



Centre for Research & Development

Research Supervisor (Guide) Profiles

Discipline of Supervision: **Commerce**



Dr. Sugin Raj M

Assistant Professor
Department of Management
School of Business and Management

Areas of Specialisation:

HRM, Finance, Marketing

Dr. Sugin Raj M is an Assistant Professor in the Department of Management at Kristu Jayanti (Deemed to be) University, Bengaluru. He earned his Ph.D. in Commerce from Manonmaniam Sundaranar University, where his doctoral research explored the role of MSMEs and their impact on the economy and environment. He also holds a Master of Commerce from Loyola College, Chennai, an MBA from Anna University, and an M.Phil. from Madras Christian College. His research expertise spans Human Resource Management, Financial Inclusion, MSMEs, Sustainable Development, Work-Life Balance, and Digital Transformation. He has an extensive publication record in Scopus, ABDC, and UGC CARE-listed journals, along with contributions to Springer-edited volumes. He has presented his research at several prestigious international and national conferences. Notably, He has published three patents in the fields of financial forecasting, ethical management practices, and talent management. An active contributor to academic and professional development, he regularly engages in Faculty Development Programmes, workshops, and seminars, and has served in leadership roles as convener and organizing secretary of national conferences and seminars. With over 13 years of teaching and research experience, He is committed to fostering innovative research, mentoring young scholars, and advancing knowledge that bridges academia, industry, and society.

Selected Publications:

1. **Raj, M. S.**, Manjunath, S., Haribaskar, R., & Sakthivel, R. (2025). An Analytical Study on Determinants of Job Satisfaction Among Women Employees. In *Studies in Systems, Decision and Control* (pp. 465–475). Springer Nature Switzerland. https://doi.org/10.1007/978-3-031-86712-5_40
2. **Sugin Raj, M.**, Subala, M., & Vince, V. (2024). An Empirical Study on Association Between Demographic Factors and Level of Life-Work Blend. In *Studies in Systems, Decision and Control* (pp. 257–268). Springer Nature Switzerland. https://doi.org/10.1007/978-3-031-63402-4_20
3. Poornima, J., Jayashree, S., Amudhan, S., **Raj, S.**, Preethi Sarah, J., & Kumar, R. M. (2024). A Study on the Influence of Locations of the Institution on the Service Quality in Education Institutions in with Reference to Bangalore. In *Lecture Notes in Networks and Systems* (pp. 499–507). Springer Nature Switzerland. https://doi.org/10.1007/978-3-031-67437-2_47