKSHOP ON GRAPH ALGORITHMS
AND
ADVANCES IN GRAPH LABELING**

Certificate

This is to certify that Ms. V. Malarvizhi, Assistant Professor, Jerusalem College of Engineering, Chennai has participated in the International Workshop on Graph Algorithms and Advances in Graph Labeling (IWOGAGL - 2023) held during December 13 - 14, 2023 organized by the Department of Mathematics, SSN College of Engineering, Chennai, Tamil Nadu, India.

Dr. B. Praba
Head, Dept. of Mathematics



SACRED HEART COLLEGE (AUTONOMOUS), TIRUPATTUR

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PG AND RESEARCH DEPARTMENT OF PHYSICS

THIS IS TO CERTIFY THAT

Mr. BOSCO FRANKLIN

of

Sacred Heart College (Autonomous), Tirupattur

has participated in the National Webinar on **"Spectroscopy and its Applications in Environmental Studies - (SAES-2022)"** organized by PG and Research Department of Physics, Sacred Heart College (Autonomous), Tirupattur, Tirupattur District, Tamil Nadu, India on 12th January 2022.

Principal

Rev. Dr. D. MARIA ANTONY RAJ SDB

Convenor and HoD of Physics

Dr. A. ALBERT IRUDAYARAJ

Convenor

Dr. A. DHAYAL RAJ

Convenor

Mr. G. JAYAKUMAR

≡ UGC-CARE List


UGC-CARE List

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
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191	Journal of the Gujarat Research Society	Gujarat Research Society	0374-8588	NA	from September - 2019 to January - 2020	Discontinued from Jan. 2020
192	Journal of the Indian Academy of Arabic	Department of Arabic, Aligarh Muslim University	2250-0413	NA	from January - 2021 to Present	View
193	Journal of the K. R. CAMA Oriental Institute (print only)	The K. R. CAMA Oriental Institute	0970-0609	NA	from January - 2020 to Present	View
194	Journal of the Oriental Institute (print only)	Oriental Institute, Maharaja Sayajirao University of Baroda	0030-5324	NA	from January - 2020 to Present	View
195	Journal of the Oxford Centre for Buddhist Studies	Oxford Centre for Buddhist Studies	NA	2047-1076	from June - 2019 to Present	View


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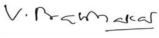
VIT
Vellore Institute of Technology
(Deemed to be University under section 3 of UGC Act, 1956)
CHENNAI



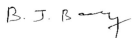
**Faculty Development Programme on
Applied Graph Theory
June 19-23, 2023
(ONLINE MODE)
Certificate of Participation**




This is to certify that **Dr./Prof./Mr./Ms.** *NARAYANAN L N, Assistant Professor*of
..... *JERUSALEM COLLEGE OF ENGINEERING(AUTONOMOUS),CHENNAI*has
actively participated in the Five-Day Faculty Development Programme on Applied Graph Theory
organized by the Division of Mathematics, School of Advanced Sciences (SAS), Vellore Institute of
Technology, Chennai, India.




Dr. V. Prabhakar
Convenor



Dr. B. J. Balamurugan
Convenor



Dr. S. Mahalakshmi
Dean, SAS



Dr. V. S. Kanchana Bhaaskaran
Pro-Vice Chancellor

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TIRUCHIRAPPALLI – 620 020.

Tamilnadu, India.

CERTIFICATE OF APPRECIATION

This is to Certify that

**RAJKUMAR G , Sacred Heart College
(Autonomous) Tirupattur**

has successfully completed A Two Day Online Course on "The Essence of Research Methodology "organised by PG Department of Commerce (SF) from 16-05-2020 to 17-05-2020 with a passing score of 56%.

CONVENER

Dr.Halimunnisa.K

MID

Dr.Pasupathi.G

HOD

Dr. Mohamed Sindhasha. A.M

PRINCIPAL

Dr.Ismail Mohideen.S

Certificate ID:XDQEGE-CE000279

**E-Certificate issued. Signature not required*



ARIGNAR ANNA GOVERNMENT ARTS COLLEGE
CHEYEAR - 604 407

Accredited with NACC "B" Grade. Affiliated to Thiruvalluvar University

CERTIFICATE OF PARTICIPATION

PLAGIARISM IN RESEARCH

Organized by PG & Research Department of Computer Science

This is to certify that RAJKUMAR G, Research Scholar
of Sacred Heart College (Autonomous) Tirupattur has
participated in webinar on **"PLAGIARISM IN RESEARCH"** held on 22 June 2020.

Dr. T. VELMURUGAN

RESOURCE PERSON
Dept. of Computer Science
D. G. Vaishnav College

Mr. S. THIRUMAL

CONVENER

Dr. A. MURTHY

PRINCIPAL



VIVEKANANDHA
COLLEGE OF ARTS AND SCIENCES FOR WOMEN

[Autonomous]

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Elayampalayam – 637 205. Tiruchengode, Namakkal Dt., Tamil Nadu.

PG and Research Department of Commerce

E-Quiz on Research Methodology for Social Science Researchers


Certificate of Participation


This is to Certify that Mr./Mrs./Ms./ Dr. Mr.G.Rajkumar


PhD Research Scholar

Sacred Heart College (Autonomous)

*has successfully Completed an E-Quiz on Research Methodology for Social Science Researchers on
13-5-2020, with a Passing Score of 60%.*


Co-ordinator
Dr.C.Sankar


HOD
Dr.K.Priya


Dean
Dr.P.Kamaraj


Director-Academic
Dr.V.Kumaravel


Principal
Dr.B.T.Sureshkumar





Don Bosco College (Co-Ed)

Yelagiri Hills

An ISO 9001:2015 Certified Institution

Affiliated to Thiruvalluvar University

E - Certificate

This is to certify that


RAJKUMAR G

Sacred Heart College (Autonomous)

has participated in the webinar on **How to get Research Paper Published - A step by step Approach** Organized by Department of Business Administration on 09/05/2020


Prof. G. Murugan
Coordinator


Dr. D. Vetrivelan
Convenor


Rev. Dr. D. Thaddeus
Principal



ID: ABXXES-CE001380

Vijayanagara Sri Krishnadevaraya University, Ballari

*Department of Studies and Research in Education
Presents*

CERTIFICATE OF APPRECIATION

This is to certify that Mr/Ms. RAJKUMAR G has participated in an e-Quiz on “**RESEARCH ETHICS AND PLAGIARISM**”. We congratulate for **OUTSTANDING** performance with 70%and wish good luck.

Date: 5/21/2020

Dr. Saheb Ali H Niragudi
Dean & Chairman

Dr. Sushma N Jogan
Co-ordinator & Asst. Prof



E-Certificate

This is to certify that Ms./Mr./Dr. RAJKUMAR G
of Sacred Heart College participated in
the Two days Faculty Development Program on “**Statistical Application Using SPSS**” by Dr.R.Ravanan JD, Chennai organised by Internal Quality Assurance Cell (IQAC) and Shasun Knowledge Centre (SKC) on 16th May 2020 and 17th May 2020.

Sri. Abhaya Srisrimal Jain
Secretary

Sri. R. Ashok Kumar Mehta
Associate Secretary

Dr. S. Padmavathi
Principal

KANCHI SHRI KRISHNA COLLEGE OF ARTS AND SCIENCE



**AFFILIATED TO MADRAS UNIVERSITY
ACCREDITED WITH 'B' GRADE BY NAAC
AN ISO 9001:2008 CERTIFIED INSTITUTION
KILAMBI , KANCHIPURAM 631551**

CERTIFICATE APPRECIATION

This is to certify that ,

RAJKUMAR G

Has participated in online quiz programme on “ Research Methodology During the Pandemic “ organized by Department of Commerce on 27/05/2020 and 28/05/2020.

Dr.A.Manoharan
Head of the Department
Department of commerce

Dr.M.Prakash
Vice Principal

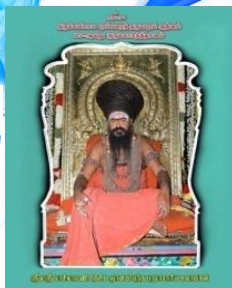
Dr.K.Venkatesan
Principal



GURUPATHAM

DHARMAPURAM ADHINAM ARTS COLLEGE

DHARMAPURAM, MAYILADUTHURAI - 609 001
affiliated to Bharathidasan University, Tiruchirappalli-24
(Recognized under section 2(f) & 12(B) of UGC Act-1956)



DEPARTMENT OF HISTORY

Certificate of Appreciation

This is to certify that Dr./Mr./Ms **RAJKUMAR G**
from **Sacred Heart College (Autonomous) Tirupattur** Has Successfully Completed
Faculty Awareness Programme on **“INDIAN HISTORY”- QUIZ** Organized by our
college Conducted Online On May /16/2020

We appreciate your effort!

Mr.G.VIVEK
CO-ORDINATOR

Dr.S.BHUVANESWARI
HOD

Dr.S.SWAMINATHAN
PRINCIPAL

**E-certificate-signature not required*

CERTIFICATE ID : 17LMNM-CE000802



SHRI SHANKARLAL SUNDARBAI
SHASUN
JAIN COLLEGE FOR WOMEN

A Unit of Sri S. S. Jain Educational Society | Reaccredited by NAAC
Affiliated to University of Madras | An ISO 9001:2015 Certified Institution

E-Certificate

This is to certify that Ms./Mr./Dr. Rajkumar G
of Sacred Heart College (Autonomous)

has participated in the Workshop on **How to Face Viva Voce** organized by the
Internal Quality Assurance Cell and the PG & Research Department of Commerce
on 27th October 2021.

Sri. Abhaya Srisrimal Jain
Secretary

Sri. R. Ashok Kumar Mehta
Associate Secretary

Dr. S. Padmavathi
Principal

DEPARTMENT OF COMMERCE(CA)



ISLAMIAH COLLEGE (AUTONOMOUS)

Accredited by NAAC (3rd Cycle) with 'A' Grade | Affiliated to Thiruvalluvar University

Govt. Aided Minority Institution Recognized under section 2(f) & 12(B) of UGC Act, 1956

NEW TOWN, VANIYAMBADI - 635 752 (Tirupattur District)

(Managed by The Vaniyambadi Muslim Educational Society)



Certificate of Participation

This is to certify that

RAJKUMAR G

has Participated in National conference on “**Omni-Channel Marketing** ” organized by Department of Commerce(CA), Islamiah College (Autonomous), Vaniyambadi-635752 on 10-03-2022.

A. Muqthar Ahmed

Mr. A.MUQTHAR AHMED

Convener

HOD of Commerce CA (ic)

Islamiah College (Autonomous) , Vaniyambadi

Dr. T. Mohamed Ilyas

Dr.T. MOHAMED ILYAS

Principal

Islamiah College

Vaniyambadi



www.islamiahcollege.edu.in

Made for free with Certify'em



GURU SHREE SHANTIVIJAI JAIN COLLEGE FOR WOMEN

(Affiliated to the University of Madras & Re-Accredited by NAAC)

96, Vepery High Road Chennai 600007



DEPARTMENT OF ACCOUNTING AND FINANCE

In association with

INTERNAL QUALITY ASSURANCE CELL

5-DAY VIRTUAL INTERNATIONAL CONFERENCE

CERTIFICATE OF PARTICIPATION



This is to certify that *Mr. G. Rajkumar* Department of Dept. of Commerce , Sacred Heart College (Autonomous) Tirupattur has participated in the 5 Day Virtual Conference on the theme "EMERGING TRENDS AND IMPACT OF TECHNOLOGY IN THE FINANCIAL SECTOR" held from 03rd October 2023 - 07th October 2023 organised by the Department of Accounting & Finance in association with IQAC, Guru Shree Shantivijai Jain College for Women, Chennai.

