




Bharathiar University

State University | "A++" Grade by NAAC | 46th Rank in MoE-NIRF
Maruthamalai Road, Coimbatore, Tamil Nadu - 641 046.

Dr M DHANABHAKYAM Professor and Head Department of Commerce Bharathiar University Coimbatore, 641046 Tamil Nadu E-mail: dhanabhakyam@buc.edu.in Phone: 7010328151 Office Number: 0422-2428325	
Research Area <ul style="list-style-type: none">• Human Resource Management• Finance• Marketing	Courses Teaching <ul style="list-style-type: none">• Java programming and HTML• Oracle and RDBMS• Enterprise Resource Planning• Research Methodology• Statistical Methods• Bank Credit Management
Research Experience: 21	Teaching Experience: 25
Research Credentials (as on – Source: Google scholar) H-index: 15 Citations: 23 i10-index: 959	
Copyright : 6	
Publications Books/Chapters: 9 International Journals: 38	
Career Other Institutes <ol style="list-style-type: none">1. Designation : Lecturer Institution Name : Emerald Heights College, ooty Period : August 2025 - Till Date2. Designation : Lecturer Institution Name : Sri Ramakrishna College of Arts and Science for Women , Coimbatore Period : August 1995 - Till Date At Bharathiar University <ol style="list-style-type: none">1. Designation : Associate Professor Period : September 2007 - Till Date2. Designation : Assistant Professor Period : September 2006 - Till Date3. Designation : Lecturer Period : September 2005 - Till Date4. Designation : Professor Period : October 2007 - Till Date5. Designation : Dean Period : July 2019 - Till Date	
Education	



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Dr M DHANABHAKYAM , Professor and Head , Department of Commerce

B. Com.

Subject : Commerce
Institution : Bharathiar University
Affiliated University : Bharathiar University
Year of Award :

M. Com.

Subject : Commerce
Institution : Bharathiar University
Affiliated University : Bharathiar University
Year of Award :

M.C.A

Subject : Computer Application
Institution : Bharathiar University
Affiliated University : Bharathiar University
Year of Award :

M. Phil.

Subject : Commerce
Institution : Bharathiar University
Affiliated University : Bharathiar University
Year of Award :

Ph. D.

Subject : Commerce
Institution : Bharathiar University
Affiliated University : Bharathiar University
Year of Award :

Ph. D.

Subject : Computer Application
Institution : Bharathiar University
Affiliated University : Bharathiar University
Year of Award :

Diploma

Subject : Management
Institution : Indira Gandhi National Open University
Affiliated University : Indira Gandhi National Open University
Year of Award :

Diploma

Subject : Commerce
Institution : State Board of Technical Education
Affiliated University : State Board of Technical Education
Year of Award :

Projects

National Level

Ongoing - completed - 4

Research Guidance

Completed

Ph.D. - 1

On Going

Ph.D. - 28

Institutional Responsibilities



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DEAN

Period :Jul 2019 - Jul 2022

Nature of Responsibility :DEAN OF COMMERCE

warden of ladies hostel

Period :Oct 2006 - Sep 2008

Nature of Responsibility :Warden of ladies hostel of Bharathiar university

Deputy Coordinated of UGC SAP Programme

Period :Apr 2016 - Mar 2021

Nature of Responsibility :Deputy Coordinated of UGC SAP Programme of Department of Commerce, Bharathiar university

Visits

1. Paper presentation - 2017-02-01)

Publications

International Journals - 38

38. Exploring non monetary incentives for employee retention and compensation management

Gravida review journalScopus (September 2025)

Dr.M.Dhanabhakym

37. The impact of knowledge tranfer on advancing the IT sector from industry 4.0 to industry 5.0

EPRA International Journal of Research and Development (May 2025)

Dr.M.Dhanabhakym

36. Impact of knowledge management on organisational resilience with special reference to IT companies in

Tamil nadu

ZHUZAO/FOUNDRY (March 2025)

Dr.M.Dhanabhakym

35. Exploring the interplay of recognition, career growth opportunities and employee engagement on employee retention in sales job.

