



Dr. Lavina Christian

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9898610262 📞

Anand, Gujarat 📍

PROFESSIONAL SUMMARY:

Student Centered professor with expertise in HRM. Offers 13 years experience supporting students, developing instructional plans and organizing and grading exams and tests, commended for sustaining effective learning environment through prepared classes and relevant assignments and consistently achieving classroom management and academic goals.

ACADEMIC QUALIFICATIONS:

PhD – Management (HR)

Sankalchand Patel University, Visnagar. *(February 2022)*

M.PHIL – Management (HR)

M.K Bhavnagar University, India *(2013 – 2014)s*

MBA-Master in Business Administration

Pondicherry University *(2022-2024)*

MHRM – Master of Human Resource Management

(Anand Institute of Social Work, Sardar Patel University, (2010 – 2012) University Topper)

B.A – English

(St. Xavier’s College, Ahmadabad, Gujarat University)

SKILLS

- Online learning tools
- Technology-based curriculum
- Continuing education
- Thesis advisement
- Student needs assessment
- Performance improvement
- Classroom presentations
- Student research guidance
- Student records management
- Class instruction
- Academic advisement

PROFESSIONAL EXPERIENCE:

Assistant Professor ,ILSASS College, CVM University

Vidyanagar ,Anand -24th February 2021 – Till date

- I am teaching students In MHRM, MSW , MSW HR and BSW(SOCIAL ENTERPRISE) students.
- Took attendance, graded assignments and maintained student records to assist teachers with administrative tasks and maintain smooth daily operations.
- Used variety of learning modalities and support materials to facilitate learning process and accentuate presentations.
- Collaborated with colleagues on curriculum revision, evaluation of course syllabi and lesson plans for HRM curriculum.
- Maintained regularly scheduled hours in order to assist and advise students on class, program, academic and vocational plans.
- Served on academic or administrative committees related to institutional policies, departmental matters and academic issues.
- Selected, organized and distributed materials and supplies to meet classroom instructional needs.
- Utilized curriculum reflecting diverse educational, cultural and linguistic backgrounds of students served and challenged students to move beyond innate socio-cultural biases.
- Participated in student and faculty events to highlight program offerings, engage students and increase profile on campus.
- Learned new skills and applied to daily tasks to improve efficiency and productivity.

Assiatant Professor, (ILSASS college, Sardar Patel University)

Vidyanagar - June 2013 - May 2019

- Created spreadsheets using Microsoft Excel for daily, weekly and monthly reporting.

- Identified issues, analyzed information and provided solutions to problems.
- Created plans and communicated deadlines to complete projects on time.
- Monitored company inventory to keep stock levels and databases updated.
- Prepared variety of different written communications, reports and documents.
- Developed team communications and information for meetings.
- Conducted research, gathered information from multiple sources and presented results.
- Demonstrated respect, friendliness and willingness to help students wherever needed.

Assistant Professor (N.S Patel Arts College, Sardar Patel University)

Anand - October 2012 - June 2013

- Built strong rapport with students through class discussions and academic advisement.
- Stood in for professors and teachers in absences, lecturing or providing course material on HRM based on lesson plans.

Visiting Faculty (ILSASS College, CVM University)

Vidyanagar, Anand - December 2019 - February 2021

- Shifted between informal and formal methods of teaching to create multi-layered web of learning incorporating experiments, practical activities, discussions and projects into lessons.
- Collaborated with faculty and community stakeholders for program improvement.
- Mentored undergraduate and graduate students in effective next-steps for education and career preparedness.
- Delivered lectures at appropriate pace and pronunciation for optimal audience comprehension by non-native English-speaking students
- Attended International Faculty Development Programme on enhancing 21st Century teaching methodologies by integrating applied education and World of Work Skills for the Global Economy into their teaching practices, coordinated by British Council and Knowledge Consortium of Gujarat Government, 2018
- Invited to deliver expert talk related to social work at Baba Saheb Ambedkar university.
- Invited as Expert lecturer at C,B Patel Arts College at Nadiad.

TEACHING PEDAGOGY

- Engaging students with Debate Kind of activity to teach such topics like Private sector and Public sector.

