



## Centre for Research & Development

### Research Supervisor (Guide) Profiles

#### Discipline of Supervision: **Management**



#### **Dr. Roshen Therese Sebastian**

Assistant Professor  
Department of Professional Management Studies  
School of Business and Management

#### **Areas of Specialisation:**

Employee training and development, Talent acquisition  
and retention, Employee engagement

Dr. Roshen Therese Sebastian is an Assistant Professor and Curriculum Coordinator in the Department of Management at Kristu Jayanti (Deemed to be University), Bengaluru. She holds a Ph.D. in Management from Mahatma Gandhi University, Kerala, and is a UGC-NET qualified Junior Research Fellow. Her doctoral research explored the relationship between employee training and organisational commitment, and her broader interests include human resource management, compensation systems, gig worker well-being, algorithmic transparency, and technology adoption in organisations. She has published in Scopus- and ABDC-indexed journals, including Higher Education, Skills & Work-Based Learning and AI in Business, and contributed chapters to Springer volumes on mentoring, digitalisation, and sustainable HR practices. She has presented her research at prestigious forums, such as the Indian Institutes of Management and Ahlia University, Bahrain. In her academic leadership roles, she actively contributes to curriculum design, professional training, and lifelong learning initiatives, integrating her research into teaching and mentoring to help students bridge theory and practice. Her current work focuses on HR analytics, pay equity, and the future of work, with a vision of preparing graduates for the challenges of digital and inclusive workplaces.

#### **Selected Publications:**

1. **Sebastian, R. T.**, Sherly Steffi, L., and Mathew, G. A. (2023). Examining the Impact of Mentoring on Personal Learning, Job Involvement and Career Satisfaction. Springer Nature Switzerland. [https://doi.org/10.1007/978-3-031-35828-9\\_83](https://doi.org/10.1007/978-3-031-35828-9_83)
2. Philip, B., Mathew, G. A., **Sebastian, R. T.**, Eshwari, B., Roopa, M. B., and Mathews, S. B. (2024). Strategizing Talent Acquisition for Fostering Future Workforce Success: Addressing Millennial Turnover and Hiring Challenges in a Rapidly Evolving Business Landscape. Springer Nature Switzerland. [https://doi.org/10.1007/978-3-031-63569-4\\_32](https://doi.org/10.1007/978-3-031-63569-4_32)
3. Mathew, G. A., Rao, S., **Sebastian, R. T.**, and Philip, B. (2024). Enhancing Organisational Commitment. Springer Nature Switzerland. [https://doi.org/10.1007/978-3-031-70855-8\\_35](https://doi.org/10.1007/978-3-031-70855-8_35)