Dr.R.GAYATHRI

HOD, B.Com (Accounting & Finance)

Dr.M.K.MALATHI

Principal

Dr.GAUTAM.P.VAID

Hon. Secretary & Correspondent

(This is system generated E-Certificate, hence signature is not required)

Made for free with Certify'em



GLOBAL INSTITUTE OF STATISTICAL SOLUTIONS (GISS)

CERTIFICATE OF PARTICIPATION

This is to Certify that ***PREETHI M , Research Scholar***

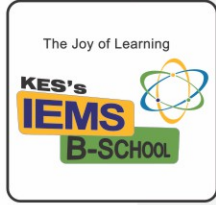
P.G. & Research Department of Social Work , Sacred Heart College (Autonomous)

has participated in the International online workshop on "**Academic Writing:Ethical Issues**" from February 25th- 27th,2023.

Dr.V.GOPAKUMAR
Resource person

Dr.E.KUMAR
Organizing Secretary

Certificate Number - GISS2302150



Kaizen Eduplus Society's

INSTITUTE OF EXCELLENCE IN MANAGEMENT SCIENCE

[An ISO:EOIMS 21001 : 2018 Certified & Internationally Accredited Institute]

Affiliated to Karnatak University, Dharwad. Approved by AICTE, New Delhi.
Recipient of Dr. Abdul Kalam Life Time Achievement National Award for Excellence in Management Education



ISO EOIMS 21001 : 2018

Certificate of Participation

This is to certify that

Ms. PREETHI M

has participated in an Online Faculty Development Program on

‘ ***Case Writing & Research Methodology*** ’

from 4th to 6th May 2023, Organized by
KES's IEMS B-School (MBA), Hubli.

Dr. Veeranna D. K.
Director,
IEMS B-School, Hubli

CA Dr. N.A. Charantimath
Hon. Chairman,
B.Com., LL.B (Spl.) FCA, Ph.D.,
KES & IEMS B-School, Hubli

Plot No.129-132, Tarihal Industrial Area, Airport Road, Hubli - 580026, Karnataka, India. Ph. No.: +91(836)-2310491 / 94,
Website: www.iemsbschool.org | e-mail- kesiems@gmail.com

MBA@IEMS



Intellectual Property Rights (IPR) Cell & Institution's Innovation Council (IIC)

Sacred Heart College (Autonomous)

[Accredited by NAAC (4th Cycle Under RAF) with A+ Grade [3.31/4]

Tirupattur, Tamil Nadu, India.



INSTITUTION'S INNOVATION COUNCIL

Certificate of Participation

This is to certify that **Mr. DOMINIC SAVIO C** of Sacred Heart College (Autonomous), Tirupattur, Tamilnadu, India has participated in the WORLD INTELLECTUAL PROPERTY DAY CELEBRATION entitled Webinar on "AWARENESS ON INTELLECTUAL PROPERTY RIGHTS - NEED OF THE HOUR" Organized by IPR Cell in collaboration with IIC of Sacred Heart College (Autonomous), Tirupattur, Tirupattur District, Tamil Nadu, India on 26-04-2023.

Dr. S.A. Martin Britto Dhas
Convener

Dr. I. Niyas Ahamed
Organizing Secretary

Rev. Dr. D. Maria Antony Raj, SDB
Principal



SAVEETHA



SCHOOL OF ENGINEERING
Affiliated to AICTE | IET-UK Accreditation

CERTIFICATE OF PARTICIPATION

This is to Certify that **Mr. BHARATH S**
SACRED HEART COLLEGE

has successfully participated in the webinar on "US DoD International Basic Research" organized by the Department of Nanotechnology, Institute of of Electronics and Communication Engineering, SSE, SIMATS, Thandalam, Tamil Nadu on 28-10-2021.

CONVENER



PRINCIPAL



VIT[®]
Vellore Institute of Technology
(Deemed to be University under section 3 of UGC Act, 1956)
CHENNAI

Certificate of participation

This is to certify that **S.Oviya** of **Sacred Heart College (Autonomous), Tirupattur** participated in the Two-Day Online Workshop on **“Computational & Experimental Physics”** organised from 06th - 07th April 2023 by the **School of Advanced Sciences , Vellore Institute of Technology (VIT) Chennai.**



A handwritten signature in blue ink, appearing to read 'R. Navamathavan'.

Dr. R. Navamathavan
Faculty Coordinator

A handwritten signature in blue ink, appearing to read 'Sanjit Das'.

Dr. Sanjit Das
Faculty Coordinator

A handwritten signature in blue ink, appearing to read 'Mahalakshmi S.'.

Dr. S. Mahalakshmi
Dean, School of Advanced Sciences



CyberPeace Foundation
633804d5d8d2432f5b73505f



truecaller



CERTIFICATE

OF PARTICIPATION

This certificate is presented to

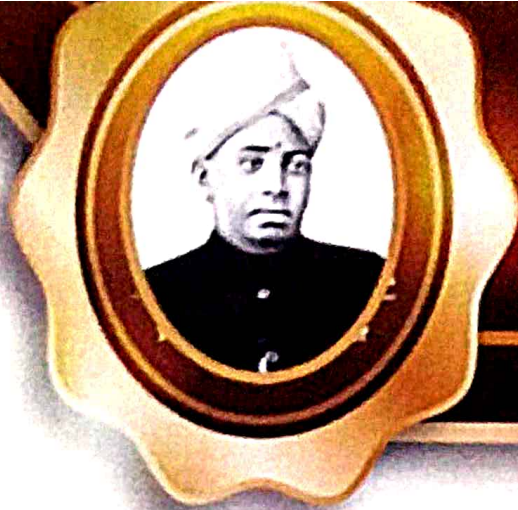
Nidhin George K

for attending the #TrueCyberSafe webinar jointly organised by
Truecaller and CyberPeace Foundation



THIS IS A DIGITAL CERTIFICATE. NO SIGNATURE REQUIRED
SCAN QR CODE TO VERIFY

Kindly verify CyberPeace Foundation's document on Blockchain by scanning the QR code.
<https://block.cyberpeace.org/docs/f7da95fd20928ffaba9facfc88ffd1ccec71f5140f53e1932d94332daa4d6423>



Nanjai Edayar Sankara

KANDASWAMI KANDAR'S COLLEGE

Affiliated to Periyar University, Salem - 636 011
Reaccredited (Third Cycle) with "B" Grade by NAAC
VELUR - NAMAKKAL - 638 182, Tamilnadu, India



National Conference on
THE GLOBAL TRENDS IN COMMERCE, ECONOMICS & MANAGEMENT
Organized by PG & Research Department of Commerce
In Association With MAYAS Publications, Kancheepuram.




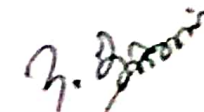
This is to certify that Dr./Mr./Mrs./Ms. **I. AJITH KUMAR, PhD Research Scholar, Dpt of Economics, Sacred Heart college, Tirupattur.**

has participated / Presented a Paper entitled **Impact of Slums Dwellers Among in social Economic Factor. Conditions in Vellore district.**

in the "National Conference on THE GLOBAL TRENDS IN COMMERCE, ECONOMICS & MANAGEMENT" Organized by PG & RESEARCH DEPARTMENT OF COMMERCE, KANDASWAMI KANDAR'S COLLEGE, VELUR, NAMAKKAL (DT), held on 17th May 2022.


Dr. L. Kesavan
Co - Organizing Secretary


Dr. N. K. Shanmugam
Convener Cum Organizing Secretary
& HOD of Commerce


Dr. N. Thangaraj
Principal



GOVERNMENT ARTS AND SCIENCE COLLEGE

Thennangur, Vandavasi - 604 408. Thiruvannamalai Dist.

DEPARTMENT OF MATHEMATICS

Faculty Development Programme

On

UGC - CSIR - Mathematical Sciences



Certificate of Participation

This is to certify that Mr./Mrs./Dr./Prof. JOSHVA RAJA RATHINAM J, RESEARCH SCHOLAR ~~from~~ of

SACRED HEART COLLEGE (AUTONOMOUS), TIRUPATTUR has participated in Faculty

Development Programme on UGC - CSIR - Mathematical Sciences organized by Department of

Mathematics, Government Arts and Science College, Thennangur, held on 17 & 18th March 2023.

Dr. V. Chandrasekar
Head & Organizing Secretary

Dr. G. Vennila
Principal & Convenor

SACRED HEART COLLEGE (AUTONOMOUS)

Tirupattur - 635 601, Tirupattur District, Tamil Nadu, India.

Accredited by NAAC (4th Cycle – under RAF) with CGPA of 3.31/4 at 'A+' Grade

CERTIFICATE OF PRESENTATION

This is to certify that

JOSHVARAJARATHINAM, VOORHEES COLLEGE, VELLORE has
presented a paper titled

CAYLEY DIGRAPHS OF THE GROUP GENERATED BY HIGHER in
ORDER DERIVATIVES
the **INTERNATIONAL CONFERENCE ON MATHEMATICAL
SCIENCES AND APPLICATIONS (ICMA 23)** organized by the
PG and Research Department of Mathematics, Sacred Heart College
(Autonomous), Tirupattur from 24-25 March 2023.

In collaboration with



PATRICIAN COLLEGE OF
ARTS AND SCIENCES



ACADEMIA FOR
ADVANCED RESEARCH
IN MATHEMATICS


Dr. A. George Maria Selvam
Head of the Department


Dr. D. Ajay
Convener


Rev. Dr. D. Maria Antony Raj, SDB
Principal, Sacred Heart College.



NPTEL-AICTE Faculty Development Programme

(Funded by the MoE, Govt. of India)



This certificate is awarded to

L N NARAYANAN

for successfully completing the course

Foundations of R Software

with a consolidated score of **83 %**

Prof. Andrew Thangaraj
NPTEL Coordinator
IIT Madras



(Jul-Oct 2023)

Roll No: NPTEL23MA96S833511662

Duration of NPTEL course : 12 Weeks

The candidate has studied the above course through MOOCs mode, has submitted online assignments and passed proctored exams.
This certificate is therefore acceptable for promotions under CAS as per AICTE notifications dated 24th July 2018, similar to other refresher / orientation courses.

F.No. AICTE / RIFD / FDP through MOOCs / 2017-18



**Sacred Heart College (Autonomous)
Tirupattur-635 601**





CERTIFICATE OF PARTICIPATION

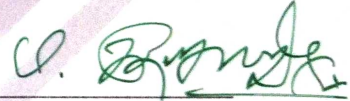
This is to certify that Mr./Ms./Mrs./Dr.

PREETHI · M

has participated in the Workshop on *HR ANALYTICS*
on January 27th & 28th, 2023 organized by the P.G. Department of Social Work (Human
Resource Management) , Sacred Heart College (Autonomous), Tirupattur Dt. - 635601,
Tamil Nadu.


Rev. Dr. D. Maria Antony Raj SDB
Principal,
Sacred Heart College (Autonomous),
Tirupattur.


Mrs. Lisa.E
Head,
P.G Department of Social Work(HRM),
Sacred Heart College(Autonomous),
Tirupattur.


Dr. M. Irudhaya Raj,
AVP-HR
Nova Teachset Ltd,
Chennai -87



SACRED HEART COLLEGE (AUTONOMOUS), TIRUPATTUR

Accredited by NAAC (4th cycle - under RAF) with CGPA of 3.31/4 at A+ grade

PG AND RESEARCH DEPARTMENT OF PHYSICS

THIS IS TO CERTIFY THAT

Mr. BOSCO FRANKLIN

of

Sacred Heart College (Autonomous), Tirupattur

has participated in the National Webinar on **“Spectroscopy and its Applications in Environmental Studies - (SAES-2022)”** organized by PG and Research Department of Physics, Sacred Heart College (Autonomous), Tirupattur, Tirupattur District, Tamil Nadu, India on 12th January 2022.

