

Curriculum Vitae

Rashmi Uchil
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Professional Experience

- Currently serving as Assistant Professor, School of Management, NITK Surathkal since January 2009.

Interests include:

Organizational Culture, Organizational Identification, Mergers & Acquisitions, International Financial Management, Financial Management, Management Accounting, Financial Accounting, Construction Accounting, Human Resources Management, Organizational Behaviour, Principles of Management and Entrepreneurship.

- Coordinator of International Summer University Program 2015, visited China as part of the program in July 2014.
- Currently guiding two research scholars for completion of Ph.D in the areas of Financial Investment and Behavioural Finance.

Prior Experience:

- Lecturer at Aloysius Institute of Business Administration, St. Aloysius College, Mangalore from July 2004 to August 2005
- Lecturer at Besant Vidya Kendra, Bondel, Mangalore from June 2003 to July 2004
- Lecturer at Saphagiri College of Hotel Management, Kavour, Mangalore from August 2001 to June 2003

Industrial Experience

- Accounts Executive at Tata Kauf Maritimes, Bangalore from April 1998 to February 2001.
- Management Trainee at Karvy Consultants Ltd., Bangalore from January 1998 to April 1998.

Educational Qualifications:

- Doctor of Philosophy (Ph.D) completed in the areas of Finance and Organizational Behaviour under the guidance of Prof. A.H.Sequeira, Dept. of Humanities, Social Sciences and Management, NITK Surathkal in 2013.
- Post Graduate Programme in Business Administration (Finance) from Mount Carmel Institute of Management, Bangalore in 1997
- Bachelor of Commerce from Mount Carmel College, Bangalore in 1995

Papers Published:

1. Uchil, R., & Sequeira A.H. (2013)“Measurement of impact of determinants of organizational identification during mergers”, Zenith, Volume 3, Issue 8.
2. Uchil, R., & Sequeira A.H. (2012), “Reinventing organizational culture and identification for effective mergers”, <http://dx.doi.org/10.2139/ssrn.2188875>
3. Uchil, Rashmi and Sequeira, A.H. (2013), “Measurement of Impact of Determinants of Organizational Identification During Mergers”, Zenith International Journal of Multidisciplinary research, Volume 3(8), pages 111-122
4. Jaiswal, Ritika and Uchil, Rashmi (2014), “An Empirical Investigation of Dynamism of Interrelationship in gold, Silver, Bond and stock from the Lens of Conventional Wisdom: An Indian Perspective” India Bullion and Jewellers Association Ltd, Mumbai.
5. Jaiswal, R. & Uchil, R. (2016), “An Analysis of Diversification Benefits of commodity futures using Markov-Regime-Switching Approach”, Afro-Asian Journal of Financial Analysis, Inderscience Online, 8(1), 20-47.
6. Maben, A.S. & Uchil, R. (2018). Talent Management Strategies and Customer Delight: A Conceptual Study, Indian Journal of Marketing, Volume 49, Issue 3, March 2019, DOI: 10.17010/ijom/2019/v49/i3/142147
7. Haritha P.H & Uchil, Rashmi (2019), “Impact of Investor Sentiment on Decision Making in Indian Stock Market: An Empirical Analysis”, Journal of Advances in Management Research, Emerald Publishing, Accepted for publication
8. Haritha P.H & Uchil, Rashmi (2016), “Conceptual Framework on market factors affecting investor’s sentiments and the effect of behavioral pitfalls on investment decision making”, IOSR Journal of Economics and Finance (IOSR-JEF), Vol. 1, 29-34.
9. Jaiswal, R. & Uchil, R. (2016), “Markov Switching Approach to analyze hedging potential of copper and gold futures”, IOSR Journal of Economics and Finance (IOSR-JEF), Vol. 1, 67-73.
10. Jaiswal, R. & Uchil, R. (2016), “An Analysis of Gold Futures as an Alternative Asset: Evidence from India” International Journal of Economics and Financial Issues (IJEFI) ISSN: 2146-4138. Econ Publishing. Accepted for publication
11. Uchil, V. S. (October 2018). Antecedents of virtual employee experience in building employee engagement . International Journal of Advance and Innovative Research ISSN 2394-7780 , 135-142. Vol 5, Issue 4(III) Oct-Dec 2018
12. Uchil, V. S. (April- September 2018). Influence of Cultural Environment Factors in Creating Employee Experience. International Journal of Business Insights and Information, 18-23, Volume 11 / Issue 2.
13. Veena Shenoy and Rashmi Uchil, “Physical Environment and Employee Commitment: A Moderating Role of Work Autonomy” IJBIR forthcoming - preprint (Inderscience) DOI: 10.1504/IJBIR.2020.10031103
14. Steevan Pinto, Poonam Sahoo and Rashmi Uchil, “Impact of Skill Development Training on Employee Performance and Productivity” Empirical Economics Letters, 20 (Special Issue 4) (August 2021) ISSN 1681 8997