- Showing motivational video clips ,documentary films and advertisement making strategies to students relevant to their syllabus. (i.e leadership theories)
- Engaging students into group discussions within the classroom about various topics (like difference between HRM & HRD), etc.
- Giving case studies of Currents challenges of HRM in corporate world in today's world.
- Involving students in practical presenting skills and personality development skills which are essential for the HR Professionals.
- Providing students information to collect extra study material on internet and different books so as to make them relate classroom teaching .
- To conduct surprise unit tests or on the spot presentations on topics.
- Engaging students to participate in Role plays to clearly understand the topic
- Conduct field work conferences of students regularly. Students are being guided to carry out field work activities smoothly and efficiently with the use of different methods and techniques.
- Conduct managerial skill games and activities in the class to increase the interest of the students..
- Making it more effective by using Chalk and Board method of teaching .
- using power point presentations and technical support tools like LCD projector and laptop.

SOCIAL ENGAGEMENT ACTIVITIES :

- Co-ordinator of Scheduled Caste and Schedule Tribe Cell from 2013 in which district judge had been invited to deliver talk on reality and challenges of different category people.
- Co-ordinator of Scholarship Cell in which I completed all the procedures of scholarship of more than 150 students from the year 2013 till date.

INSTITUTIONAL ENGAGEMENT :

- Coordinator of MSW HR course
- Appointed as Placement coordinator in since 2022
- Appointed as Ph.D Coordinator at CVM University level since 2022.
- Appointed as Academic Coordinator in year (2024-25)
- Attended Faculty Development Program of aspire square in march 2025
- Appointed as Vice President of Student Council in the current year 2018-19.
- Appointed as Staff Secretary for consecutive two years 2016-17 & 2017-18.
- Appointed as coordinator of Scholarship Cell from the year 2013 till date.
- Co-coordinator of MSW(HR) of ILSASS from the year May 2018.

- Coordinator of sports cell of ILSASS from year 2013 to 2017
- Co-coordinator of BSW(SE) from the year 2016 to April 2018
- In charge of Square girls hostel in charge from 2013 to 2015.
- Co-coordinator of Internal and Prelims Examination in the year 2013 and 2014.
- Conducted Career Counseling Sessions of more than 40 schools of Anand and Kheda district.
- Participated in Educational Fair at Nadiad in a may 2018 for the admission purpose.
- Visited well known industries and NGO for the field work placements and students feedback from the supervisors of the agencies.
- Co-coordinator of Social Outreach Cell of ILSASS in the year 2018.
- Co-coordinator of Fresher's Talent Hunt Meet of ILSASS in the year 2018.
- Performed duties as examiner and paper setter for University Examination.
- Coordinating various extra-curricular events such as fine arts event in youth festival and Event co-coordinator of Rangoli, on the spot Painting , Collage and Installation at youth festival level.
- Event coordinator of Antakshri, Dance and Damsharads in SAPTAK At college level.
- Co-ordinated Parents Teacher Meeting at ILSASS In the year 2016 and 2017.
- Engaged Motivational Lecture of Different Reserved category students.
- Attended seminars on Government Schemes for SC/ST/MINORITY at town hall and NV Pass Auditorium in anand.

ARTICLES/RESEARCH PAPERS PRESENTATION & PUBLICATION :

- The Impact of Talent Management on employee's performance in the organization, Dogo Rang sang research journal (UGC Care Group I Journal, ISSN:2347-7180, Volume 10 Issue – 7 ,20th July 2020
- A critical view of Talent Management and performance of the employees in the organization, Emerging Trends in Global Management and information Technology. (Allied publishers PVT Ltd., ISBN:978-81-942903-6-0
- A study on employee's Perception on the impact of Talent Management practices on employee's performance in manufacturing and service companies, SEMCOM
- Management & Technology Review (An International peer reviewed BI-Annual research journal) ISSN (2321 – 5958), VOL-8 Issue – 2 March 2021.

- A Research study on Variable & subvariable of Talent Management and its impact on employee's performance, KALYAN BHARTI (Journal of Indian History & Culture) ISSN: 976 – 0822, VOL. XXIV 2021
- Value based Education – Towards Quality Education” at National Seminar On Value Based Higher Education : Contemporary Indian Context, 28th Feb.2014 at M.B. Patel Arts College.
- Corporate social responsibilities, 17th February 2017 at Sankalchand Patel University.
- Green Management, March 2017 at Confluence ,ILSASS.

PERSONAL DETAILS :

Name: Dr .Lavina Joseph Christian

Date of Birth : 28/02/1988

Marital Status: Married

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