Principal

Rev. Dr. D. MARIA ANTONY RAJ SDB

Convenor and HoD of Physics

Dr. A. ALBERT IRUDAYARAJ

Convenor

Dr. A. DHAYAL RAJ

Convenor

Mr. G. JAYAKUMAR



❧ Sri Parswanthaya Namaha ❧

SRI VIJAY SHANTHI JAIN MATRIC.HR.SEC.SCHOOL

Opp. TNHB Phase -II, Dharmapuri Main Road,
Aathiyur (Post) Tirupattur - 635 601.
TIRUPATTUR DISTRICT
Email : svsjms_tpt@rediff.com

☎ : 04179 - 227115

Web : www.vsjainschool.com

13.09.2023

Date.....

To,

Mr. S. JEEVANANTHAN. MA.,M.Ed.,M.Phil.,
Asst Professor,
Dept.of English
Sacred Heart College,
Tirupattur

This is to thank you for the talk given by you on the opening ceremony of our **AUDIO – VISUAL LAB** (English Literary Association) for the students. Your kind presence in the program encouraged us a lot and made us more confident in our struggles. It was a great pleasure to host you at our organization as the Chief Guest.

I appreciate your interest in the well-being of the students. Your suggestions have provided us with a guideline to proceed more precisely for the betterment of this noble cause. We hope this kindness and cooperation will continue in the future.

With warm regards,

Principal

Sri Vijay Shanthi Jain Matric. Hr. Sec. School,
Tirupattur - 635601

MADANAPALLE INSTITUTE OF TECHNOLOGY & SCIENCE

(UGC-AUTONOMOUS INSTITUTION)

Madanapalle-517325, Annamaya Dist., Andhra Pradesh



Certificate Of Participation

This certificate is presented to

BOSCO FRANKLIN J

Sacred Heart College (Autonomous), Tirupattur

for his/her participation in the FDP cum workshop entitled "One-week Faculty Development Programme on Computational modelling of materials" (online mode) during May 08, 2023 to May 12, 2023 organized by the Department of Physics, Madanapalle Institute of Technology and Science.

Convener

Dr. Md Mahabul Islam

Assistant Professor
Dept. of Physics

Convener

Dr. S. Sreedhar

Assistant Professor
Dept. of Physics

Coordinator

Dr. M. Chandra Sekhar

Head - Dept. of Physics

Dr. C. Yuvaraj

Principal

Name: B.NALINI (Research Scholar) Department: Commerce (F/T)

Supervisor : Dr. K.A. Maria John Joseph

Reg. No DR210104 Validity: 2021-2026.

S.NO	DATE	TOPIC	INSTITUTION	LEVEL
1	13.11.2021	Financial and Modelling Valuation		Leap Up Edutech
2	13.11.2021	How to Identity Predatory and Clone Journals Step by Step	Don Bosco College	Zoom Meet
3	13.11.2021	Implications of Digital Technology and Health Sector On Indian Economy During Covid Era (IDTHESIE)	ST.JOSEPH'S COLLEGE	National Conferences Google Meet
4	10.12.2021	Financial Empowerment through wealth Creation	Yogi Vemana University	National level Webinar
5	20.12.2021 21.12.2021 22.12.2021	Ethics in Academic Writing Cite it Right How to manage reference Current Trends in social Research and Funding Opportunities	Ethiraj College for Women 3Days National Webinar on Research Ethics	Google Meet National level Webinar
6	24.12.2021	Consumer Rights Violation & remedies	Vishwaksena Arts & Science College	Google Meet
7	30.12.2021	Guidelines for Research, Parametric Vs Non-Parametric Statistical Tools	Thiruvalluvar College	One-day state level Google Meet
8	30.12.2021	Consumer Protection Act- 2019	Acharya B-School Bangalore	Microsoft app
9	7,8 & 9.01.2022	Academic Writing : Ethical Issues	Global Institute of Statistical Solutions	International online workshop Zoom meet
10	22.01.2022	Sources of Literature Review Strategies for Writing Review Styles of Writing Literature Review Clinical Session	Kongu Engineering College	National level Online One day Workshop Google Meet
11	04.02.2021	Boost Your Career with Content Writing	ST Francis De Sales College Bangalore	National level Webinar
12	18.02.2022 & 19.02.2022	Digital Business and Innovation global in Outlook-2022	Ebenezer Management College	Two Days International Conferences
13	26.02.2022	"Professional Etiquette – An effective tool for Capacity Building "	Ishamiah College - Vaniyambadi	One day program
14	25.02.2022	"How to take Patent"	R. M Dhariwal Sinhgad Management School	One day program

S.No	DATE	TOPIC	INSTITUTION	WEBSITE
1	22-28.02.2022	Research Methodology & Data Analysis	Ips Institute Of Teacher Training & Research	Online National Workshop
2	16&17.05.2022	Ethical Norms of Research Writing & Publication: Scopus Indexed Journals	Virudhunagar Hindu Nadar's Sethikumara Nadar College	National Level Virtual Research Development Programme
3	28.06. to 05.07.2022	"Research Writing & Ethics"	Patrician College Of Arts and Science	8 Days International Professional Development Programme
4	24.08.2022	SRM Institute Of Science & Technology	Research Problem Identification & Formulation	

S.No	DATE	TOPIC	INSTITUTION	LEVEL
1	24.09.2022 To 26.09.2022	Basic statistical analysis its interpretation using SPSS	Global Institute of Statistical Solutions	International online Work shop
2	21.10.2022	One day National workshop on SPSS	Sacred Heart College Tirupattur	National level webinar
3	02.11.2022 To 04.11.2022	Research Guidelines: literature review, questionnaire designing & application of statistical tools	Sivananda Sarma Memorial R.V College Bengaluru	National level Seminar

S.No	DATE	TOPIC	INSTITUTION	LEVEL
1	24.09.2022 To 26.09.2022	Basic statistical analysis its interpretation using SPSS	Global Institute of Statistical Solutions	International online Work shop
2	21.10.2022	One day National workshop on SPSS	Sacred Heart College Tirupattur	National level webinar
3	02.11.2022 To 04.11.2022	Research Guidelines: literature review, questionnaire designing & application of statistical tools	Sivananda Sarma Memorial R.V College Bengaluru	National level Seminar
4	12.05.2023 To 14.05.2023	Making Successful Academic Presentations	Global Institution of Statistical Solutions	International Online Workshop

5.	09.08.2023 To19.08.2023 3	Research Methodology &data analysis	Seshadripuram Academy of Business Studies	A National Level Professional Development Programme
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Paper Presentation Participations Details.

S.No	TOPIC	DATE	COLLEGE	PROGRESS
1.	Impact of Covid-19 on Educational Sector: A Study on FIRO types of Leadership style as on....Strategy.	21&22.03.2022	Sacred Heart College. Tirupattur. National Level Seminar.	Presented
2.	'Corporate Social Responsibility: Opportunities and Challenges.	30.03.2022	Islamiah College. Vaniyambadi. National Conference.	Presented

Paper Publication

1. WOMEN EMPLOYEE ENGAGEMENT AND COMMITMENT WITH SPECIAL REFERENCE TO SELECTED SERVICE SECTOR IN VELLORE REGION. Journal of the Oriental Institute M.S. University of Baroda ISSN: 0030-5324 Vol. 72, Issue. 01, No.1, January-March: 2023.

2. A STUDY ON ORGANIZATIONAL EFFECTIVENESS OF HR POLICY IN THE COMPANIES LOCATED AT TIRUPATTUR. RABINDRA BHARATI UNIVERSITY JOURNAL OF ECONOMICS ISSN : 0975-802X Vol. : XXVII, No:4, 2023.



ETHIRAJ COLLEGE FOR WOMEN (Autonomous)
CHENNAI - 600 008.
PG AND RESEARCH DEPARTMENT OF COMMERCE



CERTIFICATE OF PARTICIPATION

This is to Certify that

Ms.B.Nalini

Sacred heart college autonomous

has participated in the three day **National Webinar** titled
'Research Insights' organized by the PG and Research Department of Commerce, Ethiraj
College for Women from **20th to 22nd December, 2021.**

Dr. A. S. Saranya
Head
Department of Commerce
(Aided)

Ms. K. Geetha
Head
Department of Commerce
(Self Supporting)

Dr.S. Kothai
Principal & Secretary
Ethiraj College for
Women

**PG DEPARTMENT OF
COMMERCE CA**

ST. JOSEPH'S COLLEGE

(AUTONOMOUS)

Accredited at A++ by NAAC (4th Cycle), Special Heritage status by UGC

TIRUCHIRAPPALLI, TAMIL NADU



CERTIFICATE OF PARTICIPATION

This certificate is proudly presented to **NALINI.B**

Research Scholar, Commerce

Sacred heart college (autonomous), Thirupattur

who has successfully participated in the National Level Webinar on
"IMPLICATIONS OF DIGITAL TECHNOLOGY AND HEALTH SECTOR ON
INDIAN ECONOMY DURING COVID ERA" on 13.11.2021, organized by PG
Department of Commerce CA, St. Joseph's College (Autonomous),
Tiruchirappalli, Tamil Nadu, through Virtual mode.

Dr. N. Maheswari
Organising Secretary

Dr. J. Rajees
Head of the Department

Rev. Dr. M. Arockiasamy Xavier
Principal



DON BOSCO COLLEGE (Co-Ed), YELAGIRI HILLS



Certification of Participation

This is to certify that

**Mrs NALINI.B
Sacred Heart College [Autonomous] Tirupattur**

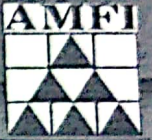
**For attending Webinar on How to Identify predatory and clone journals step by step
conducted by Department of Business Administration, Don Bosco College (Co-Ed),
Yelagiri Hills on 13.11.2021.**

**Fr. Dr Thaddeus
Principal**

**Dr D Vetrivelan
Vice Principal / HOD**



YOGI VEMANA UNIVERSITY



Kadapa - 516 005, Y.S.R. District, Andhra Pradesh
NAAC Accreditation 'B' Grade with CGPA 2.54

in collaboration with

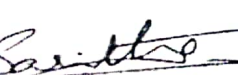
Association of Mutual Funds in India (AMFI)

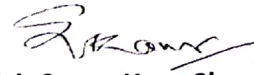
A One-Day National Webinar on


Financial Empowerment through Wealth Creation

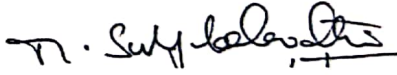
CERTIFICATE OF PARTICIPATION

This is to certify that Nalini.B, Research scholar, Zoom meeting has participated in a One-Day National Level Webinar on "Financial Empowerment through Wealth Creation" organized by Department of Business Management, Yogi Vemana University, Kadapa, YSR District, Andhra Pradesh, India in collaboration with Association of Mutual Funds in India (AMFI) on 10.12.2021.