Papers presented at Conferences:

1. 'Issues in Drinking Water Management with specific reference to Mangalore City' at the National Conference for Urban Management at Manipal Institute of Management, Manipal.
2. 'Human Issues in Mergers & Acquisitions' at the National Conference at Bapuji Institute of Technology, Davanagere.
3. 'Organizational Identification after Merger' at the AIMS International Conference on Management at IIM, Ahmedabad.
4. Uchil, R. (2018) "Analysis of change in organizational culture and its adaptation after merger", International Conference on Society and Management: Indian Culture Vis-à-vis Western Culture December 7-8, 2018, Indian Institute of Management Kozhikode, Kerala, India.
5. Uchil, R. and Maben, A. (2018) "Talent Management Strategies and Customer Delight: A Conceptual Study", International Conference on Management 4.0: Disruptions in Business and Millennials at the Workplace, October 12-13, 2018, Krupanidhi School of Management, Bengaluru.
6. Uchil, R. and V.S. (2018) "Antecedents of virtual employee experience in building employee engagement", International Conference on Management 4.0: Disruptions in Business and Millennials at the Workplace, October 12-13, 2018, Krupanidhi School of Management, Bengaluru.
7. Maben, Sonia Annette., & Uchil, .S. Rashmi. (2017) "Talent Acquisition Strategies towards Engagement of knowledge Workers: A conceptual Study", 17th Consortium of Students in Management Research (COSMAR), Dept. of Management Studies, IISc, Bangalore, 20-21 November, 2017.
8. Shenoy, Veena & Uchil, Rashmi (2017) "Virtual Employee Experience and Employee engagement", 17th Consortium of Students in Management Research (COSMAR), Dept. of Management Studies, IISc, Bangalore, 20-21 November, 2017.
9. Haritha P.H & Uchil, Rashmi (2016), "Conceptual Framework on Impact of Awareness Factors Affecting Investors' Sentiments – A Behavioural Finance Approach", International Conference on Financial Markets and Corporate Finance, IIT Madras, 12-13th August 2016.
10. Uchil. Rashmi (2016), "Organizational Culture and its Adaptation of Change in the Manufacturing and Service Sector Industries in India", AIB India Chapter Conference, IIM Indore, 21-23 April, 2016.
11. Maben, Sonia Annette., & Uchil, .S. Rashmi. (2017) 'Talent management strategies for a knowledge economy' XIME 2nd International Academic conference on Entrepreneurship and innovation in the knowledge economy. 30th and 31st March 2017, Xavier Institute of Management & Entrepreneurship (XIME), Bangalore
12. Jaiswal, R. and Uchil, R. (2014). "An Empirical Investigation of Inter-relationship in Gold, Silver, Bond and Stock from the lens of Conventional Wisdom: An Indian perspective." Proceedings of India International Bullion Summit, IBSA Mumbai, October 4 -5.
13. Jaiswal, R. and Uchil, R. (2014). "Analysis of Dynamic Inter-relationship of Gold, Bond and Stock through the lens of Conventional Wisdom: An Indian perspective."

Proceedings of International Conference on Frontiers of Infrastructure Finance, IIT Kharagpur, November 13-15.

Programmes Conducted:

1. Part of the organizing team of HP Master Workshop for Teachers, jointly conducted by Hewlett-Packard Ltd. and NITK Surathkal.
2. Treasurer for the 39th ISTE Convention and International Conference.
3. Coordinator of Summer University Programme at NITK Surathkal from 20th February to 6th March 2015.
4. Management Development Programme on Talent Management and Succession Planning for KIOCL, December 11-15, 2017
5. Management Development Programme on Basic Managerial Skills for Junior Level Management of MRPL Mangalore, January 2020
6. Management Development Programme on Advanced Leadership Skills for Senior Level Management of MRPL Mangalore, January 2020
7. Management Development Programme on Supervisory Skills for Middle Level Management of MRPL Mangalore, March 2021
8. Management Development Programme on Supervisory Skills for Middle Level Management of KIOCL Mangalore, March 2021

Programmes Attended:

1. Faculty Development Programme at IIM Kozhikode.
2. Workshop on High Impact Teaching Skills conducted by Mission10X, a venture of Wipro Ltd., in association with Dale Carnegie Training.
3. Summer University Programme at Beijing Institute of Technology, Beijing China from 6th July to 20th July 2015.

Professional Affiliation:

Member of Aims International

Interests:

Reading and meeting people

Was a member of the Rotaract Club of Bangalore West.

Was a member of British Council, Bangalore.

Was a member of Toastmasters' International, Mangalore.