IJARST (February 2025)

Dr.M.Dhanabhakym

34. Harnessing the AI for accurate financial reporting:challenges impact and best practices

Journal of management and innovative information technology (February 2025)

Dr.M.Dhanabhakym

33. Accountability and transparency in CSR reporting: a study of stakeholders perception in India

International journal of multidisciplinary educational research (January 2025)

Dr.M.Dhanabhakym

32. Exploring the role of fintechinnovations in drivingsustainability: A study on user adoption and

ESGintegration in financial services

International Journal of Applied Research (November 2024)

Dr.M.Dhanabhakym

31. Incorporating“ChangeManagement” in theOperational Frameworks of Techno Park itCampus in Kerala

Gravida review journalScopus (November 2024)

Dr.M.Dhanabhakym

30. Understanding Employee Retention Dynamics: Insights from Cyber Park, Kozhikode

Gravida review journalScopus (October 2024)

Dr.M.Dhanabhakym



29. Analyzing the Perspectives of HR Staff Members Regarding the Integration of AI Into HR Operations at the Wise Kinfra Park in Palakkad

IJRST (September 2024)

Dr.M.Dhanabhakym

28. Economic impact of adapting artificial intelligence with competency mapping in the IT sector

Communication and Management Journal (July 2024)

Dr.M.Dhanabhakym

27. A Systematic Literature Review on the Quality of Work Life of Fishermen in Kerala

Journal of survey of fisheries sciences- (April 2024)

Dr.M.Dhanabhakym

26. Sustainability and Growth in Artificial Intelligence on Knowledge Management in the IT Sector

ACADEMICIA: An International Multidisciplinary Research Journal (April 2024)

Dr.M.Dhanabhakym

25. Work Life Balance Problems of Industrial Workers in Kerala: A Study in the Perspective of Toiling Class

Theory

JURNAL MULTIDISIPLIN MADANI (MUDIMA) (March 2024)

Dr.M.Dhanabhakym

24. Assessment of the perception of Accountants about the usage of AI in the field of accounting

Novyi Mir Research journal (March 2024)

Dr.M.Dhanabhakym

23. A Study on Occupational Stress of Employees of Private Health Care Sector in Malappuram

JURNAL MULTIDISIPLIN MADANI (MUDIMA) (March 2024)

Dr.M.Dhanabhakym

22. Exploring change management practices in determining employee performance in the IT Industry

Journal of survey of fisheries sciences- (February 2024)

Dr.M.Dhanabhakym

21. Port logistics service quality and port users satisfaction with special references to Vallarbadam Container

Terminal

METSZET JOURNAL (January 2024)

Dr.M.Dhanabhakym

20. Understanding emotional intelligence among undergraduates in Palakkad District

International journal of applied research (January 2024)

Dr.M.Dhanabhakym

19. Psychological wellbeing: a systematic literature review

International journal of advanced research in science, (October 2023)

Dr.M.Dhanabhakym

18. Perspective towards digital marketing and its impact on e-commerce

International Journal of Research and Analytical Reviews (September 2023)

Dr.M.Dhanabhakym

17. Benefits and challenges of ICT enabled learning : A study among higher secondary students in Kozhikode and Malappuram districts of Kerala

International Journal of Novel Research and Development (October 2022)

Dr.M.Dhanabhakym

16. A study on perception towards benefits and challenges of work from home system among employees in

Infosys, Trivandrum.

Jamshedpur research review (September 2022)

Dr.M.Dhanabhakym



15. A study on perception towards benefits and challenges of work from home system among employees in Infosys, Trivandrum.

Jamshedpur research review (September 2022)

Dr.M.Dhanabhakym

14. Analysing the role of psychological capital to cope up the occupational stress

International Journal of Novel Research and Development (September 2022)

Dr.M.Dhanabhakym

13. International Journal of Novel Research and Development Analysing the role of psychological capital on the challenges of work from home

ACADEMICIA: An international multidisciplinary research journal (September 2022)

Dr.M.Dhanabhakym

12. Barriers faced by the cancer survivors in the workplace with special reference to Tamil Nadu Impact of Employee Grievance Identification Strategies on Job Performance with Special Reference to Info Park and Techno Park, Kerala A study on cost detai

International Journal of Scientific Research in Engineering and Management (JSREM)Asian Journal of Managerial ScienceJournal of Shanghai Jiaotong UniversitySCOPUSJournal of Shanghai Jiaotong UniversitySCOPUSPrinting AreaPrinting Area Peer Reviewed International JournalNOVYI MIR Research Journal (web of science indexed)International Journal of Physical and Social Sciences, International Journal of novel Research and DevelopmentInternational Journal of Novel Research and DevelopmentMediterranean Journal of Basic and Applied Sciences (MJBAS)Mediterranean Journal of Basic and Applied Sciences (MJBAS)International journal of applied research International journal of advanced research in science, communication and technology (July 2022)

11. Digital permissive management for aggregate and sustainable development of the employees

International journal of health sciences (February 2022)

Dr.M.Dhanabhakym

10. A study on perception towards selected investment avenues with special reference to working women in Kozhikode district