Dr. P. Saritha
Convener


Sri. Surya Kant Sharma
Sr. Consultant, AMFI
Former DGM, SEBI


Prof. P. Chandramathi Shankar
Principal I/C, YVUC


Prof. M. Surya Kalavathi
Hon'ble Vice-Chancellor

Made for free with Certify'em



Vishwaksena Arts & Science College For Women

Pollivakkam, Thiruvallur.
(Affiliated to University of Madras)

Awarded to

Nalini.B

Sacred heart college (autonomous)

Certificate of Participation

**Congratulations for Active Participation in National Level Webinar on
CONSUMER RIGHTS VIOLATION & REMEDIES Organized by CONSUMER
CLUB, on 24th, December 2021.**

N. Beela
PRINCIPAL

S. Srinivasan
VICE-CHAIRMAN

C. P. S. Pillai
CHAIRMAN

Made for free with Certify'em



Acharya Bangalore B-School

(Affiliated to Bangalore University)

Andhrahalli main Road, Off Magadi Road, Bengaluru-91 Karnataka, India
Institution Accredited with NBA & NAAC 'A' Grade, Recognised by UGC under 2f and 12B

Department of Commerce Certificate of Participation

This is to certify that **B.Nalini** Research Scholar
from **Sacred heart college autonomous** has actively participated in the “National
Webinar on Repealed; Consumer Protection Act-2019” Organized by the Department of Commerce,
Acharya Bangalore B School-Bangalore, Karnataka held on 30th December 2021 on the occasion of National
Consumer Day-2021.

Mr.Thirupathi M
Co-Convenor

Mrs.S. Kavitha
Convenor

Dr. Vijaya Bhaskar
Principal

Made for free with Certify'em

**CERTIFICATE
OF PARTICIPATION**



This Certificate is hereby granted to

Nalini.B

for successfully completing

Financial Modelling and Valuation Workshop

A handwritten signature in black ink, appearing to read 'Harshit Shah'.

Harshit Shah
Head of Learning - LeapUp



Batch : 13th November 2021

Certificate No : FM1311217641



CERTIFICATE

OF PARTICIPATION



Knowledge Partner



This is to Certify that

Prof/Dr/Mr/Ms.

Nalini B.

has

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Centre for Commerce, Thiruvalluvar College, Papanasam on
30th December 2021.

S.S.Natchiar

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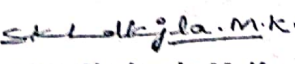
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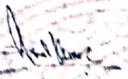
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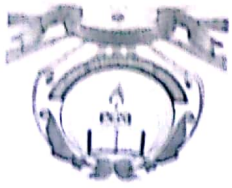
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Dept. Of Commerce
SSMRV College


Mrs. Shakeela M. K
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Dept. Of Commerce
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conducted at R. M. Dhariwal Sinhgad Management School, Kondhapuri,
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Charulata

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HOD & Associate Professor

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This is to certify that **Mrs. Nalini B** from **Sacred heart college autonomous**, has participated in one week **Online National Workshop on Research Methodology & Data Analysis** held from **February 22-28, 2022**.

Dr. Reena Rani
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MS REKHA NAIDU
HEAD, DEPARTMENT OF
ACCOUNTING & FINANCE -SHIFT II

DR. GEETHA RUFUS
HOD I/C, DEPARTMENT OF CORPORATE
SECRETARYSHIP,
VICE PRINCIPAL -SHIFT II

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Dr.D.VENKATESAN
Assistant Professor & Co-ordinator
Department of Commerce
CSH, SRM-IST, Vadapalani

Dr.V.VENKATRAGAVAN
Assistant Professor & Head
Department of Commerce
CSH, SRM-IST, Vadapalani

Dr.K.R.ANANTHA PADMANABAN
Dean
CSH, SRM-IST, Vadapalani



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Commerce , Sacred Heart College (Autonomous)

has participated in the International online workshop on "**Making Successful Academic Presentations**" from May, 12th- 14th 2023.

Dr.V.GOPAKUMAR
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has actively participated in **A NATIONAL LEVEL PROFESSIONAL DEVELOPMENT PROGRAMME** on the topic "RESEARCH METHODOLOGY & DATA ANALYSIS" held from August 09, 2023 to August 19, 2023.


SHIVAKUMAR C S
Coordinator, PDP


PROF. JAYARAM
Principal

**WOMEN EMPLOYEE ENGAGEMENT AND COMMITMENT WITH SPECIAL
REFERENCE TO SELECTED SERVICE SECTOR IN VELLORE REGION.**

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Abstract:

Today's difficulties include keeping exceptional women working professionals and completely engaging them and capturing their intelligence and hearts at every job level. Service sectors of different types and sizes have made a critical investment in developing policies and procedures that persuade employee engagement and commitment. Women working professionals are excited about their work and keen with their employers who offer critical competitive advantages. This paper focuses on identifying the demographic variables that drive employee engagement and observing the significant difference between employee engagement and commitment among selected women professionals working in service sectors in the Vellore region. Understanding the challenges of women's employee engagement allows service sectors to be conscious of how to overcome engagement and commitment issues to ensure their survival in this highly competitive situation.

Keywords: Service sector, Employee Engagement, and Commitment.

I. Introduction:

Employee engagement (EE) is critical and more suitable for successful commercial and business outcomes, with engaged women working professionals serving as the backbone of effective work environments where professionals are conscientious, fair, and responsible. The study examines the association between employee engagement and commitment among women working professionals in the service sector. In the service sector, both variables are critical. The service sector's success is dependent on its working professionals. These working professionals are crucial because they assist the service sector in making decisions and providing high-quality services to customers. Women working professionals must be both engaged and devoted to a firm to be successful in business. Dedicated women working professionals provide a stable work environment, which is critical for the organization's long-term success. As a result, engaged working professionals accomplish tasks with vigor and have a strong emotional attachment to their work.

II. Literature Review

Many businesses have realized the importance of investing in human capital to get the most out of their people and succeed in today's highly competitive global marketplaces. Employee engagement developed as a fresh approach for business to track their investment in human capital, and a fresh way to judge employee loyalty to the business and build a more productive place of work. (Echols 2005)

(Field & Buitendach, 2011) Employee commitment is critical in every organization since it leads to greater results and is tied to employee engagement.

Wachira, J. M. (2013) the relationship between employee engagement (EE) and employee commitment to the organization was focused on in this study. The goal of the study was to determine whether there exists a relation between EE and commitment at Barclays Bank of Kenya. The study used a descriptive survey design. The sample methods used in the study were stratified and simple random selection sampling methods. The sample size was 175 respondents. According to the findings, rewards, proper remuneration by the employer, and recognition all contribute to the development of trust between employees and management. Employee engagement and the broader engagement policy framework were greatly influenced by the organization's encouragement of sharing of information, knowledge, and resources, as well as chances for employees to develop and grow. Good reward and pay programs, as well as techniques that show interest in employee career development, demonstrate commitment. It is suggested that managers in firms involve employees in the goal-setting process more. To improve commitment levels, organizations must also develop measures to recognize employee contributions that will help clarify what constitutes employee engagement.

Albdour, A. A and Altarawneh, I. I. (2014) Study the correlation between two measures of employee engagement and organization all commitment considered by 3 input measurements. This study employs convenience as well as quota sampling techniques. A self-administered survey was delivered to 336 frontline bank employees in Jordan. Findings reveal that frontline workers who are extremely engaged in their work and organizations have high levels of affective and normative commitment. On another side, high job engagement can have a significant impact on employees' long-term commitment.

Koskey, A. K. and Sakataka, W. (2015) The study at Rift Valley Bottlers Company in Eldoret Town attempted to find out empirically the probable benefits of incentives on employee engagement (EE) and commitment with this reasoning in mind. The study's goals discover the effect of pay programs on EE and commitment at Rift Valley Bottlers; to investigate the impact of employee benefits on employee engagement and commitment and see if non-financial rewards have an impact on employee engagement and commitment. And to evaluate the influence of reward on EE, the researchers used a descriptive survey approach. The study's target demographic included employees from key departments like Human Resources, Finance, Production, Sales and Marketing, and Distribution. The data gathering instruments employed in this study were questionnaires, and the data collected was both quantitative and qualitative. Questionnaires were reviewed for completeness after data collection, and data was coded for easy input. To make data analysis and comprehension easier, percentages, means, standard deviation, and frequencies were used. Employee engagement and commitment at work were influenced by several factors. These elements, on the other hand, differed in their strength and appeal to workers. At Rift Valley Bottlers Company, promotion chances, health benefits, job-relevant training, and free interaction with coworkers have the greatest impact on employee engagement (EE) and commitment. Because career growth is so important for retaining employees, the corporation should engage in employee training. However, opportunities for upward mobility should be discovered or developed so that individuals can advance in their careers and put their newly acquired talents to use. Furthermore, work rotation should be promoted, and if no opportunities for advancement exist, the employer should explore job enrichment. The Rift Valley Bottlers Association should conduct a salary survey. The organization should reassess employee remuneration in light of the survey's findings to improve EE and commitment.

Lin, J. T. P., and Ping, N. C. L. (2016) Unmet workplace demands and a lack of resources to accomplish their organizational duties are the most common reasons for employees to depart. . As a result, firms are finding it increasingly challenging to increase employee commitment (EC) and sustain talent workforce. The study discovers the correlation between job autonomy (JA) and organizational commitment (OC), and also the correlation between EE and commitment. The study used a purposive sampling method and the sample size consists of 83 corporate workforces. The result states there is no significant impact on commitment.

Al Shehri, M et al (2017) examine enhancers and obstruction of employee engagement in Saudi Arabian banks. The method employed in the study is grounded theory, which is a qualitative approach. Data collections were done through a focused approach. Data was collected through the Interview method with Bank line managers and subordinates. The result revealed that major aspects that give success to the research training and development, as well as corporate culture, were the most important accelerators of employee engagement in Saudi banks

Ashley, N., and Parumasur, S. B. (2020), studied the relationship between employee engagement (EE) and organizational commitment (OC) in a few banks in Ghana's Ashanti region. For data collection, the researcher used a mixed-method approach that is interviews and self-developed questionnaires. The sample size consists of 123 employees from the bank's three branches in Kumasi, who were carefully selected using a basic random sample procedure. In addition, judgment sampling was utilized to choose the ten managers who would be questioned. In addition, descriptive and inferential statistics were used to examine the quantitative data. In addition, content and topic analyses were used to evaluate the qualitative data in this study. Employees at the bank are moderately engaged and devoted, according to this study. The characteristics of EE and OC were discovered to have links. In addition, the study found that EE accounted for a variation in overall commitment. Furthermore, the suggestions attempted to improve levels of involvement and commitment, which are critical for an organization's survival and success.

Baiquni, M., and Lizar, A. A. (2020) Investigate the impact of human resource practices and job characteristics on employee engagement and organizational commitment. Data collected through Questionnaire and the sample consisted of 213 people analyzed through Structural equation modeling. The result revealed that HR practice and work performance are linked. Organizational commitment is positively influenced by personal traits, while job characteristics are positively influenced by personal characteristics. Employee engagement has a favorable impact on organizational commitment. Surprisingly, the result exposed that Human resources practice has a detrimental impact on employee engagement.

Twalib, M. H. (2021) studied what elements influence employee engagement (EE) at Jubilee Insurance. In a cross-sectional research survey. A total of 175 people's responses were considered for the study. Data were analyzed through Factor analysis. EE is influenced by four elements, according to the findings. Management must guarantee that the appropriate resources are available. Employees need to increase their performance by boosting their workforce abilities through training & development. Human resource practices are being developed. According to the survey, managers should make sure employees have good relationships with them. Worker and promote teamwork in the workplace, and also provide employees with timely performance feedback.

Choudhary, N et al (2021) Investigates employee involvement and commitment to the organization. Employees that are engaged and have a positive attitude are more likely to succeed in their business enterprise. Employee engagement is a more difficult task in the workplace. Employee perception and devotion to their jobs are critical to an organization's success. The study focused on better understanding service employee engagement in North India's manufacturing industry. A survey and questionnaire can be used to assess the overall impact with the assistance of primary and secondary data. Employees were investigated in the study. Various organizations have different levels of engagement and commitment. A total of 206 people responded to the survey. North India participated in an online survey. Employee engagement and commitment are found to be dependent on characteristics such as promotion path, manager recognition, management team transparency, working conditions, mutual respect, a positive work culture, and a safe working environment content with present welfare facilities, enthusiasm, and ability to efficiently execute jobs. Employee counseling programs are held on a regular basis and are recognized and acknowledged. The work environment encourages service providers to improve their performance. In contrast, the Work-life

balance and enthusiasm for working in a service organization are lacking to influence the providers' engagement and commitment. Finally, their Employees' attitudes and work environments will be reflected in their work commitment to the job, as well as balancing personal and professional life.

III. Research Methodology

This study is of descriptive research type. To collect primary data structured questionnaire used. It consists of demographic variables, employee engagement, and organizational commitment questions. The study used the convenience sampling method. The study considers 247 women working professionals working in the educational and hospital sector in the Vellore region. The collected information is analyzed using SPSS 20 software. To test the hypothesis statistical tools like correlation, chi-square, and one-way ANOVA were used.

Objectives of the study

1. To identify the demographic factors that drive employee engagement among women professionals working in the service sector.
2. To examine the significant difference between employee engagement and organizational commitment among women professionals working in the service sector the in Vellore region.

Hypothesis

H1: There is a significant association between demographic variables and engagement among women professionals working in the service sector.

H2: There is a significant difference between employee engagement (EE) and organizational commitment among women professionals working in service sectors in the Vellore region.

IV. Data analysis and Results

Table 1: The represents Reliability (Cronbach's Alpha Value)

Dependent Variable's		Organizational Commitment (OC)			Overall Organizational Commitment
		Affective Commitment (AC)	Continuance Commitment(CC)	Normative Commitment (NC)	
Independent Variables	Cronbach's Alpha Value	.850	.909	.926	.957
Employee Engagement (EE)	.763				

Table 1 represents the reliability (Cronbach's Alpha) value. Reliability value using Cronbach's value for employee engagement was .763 and OC and its dimensions include affective commitment .850, continuance commitment .909, normative commitment .926, and overall organizational commitment .957.

Table 2: The represents Demographic Variable

Particulars		Frequency	Percentage
Age	Below 30	85	35
	31-35 yrs	60	24
	36- 40 yrs	33	13
	Above 40 yrs	69	28
Educational Qualification	Diploma	49	20
	Graduate	40	16
	Post Graduate	115	47
	Doctoral	43	17
Marital Status	Married	213	86
	Unmarried	34	14

No. of Children	None	75	30
	One	68	28
	Two	99	40
	More than Two	05	2
Experience	< 1 year	25	10
	1 to 3 years	65	27
	3 to 5 Years	40	16
	More than 5 years	117	47
Monthly Income	Less than 10,000	10	4
	10,000-20,000	149	60
	20,001-30,000	23	9
	30,001 – 40,000	15	6
	40,001-50,000	20	8
	More than 50,000	30	13
Organization	Educational	132	53
	Hospital	115	47
Designation	Associate professor	95	39
	Assistant Professor	37	15
	Doctor	15	6
	Nurse	85	34
	Others	15	6
			110
Type of Entity	Public sector	110	45
	Private sector	137	55

Table 2 states the demographic variables of the women working professionals who participated in the survey.

Table 3: The represents Correlation between Demographic variables and Employee Engagement

Demographic Variables	Employee Engagement
	"r" Value
Age	.202*
Educational Qualification	.215**
Marital Status	.210*
No. of Children	.126*
Experience	.223*
Monthly Income	.244**
Organization	.262**
Designation	.228**
Type of Entity	.238**

** . Association significance is at 0.01 levels

*. Association significance is at 0.05 levels

Table 3 represents there exist significant correlation between demographic variables (Age; $r=.202$, Marital status; $r=.210$, No. of Children; $r=.126$, Experience; $r=.223$ at 5% level of significance) and demographic variables (educational qualification; $r=.215$, Monthly Income; $r=.244$, Organization;

$r = .262$, designation; $r = .228$ and Entity; $r = .238$ at 1% level of significance) and employee engagement (EE) of women working professionals working in service sector in Vellore region. Hence the result states there is significant correlation between demographic variables and EE.

Table 4: The represents Relationship between Employee Engagement and Organizational Commitment (OC)

Particulars	OC			Overall Organizational Commitment
	AC	CC	NC	
Employee Engagement (EE)	.193*	.185*	.163*	.198*

** Association significance is at 0.01 levels

* Association significance is at 0.05 levels

Table 4 represent significant correlation between employee engagement and organizational commitment and its dimensions AC ($r = .193$), CC ($r = .185$), NC ($r = .163$) and overall organizational commitment ($r = .198$) at 5% level of significance. Hence the result represents the significant correlation between employee engagement and Organizational commitment of women working professionals working in the service sector in the Vellore region.

Table 5: The represents Cross-tabulation of Demographic variables and Employee Engagement

Particulars		Employee Engagement			Total	Chi-square Value
		Low	Average	High		
Age	Below 30	0	60	25	85	14.995*
	31-35 yrs	3	27	30	60	
	36-40 yrs	0	20	13	33	
	Above 40 yrs	3	46	20	69	
Educational Qualification	Diploma	1	23	20	49	21.101**
	Graduate	0	15	25	40	
	Post Graduate	5	80	30	115	
	Doctoral	0	30	13	43	
No. of Children	None	0	45	30	75	13.897*
	One	3	46	19	68	
	Two	2	58	39	99	
	More than Two	1	4	0	5	
Experience	Less than 1 year	0	25	0	25	32.274**
	1-3 years	0	44	20	64	
	3-5 Years	1	14	25	40	
	More than 5 years	5	70	43	118	
Monthly Income	Less than 10,000	0	5	5	10	22.594*
	10,000-20,000	5	104	40	149	
	20,001-30,000	0	15	8	23	
	30,001 - 40,000	0	10	5	15	

	40,001-50,000	0	10	10	20	
	More than 50,000	1	9	20	30	
Organization	Educational	5	99	28	132	26.494**
	Hospital	1	54	60	115	
Designation	Associate professor	5	75	15	95	54.633**
	Assistant Professor	0	24	13	37	
	Doctor	0	5	10	15	
	Nurse	1	34	50	85	
	Others	0	15	0	15	
Type of Entity	Public sector	1	54	55	110	18.674**
	Private sector	5	99	33	137	

** . Association significance is at 0.01 levels

* . Association significance is at 0.05 levels

Table 5 states that there exist significant association between demographic variables (Age; Chi square value = 14.995, No. of Children; Chi square value = 13.897, Monthly Income; Chi square value = 22.594 at 5% level of significance) and demographic variables (Experience; Chi square value = 32.274, educational qualification; chi square value= 21.101, Organization; chi square value= 26.494, designation; chi square value= 54.633 and Entity; chi square value= 18.674 at 1% level of significance) and employee engagement of women working professionals working in service sector in Vellore region. Hence hypothesis (H1) is accepted and exist significant association among demographic variables and employee engagement.

Table 6: The represents ANOVA for Employee Engagement and OC

Particulars		Sum of Squares	df	Mean Square	F
Affective Commitment	Between Groups	117.862	2	58.931	2.839*
	Within Groups	5064.648	244	20.757	
	Total	5182.510	246		
Continuance Commitment	Between Groups	13.358	2	6.679	3.255*
	Within Groups	6396.488	244	26.215	
	Total	6409.846	246		
Normative Commitment	Between Groups	24.026	2	12.013	2.446*
	Within Groups	6566.662	244	26.913	
	Total	6590.688	246		
Overall Organizational Commitment	Between Groups	2119.544	2	1059.772	5.051**
	Within Groups	51195.573	244	209.818	
	Total	53315.117	246		

** . Association significance is at 0.01 levels

* . Association significance is at 0.05 levels

Table 6 F-values were significant for Affective commitment (F= 2.839), Continuance commitment (F= 3.255), Normative commitment (F= 2.446) at 5% level of significance and overall organizational commitment (F= 5.051) at 0.01 level of significance. Hence Hypothesis (H2) is accepted and there exists a significant difference between employee engagement and organizational commitment among women professionals working in service sectors in the Vellore region.

V. Conclusion

Employee engagement of women working professionals is an important issue that has attracted the service sectors of education and hospital. From the research study, it is identified that women working professionals have low, moderate, and high employee engagement then they will have low,

moderate, and high organizational commitment. Service sectors need to make various efforts to develop employee engagement programs to encourage women professionals. The research findings represent that there is a significant correlation between demographic variables and employee engagement, and also there exists a significant relationship between employee engagement and organizational commitment among women working professionals. The study concludes that there is a significant difference among service sector women professionals with low, moderate, and high employee engagement and organizational commitment.

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**A STUDY ON ORGANIZATIONAL EFFECTIVENESS OF HR POLICY IN THE
COMPANIES LOCATED AT TIRUPATTUR**

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Abstract

The goal of this study is to identify the components that affect organizational success and HR policies, as well as their significance and effects. The respondents of this study are employees working in Aragbaythi companies in Tirupattur. They were selected using a random sample method, and data were collected from 70 among the 100 samples. A well prepared questionnaire was sent to employees working at various levels in private enterprises and received their responses. The analyses were done based on Training and development, remuneration, worker presentation analyses, and recruitment criteria which were identified as the key HR elements according to the data. Similar to this, after examining the findings, elements impacting the organizational success are recognized as employee training, employee policies and practices, worker accomplishments, performance and organizational environment. The effectiveness of human resources policies & practices and organizational achievement was investigated by Using regression analysis and the Chi-square test. It was discovered that the two are significantly correlated. It is crucial for the growth of the enterprise and the development of the workers, their pay benefits, and the accomplishments of their performance.

Keywords: Policy and Practices, Achievements and performance, and Organizational ideas

Introduction

Human resource management is a rigorous approach to supporting teams and it is an excellent working system. Although its duties vary according to industries and companies, it frequently include recruitment, compensation and benefits, awards and performance evaluations, and employee relations. Human Resource Management (HRM) has become better known well accepted in both the academic and professional communities since the 1980s. HRM is a cross-disciplinary structural role that incorporates concepts and theories from Organization, Attitude, Sociology, and Economics, and is different from other fields. In order to reach the highest levels of productivity and efficiency, as well as individual and social goals, HRM aims to optimize worker contributions. A group, business, or company's ability to reach its aims is referred to an efficiency in organizational contexts. Organizational effectiveness include variables like how healthy an association processes its operations, how many items it produces under its budget, and how much its waste is reduced. Organizations use the concept as managerial efficiency in evaluating and how effectively they are completing and bringing out the outcomes they want to .To reach distinctive objectives like doing smart work and gaining reputation as well as societal goals such as following the law and fulfilling moral obligations. Organisations that are involved in social activities focus on optimizing employees' contributions in order to maximize productivity and effectiveness.

Literature Review

MonicahWanjikuKuria et.al,(2019) The study concluded green HR performance organization was efficient. Green job creation and selection Incentives for training and development and green compensation have a worthwhile and considerable influence on the performance of educational organizations. A semi-structured survey was used to gather the primary data, and 120 respondents from the selected universities made up the sample size. Finally, the study came to the conclusion that the staff's motivation is crucial because, as demonstrated by the study's results, it has a stronger relationship than the other variables. According to the study's findings, the incentive system was

insufficient and unsatisfactory, as evidenced by the fact that employees who reached green requirements received prizes and remuneration later than expected, and the promotion structure was also unclear

Dr. Madhura Bedarkar and Deepika Pandita (2015). This study aimed to discuss the concept of worker insight towards the organization. This study examined the factors affecting employee perception of managerial work and co-workers in an auto parts manufacturing company in Chakan, Pune. Data was collected through in-depth interviews and group discussions. Finally through the action research approach and assessment the paper suggested to develop employee intelligence and improve organizational effectiveness and efficiency.