International journal of advanced research in science, communication and technology (January 2022)

Dr.M.Dhanabhakym

9. Crisis management and benchmarking combined during the pandemic In Wipro company

International Journal of Novel Research and Development (January 2022)

Dr.M.Dhanabhakym

8. A study on perception and attitude of employees on digitalized organizational culture and its influence on their behavior with special reference to paragon steel limited, Palakkad, India

Akshar Wangmay (March 2021)

Dr.M.Dhanabhakym

7. Demystifying employee grievance management and exploring the workplace justice and job commitment nexus.

Journal of shanghai Jiao tong University (March 2021)

Dr.M.Dhanabhakym

6. Exploring the detrimental effect of workplace bullying on workforce agility

Journal of shanghai Jiao tong University (March 2021)

Dr.M.Dhanabhakym

5. Digital transformation in small and medium size enterprises a special reference to selected SMES in Kerala

Journal of shanghai Jiao tong University (March 2021)

Dr.M.Dhanabhakym

4. A study on perception and attitude of employees on digitalized organizational culture and its influence on their behavior with special reference to paragon steel limited, Palakkad, India

Akshar Wangmay (February 2021)

Dr.M.Dhanabhakym



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3. Akshar Wangmay Validating the practical applications of employee inclusivity in talent management process

Journal of Shanghai Jiao tong University (September 2020)
Dr.M.Dhanabhakym

2. Workforce agility an innovative approach to small scale manufacturing industries

Our Heritage Journal (February 2020)
Dr.M.Dhanabhakym

1. Impact of digitalization on employees performance with special reference to select SMES in Palakkad district

Our Heritage Journal (February 2020)
Dr.M.Dhanabhakym

Books/Chapters - 9

9. Business Environment

Vijay Nicole Imprints Private Limited, Chennai (March 2025)
Dr.M.Dhanabhakym

8. Momentum and Contrarian Strategies in Indian Stock Market

Bonfring Publication, Coimbatore (January 2017)
Dr.M.DhanabhakymV.and M.Sangeetha

7. Cost Accounting

Bonfring Publication, Coimbatore (December 2015)
Dr.M.Dhanabhakym

6. Service Quality of Pubic Insurers

Copress, Coimbatore (May 2014)
Dr.M.Dhanabhakym

5. Emerging Research Paradigms in Social Sciences

The Standard International Publication, Tripur (October 2013)
Dr.M.Dhanabhakym

4. Fundamentals of International Trade

BharathiarUniversity, Coimbatore (September 2013)
Dr.M.Dhanabhakym

3. Indirect Taxation

Serials Publication, New Delhi (September 2007)
Dr.M.Dhanabhakym qand S.Geetha

2. Job Satisfaction

Sekar pathippagam, (September 2007)
Dr.M.Dhanabhakym

1. Business Accounting

New Century Book House (p) Ltd Chennai (2006); ISBN: 81-234-0998-2 (March 2006)
Dr.M.Dhanabhakym and K.Pongiannan

Copyright

1. Employee talent development in Indian IT companies Dr.M.Dhanabhakym 15773/2020-CO/L 14-10-2020 L-98230/2021 07-01-2021

2. Employee grievance management in IT companies Dr.M.Dhanabhakym 24742/2021-Co/L 12-10-2021 24742/2021-Co/L 12-11-2021

3. Remote working and paradigm shift in the human resource management Dr.M.Dhanabhakym L-114671/2022 25-04-2024 L-114671/2022 25-04-2024

4. Transforming talent management as trophy – winning game for organisation Dr.M.Dhanabhakym L-124918/2023 12-06-2023 L-124918/2023 12-06-2023

5. Employee grievance management a tool for workplace justice Dr.M.Dhanabhakym L-131825/2023 10-08-2023 L-131825/2023 10-08-2023



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6. Work force agility- A new-gen solution for employee performance Dr.M.Dhanabhakyam L-133310/2023 20-09-2023
L-133310/2023 20-09-2023

Projects

Completed - 4

1. Effectiveness of E-CRM practices adopted by the Public Sector Banks in Tamilnadu UGC-SAP 619800 (April 2008 - March 2011)
2. Proposal for the conduct of career development and entrepreneurship training for commerce students Coimbatore RUSA 2.0 - BEICH 700000 (December 2019 - June 2020)
3. Managing the cancer survivors in workplace - An initiative for diversity and inclusion RUSA 2.0 - BCTRC 488000 (December 2020 - December 2024)
4. Two week capacity building programme for young social science faculty ICSSR 800000 (July 2022 - August 2022)