Ismael Nechirwan Burhan, et.al, (2021) this paper explore the role of training and development on organizational efficiency. Data is collected in two different parts relating to personal data second part data relating to training, development and organizational performance of project development. The researcher collected data by using random sample method of 120 respondents of a private institution of higher education but only 102 are responded. The researcher concluded that updated guidelines and training programs are needed especially for older workers. The study concluded that if each employee is interested in their right of required knowledge he/she can achieve the goals with the minimum energy and resources accepted by the organization's standards.

Khurram Jawad Khawaja, et.al, (2014) this study tries to provide a back ground that presents a policy to differentiate itself in presentation. A conceptual effort on the theoretical fitting together with the human resource management and well-founded presentation on the "black box" myth was conducted. This article aims to analyse the scholarly works on SHRM (Strategic Human Resource Management) that evoke mechanisms and basis. SHRM helps develop organizational show. Various strategies were explored to improve an indigenous model of SHRM in Pakistan. Hence this study illustrates that, exhibiting difference in business concept, depends on the properties maintained by the trade.

Fatima Ashraf and Muhammad Asif Khan (2013) examined the association between organizational innovation to effectiveness and the role of an innovative climate as a potential mediator of this association. This study reveals the overall, strong link between organizational innovation and organizational success. The significant of an innovative atmosphere as a key factor in the link between creativity in organization and organizational success, therefore supporting by these findings, the present study empirically established that an organizational climate appropriate for innovation indeed facilitates organizational innovation for the effectiveness of the firm.

Dr. TEO, Teck Choon & Prof. Dr. LOW, Kim Cheng Patrick (2016) this was a study on variability through a qualitative research. The outcomes of the empirical investigation suggest that there are three alternative hypotheses was tested which are valid, reliable and clear in their structure. So they accompanied individual discussions with eleven targeted study observers from the research site to test the rationality and dependability of the three hypotheses.

Research Methodology

Using a standardized questionnaire, primary data was gathered. Four of the questions are based on demographic information, including age, gender, and marital status. The other four dimensions—policies and practices, accomplishments and performance, and organizational ideas—are dependent on the HR rules and procedures respective to particular firms. This study selected the sample employees working in selected Aragbaythi companies in Tirupattur. The sample size for the current study is 70. A straightforward random sampling method has been applied for the inquiry. The variables were chosen after consultation with experts and reading through previous researches. The questionnaire was modelled using a 5-point Likert scale to gather data. With the use of different statistical methods, such as regression analysis, the relationship between the research variables was examined. Correlation, and chi-square Test was carried out for the analysis. Using SPSS 20 Software, the information that has been gathered was examined.

Objectives

1. To analyse the profile of the respondents.
2. To Investigate the Organizational HR Policy and how it helps the employees.
3. To analyse the benefits, training, and initiatives to improve skills and knowledge to change their attitude and the new skills development programs provided by the Organization.
4. To know the organization's redressal system and how it helps the employees.

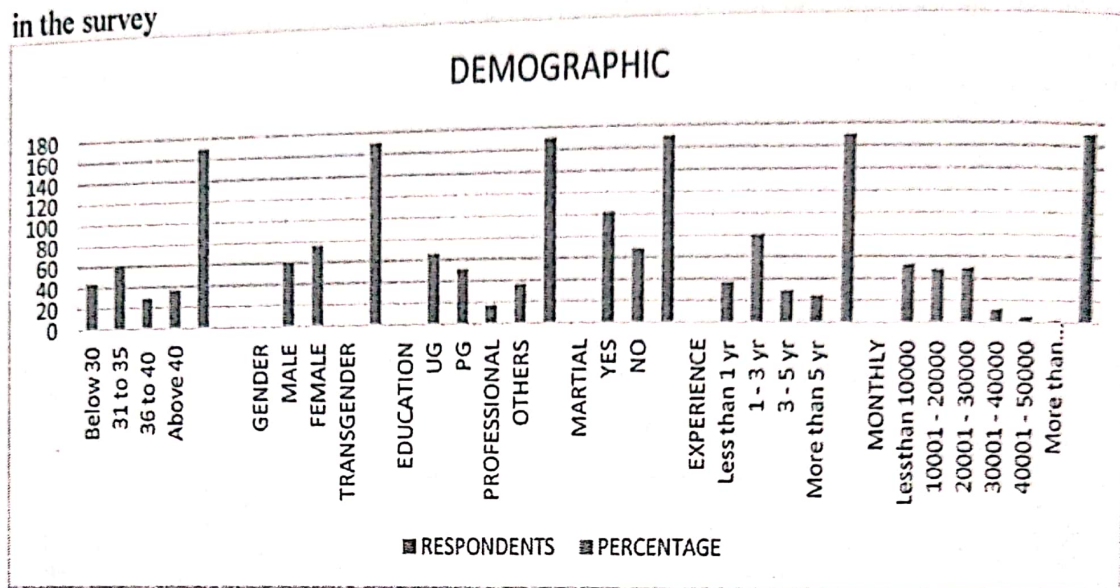
Data Analysis

Demographic profile Frequency Distribution of Respondents

	Frequency	%
Age		
Below 30	18	25.71
31 to 35	25	35.71
36 to 40	12	17.14
Above 40	15	21.43
Gender		
Male	25	35.71
Female	45	64.29
Total	70	100
Education		
UG	27	38.57
PG	21	30.00
Professional	07	10.00
Others	15	21.43
Total	70	100
Marital status		
Yes	42	60
No	28	40
Total	70	100
Experience		
Less than 1yr	15	21.43
1-3 yr	33	47.14
3-5 yr	12	17.14
More than 5 yr	10	14.29
Monthly Income		
Less than 10,000	20	32.86
10,001 – 20,001	20	28.57
20,001-30,000	18	31.43
30,001-40,000	5	7.43
40,001-50,000	5	0
More than 50,000	2	0

Source: Primary data

Table 1 States the demographic variables of the employees working professionals who Respondents in the survey



The above table 1 details about the demographic profile of the 70 respondents involved in the study. Among them was 25 (25.71%) are males and 45 (64.29%) are females. The highest respondents' percentage (35.71%) is from the age group between 31to35 years, while the lowest respondents' percentage (17.14%) is below the age group of 40 years. In addition to that most of the respondents are Bachelor's degree holders (38.57%). Furthermore, most of the employees have 1 to 3 years of experience (47.14%) with the monthly income of Rs10000, while the highest respondents' percentage is 32.85%.

H₀ - There is no association between the Age and Experience of the respondents

Chi-Square test

Table - 1

	Value	Df	Asymp. Sig. (2-sided)	Statistical Level
Chi-Square	25.054	12	.015	$\chi^2 = 25.054$ Df = 12 P = .000 < 0.05 *significant at 5% level
Likelihood Ratio	29.122	12	.004	
Linear-by-Linear	5.989	1	.014	
N of Valid Cases	70			

Sources: Primary Data

*Significant at 5% level

Table 1 shows, 25.054 is the calculated Chi-square value, significant at 5% level with 12 as a degrees of freedom. So the null hypothesis, There is no relationship between the Age and experience of the respondents, is rejected since the estimated P value is less than our calculated value at 0.05, and it is consequently determined that there is a relationship between the age and experience parameters.

H₀: There is no significant association between the Policies & the Practices and Its Achievements & performances

Correlation between Policies & Practices and Achievements & performance

Correlations		
	Responsibility of Policies and Practices	Responsibility of Performance
Responsibility of Policies and Practices	Pearson Correlation	1
	Sig. (2-tailed)	.000
	N	70
Responsibility of Performance	Pearson Correlation	.414**
	Sig. (2-tailed)	.000
	N	70

Source: Primary Data
 **Significant at 1% level (2-tailed)

The calculated value of coefficient of correlation between Policies and Practices and Achievement and Performance, according to Table 2 is 414. It shows a strong link between the two factors. At 1% level of significance, the resulting coefficient of correlation is determined to be significant. Therefore, the null hypothesis, which states that "Policies and Practices and Achievement and Performance do not significantly relate," is rejected. It seems logical to assume that achievement, performance, and policies and practices are interdependent. It suggests that these two sets of variables—Policies and Practices and Achievement and Performance—are closely connected to one another.

Regression Analysis

- H₀ - There is no association relationship between Organizational Ideas and Policies & Practices
- H₁ - There is an association relationship between Achievements & Performances and Policies & Practices

Table-3

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.517	.521	.311	.52171

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	8.655	2	4.328	15.865	.000
	Residual	18.256	67	.272		
	Total	26.911	69			

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.376	.253		1.486	.142
	Respondents of organizational ideas	.368	.096	.389	3.843	.000
	Respondents of Performance	.413	.111	.376	3.715	.000

Policies and practices are dependent factors, while accomplishments and performance are independent variables. Since the P value is less than 0.05 and the P value in the preceding table is 0.000. So it can be concluded that the organizational concepts have an impact on performance and accomplishments. Consequently, the null hypothesis is rejected.

Policies and practices are dependent variables, whereas organizational concepts are independent variables. Since the P value is less than 0.05 and the P value in the preceding table is 0.000, it can be concluded that organizational concepts have an impact on performance and accomplishments. Consequently, the null hypothesis is rejected.

Key Findings

In addition to the conclusion that present is a correlation between the factors age and experience, which is directly above the value of Pearson chi-square 25054 using six degrees of freedom and level 5 significance, the null hypothesis that there is no association between respondents age and experience is rejected.

Table-2 correlation test shows that the value of correlation coefficient between Policies and Practices and Achievements and Performance growth is 414. This indicates a positive correlation between two variables. The coefficient of correlation is found to be significant. 1% significant level.

Regression analysis proves that Organizational idea is an independent variable and Policies and Practices is a dependent variable it is found that value 0.000. So the Organizational ideas affect Policies and Practices because the P value is low i.e 0.05. So the null hypotheses is rejected. Achievements and Performance is an independent variable and Policies and Practices is a dependent variable. It is found that it value is 0.00 which is less than 0.05 Achievements and Performance affect Policies and Practices. so null hypothesis is rejected.

Conclusion

Finally, policies and put into practise are though associated, but primarily focus must be on the growth of its human resources. The worker achievements and performance and organization ideas developed as shown and described above suggest justification for investment in improving and promoting HR practices in the Indian service and manufacturing firms, successfully creating a new knowledge/ model to add value to the existing knowledge. The idea here is to take an all-encompassing perspective towards HRM which guarantees that, there are no progressive strategies. Alternatively, the physical function of HR is to improve employee evaluation systems, so it not only detects the weakness of practitioners but also strengthens them in their work. This will make their professional and personal development relevant to today's environment. Since managerial policies put into practises and administrative structure play a significant role in organizational performance. Management should focus on creating a respectable work environment with definite policies and practices with their clarity of role to getting at most involvement from trainers.

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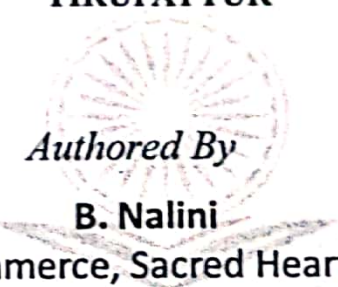
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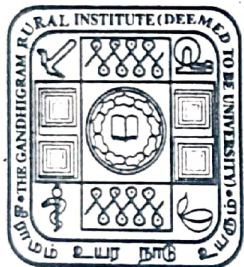
This is to certify that Dr./ Mr./ Ms. Tatji P
..... Ph.D. Research Scholar
..... Sacred Heart College, Thirupattur participated in the
National Seminar organized by the PG & Research Department of Chemistry,
Auxilium College, Vellore - 632 006.

Dr. (Sr.) R. Jaya Shanthi
Dr. (Sr.) R. Jaya Shanthi
Head In charge, PG Chemistry

Dr. S. Jhanvy Mary
Dr. S. Jhanvy Mary
Head, Dept. of Chemistry

Dr. (Sr.) R. Regina Mary
Dr. (Sr.) R. Regina Mary
Principal

INTERNATIONAL CONFERENCE ON FRONTIERS IN CHEMICAL AND MATERIAL SCIENCES (ICFCMS-2020)



Organised by
DEPARTMENT OF CHEMISTRY
THE GANDHIGRAM RURAL INSTITUTE
(Deemed to be University)
Re - Accredited with 'A' Grade by NAAC (3rd Cycle)
GANDHIGRAM



CERTIFICATE

This is to certify that Mr./Ms./Dr. S. Jothi of
..... SACRED HEART COLLEGE (AUTONOMOUS), TIRUPATTUR presented
a paper / participated in INTERNATIONAL CONFERENCE ON FRONTIERS IN CHEMICAL AND MATERIAL SCIENCES
(ICFCMS-2020) held at The Gandhigram Rural Institute - Deemed to be University, Gandhigram on 24th - 25th February 2020.

Convener
ICFCMS-2020

Head
Department of Chemistry
GRI



PG & Research Department of Chemistry




(Re-accredited by NAAC with "A" Grade)
Affiliated to Thiruvalluvar University, Vellore
UGC- Autonomous Funded
International Conference

on
"NEW DIMENSIONS OF MATERIALS CHEMISTRY"

Certificate

This is to certify that Prof./Dr. /Mr./Ms. *Tothi * S*
of *Sacred Heart College, Tiruppattur,*
has presented paper / participated in International Conference on "NEW DIMENSIONS OF MATERIALS CHEMISTRY" held on 05th January, 2020.


Dr. T. Mohamed Ilyas
Principal


Dr. A. M. Kannan
Professor
Arizona State University, USA


Dr. T. S. N. Sankara Narayanan
Professor
Ulsan National Institute of Science and Technology
South Korea


Dr. S. Raja Mohamed Kamil
Vice-Principal & HOD of Chemistry





**DEPARTMENT OF CHEMISTRY
PERIYAR UNIVERSITY**

(NAACA Grade - State University - NIRF Rank 68)
Salem-636 011, Tamil Nadu, India.



**ROYAL SOCIETY
OF CHEMISTRY**

**&
ROYAL SOCIETY OF CHEMISTRY**

(South India)

Jointly Organize an International Workshop-cum-Conference on
**Smart Materials and their Applications in Recent Technologies
(SMART 2020)**



CERTIFICATE

This is to certify that Dr./Mr./Ms./Mrs. S. Jathi, PhD scholar has
participated/presented a paper (Oral/Poster) ✓ /delivered an Invited lecture on A Study on
Natural Polymers in the International
Workshop-cum-Conference on **Smart Materials and their Applications in Recent Technologies (SMART 2020)** held
during March 4-5, 2020 at the Department of Chemistry, Periyar University, Salem-636 011, Tamilnadu, India.

Prof. Dr. D. Gopi
Convener

Prof. Dr. V. Raj
Head of the Department

Prof. Dr. K. Thangavel
Registrar (i/c)

Prof. Dr. P. Kolandaivel
Vice-Chancellor





PG & RESEARCH DEPARTMENT OF CHEMISTRY ISLAMIAH COLLEGE (AUTONOMOUS)

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VANIYAMBADI-635 752




Seminar ON ANALYTICAL METHOD DEVELOPMENT AND VALIDATION


Certificate of Participation

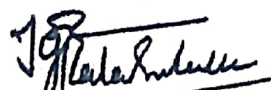
This is to certify that Prof./Dr. /Mr./Ms.


**JOTHI S, RESEARCH SCHOLAR, SACRED HEART COLLEGE
(AUTONOMOUS), TIRUPATTUR.**

has participated in the seminar on "Analytical method Development and Validation" held on 15-03-2022 organized by the PG & Research Department of Chemistry, Islamiah College (Autonomous), Vaniyambadi.

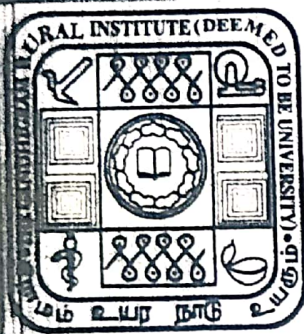

Dr. S. RAJA MD. KAMIL
Vice Principal
Islamiah College
Vaniyambadi


Dr. K. ANANDARATCHAGAN
Associate Professor & Convenor
Islamiah College
Vaniyambadi


Dr. K.J. BALASUBRAMANI
Director- Technical
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Bengaluru


Dr. T. MOHAMED ILYAS
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THE GANDHIGRAM RURAL INSTITUTE

(Deemed to be University)

(Ministry of Education, Government of India)

Gandhigram-624 302, Tamilnadu, India

Certificate of Participation

Department of Chemistry, Gandhigram Rural Institute-DTBU certifies that **Ms. S.JOTHI** of **SACRED HEART COLLEGE (AUTONOMOUS), TIRUPATTUR** participated in the Two Days International Webinar on **“Recent Advances in Chemical Sciences (RACS-2k22)”**, held during July 21 & 22, 2022.

- Dr. K. P. Elango
- Head of the Department/ Convener

- Dr. S. Abraham John
- Convener





JOURNAL OF THE ASIATIC SOCIETY OF MUMBAI

UGC CARE GROUP - I
JOURNAL
ISSN : 0972-0766

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This is to certify that the article entitled

**A STUDY ON IMPACT OF EMOTIONAL INTELLIGENCE ON JOB PERFORMANCE
OF EMPLOYEES IN PRIVATE SHOE COMPANIES, RANIPET**

Authored By

B.SINDHU

Ph.D Research scholar, Department of Management studies,
Sacred Heart college, Tirupattur.

Published in

JOURNAL OF THE ASIATIC SOCIETY OF MUMBAI

ISSN : 0972-0766

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CERTIFICATE

OF PARTICIPATION

This is to Certify that Dr / Mr / Mrs / Ms. C Sheeba,
Research scholar of Sacred Heart College,

has successfully participated in **One Day NET Orientation Programme (Paper - I)**
by Arcot Sri Mahalakshmi Women's College of Education, Villapakkam, Arcot on **03 November 2023.**



Mr. D. L. Ravi
Chairman



Mrs. P. Gomathi
M.A., M.Ed., M.Phil, Ph.D.,
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Mr. S. Balamurali
MBA., UGC-NET, Ph.D.,
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192	Journal of the Indian Academy of Arabic	Department of Arabic, Aligarh Muslim University	2250-0413	NA	from January - 2021 to Present	View
193	Journal of the K. R. CAMA Oriental Institute (print only)	The K. R. CAMA Oriental Institute	0970-0609	NA	from January - 2020 to Present	View
194	Journal of the Oriental Institute (print only)	Oriental Institute, Maharaja Sayajirao University of Baroda	0030-5324	NA	from January - 2020 to Present	View
195	Journal of the Oxford Centre for Buddhist Studies	Oxford Centre for Buddhist Studies	NA	2047-1076	from June - 2019 to Present	View



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PG AND RESEARCH DEPARTMENT OF PHYSICS

THIS IS TO CERTIFY THAT

Mr. BOSCO FRANKLIN

of

Sacred Heart College (Autonomous), Tirupattur

has participated in the National Webinar on **“Spectroscopy and its Applications in Environmental Studies - (SAES-2022)”** organized by PG and Research Department of Physics, Sacred Heart College (Autonomous), Tirupattur, Tirupattur District, Tamil Nadu, India on 12th January 2022.

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Convenor and HoD of Physics

Dr. A. ALBERT IRUDAYARAJ

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Tirupattur, Tamil Nadu, India.



INSTITUTION'S INNOVATION COUNCIL

Certificate of Participation

This is to certify that **Mr. DOMINIC SAVIO C** of Sacred Heart College (Autonomous), Tirupattur, Tamilnadu, **India** has participated in the WORLD INTELLECTUAL PROPERTY DAY CELEBRATION entitled Webinar on "AWARENESS ON INTELLECTUAL PROPERTY RIGHTS - NEED OF THE HOUR" Organized by IPR Cell in collaboration with IIC of Sacred Heart College (Autonomous), Tirupattur, Tirupattur District, Tamil Nadu, India on 26-04-2023.

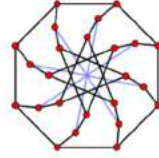
Dr. S.A. Martin Britto Dhas
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Organizing Secretary

Rev. Dr. D. Maria Antony Raj, SDB
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Faculty Development Programme on

Applied Graph Theory

June 19-23, 2023

(ONLINE MODE)

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This is to certify that Dr./Prof./Mr./Ms. *NARAYANAN L N, Assistant Professor*of

..... *JERUSALEM COLLEGE OF ENGINEERING(AUTONOMOUS), CHENNAI*has

actively participated in the Five-Day Faculty Development Programme on **Applied Graph Theory** organized by the Division of Mathematics, School of Advanced Sciences (SAS), Vellore Institute of Technology, Chennai, India.

V. Prabhakar

Dr. V. Prabhakar
Convener

B. J. Balamurugan

Dr. B. J. Balamurugan
Convener

Mahalakshmi S.

Dr.S. Mahalakshmi
Dean, SAS

Dr. V. S. Kanchana Bhaaskaran

Dr.V.S. Kanchana Bhaaskaran
Pro-Vice Chancellor



SRI SIVASUBRAMANIYA NADAR COLLEGE OF ENGINEERING



(An Autonomous Institution, Affiliated to Anna University, Chennai)

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DEPARTMENT OF MATHEMATICS

INTERNATIONAL WORKSHOP ON GRAPH ALGORITHMS

AND

ADVANCES IN GRAPH LABELING

Certificate

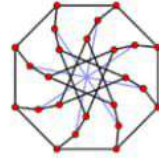
This is to certify that Ms. V. Malarvizhi, Assistant Professor, Jerusalem College of Engineering, Chennai has participated in the International Workshop on Graph Algorithms and Advances in Graph Labeling (IWOGAGL - 2023) held during December 13 - 14, 2023 organized by the Department of Mathematics, SSN College of Engineering, Chennai, Tamil Nadu, India.

Dr. B. Praba
Head, Dept. of Mathematics

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Faculty Development Programme on

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Certificate of Participation

This is to certify that Dr./Prof./Mr./Ms. *MALARVIZHI V, Assistant Professor*of
..... *JERUSALEM COLLEGE OF ENGINEERING(AUTONOMOUS), CHENNAI*has

actively participated in the Five-Day Faculty Development Programme on **Applied Graph Theory** organized by the Division of Mathematics, School of Advanced Sciences (SAS), Vellore Institute of Technology, Chennai, India.

V. Prabhakar

Dr. V. Prabhakar
Convener

B. J. Balamurugan

Dr. B. J. Balamurugan
Convener

Mahalakshmi S.

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*Who has successfully participated in the International Webinar titled "Ten Days Ten Books"
from 11.06.2020 to 20.06.2020*

Rev. Dr. D. Maria Antony Raj, SDB.
Principal

Dr. P. Selvakumar
H.O.D. of Tamil Dept.

Dr. K. Parthibaraja
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மொழிகள் புலம் - தமிழ்த்துறை மற்றும்

அரசு கலை மற்றும் அறிவியல் கல்லூரி, முதுகுளத்தூர்

இணைந்து நடத்திய

மூன்று நாள் இணைய வழிக் கருத்தரங்கம்

29.06.2020 முதல் 01.07.2020 - நேரம்: 11.00 முதல் 12.00 வரை

சான்றிதழ்

திரு/திருமதி/செல்வி

P.Fஸ்வரி

ஆய்வு மாணவர்

தூய நெஞ்சக் கல்லூரி (தன்னாட்சி)திருப்பத்தூர்

அவர்கள் வேல்ஸ் அறிவியல் தொழில்நுட்ப உயர் ஆராய்ச்சி நிறுவன மொழிகள் புலத் தமிழ்த்துறையும் முதுகுளத்தூர் அரசு கலை மற்றும் அறிவியல் கல்லூரியும் இணைந்து நடத்திய "**இலக்கியமும் வாழ்வியலும்**" என்னும் தலைப்பிலான மூன்று நாட்கள் (29.06.2020 - 01.07.2020)

இணைய வழிக் கருத்தரங்கில் பங்கேற்றமையைப்

பாராட்டிச் சான்றளிக்கப்பட்டுகிறது.

தே. சுவாமிநாதன்

முனைவர் **தே. தேன்மொழி**
உதவிப்பேராசிரியர், தமிழ்த்துறை, விஸ்டாஸ்,
முதன்மை ஒருங்கிணைப்பாளர்

ம. மஞ்சளா

முனைவர் **ம. மஞ்சளா**
கௌரவ விரிவுரையாளர், தமிழ்த்துறை
அரசு கலை மற்றும் அறிவியல் கல்லூரி
முதுகுளத்தூர்
ஒருங்கிணைப்பாளர்

ப. மரிய செயமாலை ராஜ்

முனைவர் **ப. மரிய செயமாலை ராஜ்**
தமிழ்த்துறைத் தலைவர்,
அரசு கலை மற்றும் அறிவியல் கல்லூரி,
முதுகுளத்தூர்

மு. மீனாட்சி

முனைவர் **மு. மீனாட்சி**
முதல்வர்,
அரசு கலை மற்றும் அறிவியல் கல்லூரி
முதுகுளத்தூர்

வெ. சிவசங்கர்

முனைவர் **வெ. சிவசங்கர்**
தமிழ்த்துறைத் தலைவர்
விஸ்டாஸ்

ப. மகாலிங்கம்

பேராசிரியர் **ப. மகாலிங்கம்**
மொழிகள்படி முதல்வர்
விஸ்டாஸ்

P. Swaminathan

பேராசிரியர் **பி. சுவாமிநாதன்**
துணைவேந்தர்
விஸ்டாஸ்



SACRED HEART COLLEGE (AUTONOMOUS)

Tirupattur-635 601, Tirupattur District, Tamilnadu.

Seven Days Online Workshop on 'Archaeology'

Certificate

This is to certify that

Ms. P.ESWARI

SACRED HEART COLLEGE

Participated in the 7 days Online Workshop on 'ARCHAEOLOGY'
organized by P.G and Research Department of Tamil,
Sacred Heart College (Autonomous), Tirupattur-635601, Tamilnadu,
on 12.05.2020 to 18.05.2020.

Principal

Head of the Department

Co-ordinator

உலகத் தமிழ்ச் சங்கம், மதுரை

மலேசியத் தமிழ் எழுத்தாளர் சங்கம்

இணைந்து நடத்தும்

மலேசியத் தமிழரும் தமிழும்

இணையவழி ஆய்வரங்கம்



பங்கேற்புச் சான்றிதழ்

மதுரை உலகத் தமிழ்ச் சங்கமும் மலேசியத் தமிழ் எழுத்தாளர் சங்கமும் இணைந்து 04.06.2020 முதல் 20.06.2020 முடிய பதினைந்து நாட்கள் நடத்திய மலேசியத் தமிழரும் தமிழும் இணையவழி ஆய்வரங்கில் ப.ஈஸ்வர் அவர்கள் கலந்து கொண்டமையைப் பாராட்டிச் சான்றளிக்கப்படுகிறது.


தலைவர்

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ஆயக்குநர்

உலகத் தமிழ்ச் சங்கம், மதுரை





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(Two days Online Workshop)

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திரு/செல்வி/திருமதி/முனைவர்

ப. ஈஸ்வரி

அவர்கள் 01 06 2020 முதல் 02 06 2020 வரை நடைபெற்ற "புனைகதை இலக்கியங்களில் பெண்வெளி" என்ற இணையவழிப் பயிலரங்கில் பங்கேற்று சிறப்பித்தமையைப் பாராட்டி இச்சான்றிதழ் வழங்கப்படுகிறது.

முனைவர் இரா.திராவிடராணி
முதல்வர் (பொறுப்பு)

இணைப்பேராசிரியர், தமிழ்த்துறைத்தலைவர்

முனைவர் பொ.திராவிடமணி
உதவிப்பேராசிரியர், தமிழ்த்துறை
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Mrs. P. ESWARI

Sacred Heart College(A)Tirupattur.

*Who has successfully participated in the International Webinar titled "Ten Days Ten Books"
from 21.07.2020 to 30.07.2020*

Rev. Dr. D. Maria Antony Raj, SDB.
Principal

Dr. P. Selvakumar
H.O.D. of Tamil Dept.

Dr. K. Parthibaraja
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CERTIFICATE OF PARTICIPATION

J. JOSHVARAJARATHINAM

This is to certify that Mr. /Ms. /Dr. _____ has

participated in the Certificate Course in **“LINEAR ALGEBRA”** organized by the Centre for

Competitive Exams, Sacred Heart College (Autonomous), Tirupattur in collaboration with

Dr. Saranya Academy of Mathematics from 20th to 30th January, 2022.

Rev. Dr. D. Maria Antony Raj, SDB
Principal, Sacred Heart College.

Dr. S. Saranya

Dr. G. Britto Antony Xavier
Organizer



**POST GRADUATE AND RESEARCH DEPARTMENT OF ECONOMICS
SACRED HEART COLLEGE (AUTONOMOUS)**

*Accredited by NAAC (4th cycle under RAF) with CGPA of 3.31/4 at 'A' Grade,
(Affiliated to Thiruvalluvar University, Vellore)
Tirupattur District - 635 601, Tamil Nadu, India.*

CERTIFICATE

This is to certify that Dr./ Mr./ Ms. I. AJITHKUMAR

has Chaired / Attended / Presented a paper entitled IMPACT ON SLUM DWELLER'S SOCIO

ECONOMIC CONDITIONS IN VELLORE DISTRICT in the Two Day

National Level Seminar on "INDIA'S ECONOMIC JOURNEY SINCE INDEPENDENCE" Sponsored by ICSSR, New Delhi & Collaborated with Indian Economic Association, held on 12th & 13th December 2022 organized by Post Graduate and Research Department of Economics, Sacred Heart College (Autonomous), Tirupattur - 635 601, Tamil Nadu, India.


Rev. Dr. D. Maria Antony Raj SDB
Principal


Dr. A. Royal Edward Williams
Seminar Director


Dr. A. Xavier Susairaj
Convener



XLII ANNUAL CONFERENCE OF THE ASSOCIATION OF ECONOMISTS OF TAMIL NADU (AET)



Organised by

POST GRADUATE DEPARTMENT OF ECONOMICS

ARULMIGU PALANIANDAVAR COLLEGE OF ARTS AND CULTURE

ACCREDITED WITH "B++" BY NAAC (2.96 SCALE ON 3rd CYCLE)

RUN BY ARULMIGU DHANDAYUTHAPANI SWAMI THIRUKOIL, PALANI, HR & CE (ADMIN.) DEPARTMENT, GOVT. OF TAMIL NADU.

A Government Aided College - Affiliated to Madurai Kamaraj University, Madurai

PALANI – DINDIGUL DISTRICT – 624601.

Certificate

This is to Certify that Dr/Mr/Mrs/Ms I. AJITH KUMAR, Ph.D - RESEARCH SCHOLAR
DEPARTMENT OF ECONOMICS, SACRED HEART COLLEGE (AUTONOMOUS),
TIRUPATTUR has participated / presented a paper on A STUDY ON
SOCIO - ECONOMIC CONDITIONS OF SLUM IN CHENNAI
CITY in the 42nd Annual Conference, Association of Economists
of Tamil Nadu held on 25th February 2023 at Arulmigu Palaniandavar College of Arts and Culture, Palani.


Rev. Dr. A.G. Leonard SJ
Chairman, AET


Dr. D. Kumar
Secretary, AET


Dr. P. Prabhakar
Principal i/c


Dr. P. Thirupathy
HoD of Economics


Dr. T. Ravisankar
Conference Secretary



ANNAMALAI UNIVERSITY

DEPARTMENT OF ECONOMICS



41st ANNUAL CONFERENCE ON ASSOCIATION OF ECONOMISTS OF TAMIL NADU (AET)

CERTIFICATE

This is to certify that Dr./Mr/Ms. **L. AJITHKUMAR**
attended / presented a paper in the conference held on 27th February 2022 at Annamalai University,
Annamalainagar – 608 002. He / She presented a paper entitled " **LIVING CONDITIONS OF SLUMS
IN METRO AND NON-METRO CITIES IN TAMIL NADU. A COMPARATIVE
STUDY** "

Co-Authors:

Dr. RM. Kathiresan
Vice-Chancellor
Annamalai University

Dr. A. G. Leonard
Chairman (AET)

Dr. D. Kumar
Secretary (AET)

Dr. T.R. Jeyaraaj
Conference Secretary (AET)



திருவள்ளூர் பல்கலைக்கழகம்

THIRUVALLUVAR UNIVERSITY

(STATE UNIVERSITY ACCREDITED WITH "B+" GRADE BY NAAC)

SERKKADU, VELLORE-632115

CENTRE FOR RESEARCH

CERTIFICATE

This is to certify that Mr./Ms. C. SHEEBA, S.H.C., TIRUPATTUR.....

*Participated in the Workshop on Research Methodology and Ethics for Ph.D Scholars
held on 27.07.2023 to 28.07.2023 organized by the centre for Research, Thiruvalluvar
University Serkkadu, Vellore - 632 115.*

Dr. K. Dinakaran
Convener

Dr. R. Vijayaragavan
Registrar i/c



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THIRUVALLUVAR UNIVERSITY

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CENTRE FOR RESEARCH

CERTIFICATE

This is to certify that Mr./Ms. Sindhu.B, SHC, Tirupattur.....

*Participated in the Workshop on Research Methodology and Ethics for Ph.D Scholars
held on 27.07.2023 to 28.07.2023 organized by the centre for Research, Thiruvalluvar
University Serkkadu, Vellore - 632 115.*

Dr. K. Dinakaran

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Dr. R. Vijayaragavan

Registrar i/c

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NIRF Ranked as 42nd College among the colleges of India-2023



CERTIFICATE OF PARTICIPATION

This is to certify that Mr./Mrs./Ms. B. SINDHU, RESEARCH SCHOLAR
from SACRED HEART COLLEGE (AUTONOMOUS), TIRUPATTUR
has participated a workshop on "**Building Bridges of Peace: Empowering Youth for a
Harmonious World**" on 10th August 2023.



Vice President, XBHEI
Rev. Dr. Yesu Thangam.



President, XBHEI
Rev. Dr. D. Maria Antony Raj