



DoMS RESEARCH SYMPOSIUM [IITMDRS 2025]

Department of Management Studies
IIT Madras



Details of Paper Submissions

Sl. No	Submission No	Author(s)	Domain	Paper Category	Title of the Paper
1	2	Meghana Jalamangala and Rupashree Baral	HR&OB	Review Paper	Compassionate Work as a Double-Edged Sword: A Conceptual Framework Exploring Extra-role Behaviors
2	5	Gayathri Janapati and Vijayalakshmi V	HR&OB	Empirical Paper	Synergy in action: A character strengths intervention for teams
3	6	Reema Nayyar and Rupashree Baral	HR&OB	Empirical Paper	Integrating Workplace Spirituality In Small Businesses: Impact, Challenges And Strategies
4	7	Mathukumalli V R K Kanaka Durga Devi, Dr Rupashree Baral and Dr. Nibu John Thomas	HR&OB	Empirical Paper	AI-HRM Integration: Experts Insights on AI Augmented HRM and the Future of HRM
5	8	Varsha Madheshiya and Krishna Prasanna P	Finance	Empirical Paper	Strategic Shifts: How Financialization Shapes R&D Spending in Non-financial Firms in India
6	9	Varsha Varma and Prakash Sai	Integrative Management	Empirical Paper	Work-From-Home, It's Adherents and Discontents: An Analysis of Employee Perceptions
7	10	Abhimanyu Sahoo and Vaibhav Chawla	Marketing	Empirical Paper	Salesperson's Stress: A double edge sword
8	13	Varsha Varma and Prakash Sai	Integrative Management	Review Paper	Spatial semantics of Six Sentient Men in the Work-From-Home Space



Details of Paper Submissions

Sl. No	Submission No	Author(s)	Domain	Paper Category	Title of the Paper
9	14	Alphin T Kallany and Thenmozhi M	Finance	Work-in Progress Paper	Does Level of State Controlling Ownership Matter on Earnings Management?
10	16	Revathi T and M Thenmozhi	Finance	Review Paper	Financial Implications of Carbon Risk: Insights from Literature Review
11	17	Harshita Mongia and M Thenmozhi	Finance	Work-in Progress Paper	Mergers and Acquisitions Under Uncertainty: Exploring Innovation and Liquidity Dynamics
12	18	Harshita Mankad Varghese and Vijayalakshmi V	HR&OB	Review Paper	The Prominent Nexus – Unifying the Triadic Synergy of Communication efficacy, Leadership, and Influence pivoting on Lexical Semantics
13	19	Priya Choudhary and M. Thenmozhi	Finance	Work-in-Progress Paper	Impact of Mobile Banking on Bank Profitability: Evidence from India
14	20	Vikram Ganapathy	Information Systems	Work-in-Progress Paper	The impact of Industry 4.0 technologies on Indian pharmacy supply chain operations: An empirical investigation
15	21	Sukanya Basu Mallik and Professor Dr Thenmozhi M.	HR&OB	Review Paper	Exploring the Transformative Role of Virtual Reality in Intercultural Competence and Emotional Resilience: A Literature Review
16	22	Lalitha Sitaraman and Thenmozhi M	Finance	Work-in-Progress Paper	Is Risk-based Pricing of Loans of SCBs Representative of the Inherent Risk?



Details of Poster Submissions

Sl. No	Author(s)	Title
1	Balaji M,	Unveiling the Dynamics: Voluntary Employee Turnover in Nonprofit Organisations
2	Shubham Gupta(MS23S006)	Designing a Sustainable Paddy Supply Chain: A Multi-Objective Approach for Economic & Environmental Optimization.
3	Vivek Karna (MS23S002)	SCLTool: Stochastic Constraint Learning Tool for MILP Problems**
4	Prasad Kadam (MS22S009)	Optimizing Multimodal Logistics: A Decision Support Approach for Integrated Transportation
5	Mayur Morey (MS22S005)	Optimization of Drone Launch Points for Medical Supply Chains in Challenging Terrains.
6	Aishwarya M(MS22D300)	Harmonizing Sustainability across the Supply Chain: A Workable Framework for Fresh Food Packaging
7	Vettri Velavan Janarthanasamy (MS21D200)	Facilities Location and Routing Decisions in Multi-Modal, Multi-Echelon Relief Supply Chain



Details of Poster Submissions

Sl. No	Author(s)	Title
8	Christy Maria T S (MS21D008)	Content Strategies of Unhealthy Food Brands on Social Media: A Machine Learning Perspective
9	Dinesh Mohan (MS21D005)	Decision making for a sustainable EV ecosystem
10	Reshma M (MS20D001)	The Impact of Remote Work on Employees Career Satisfaction
11	Anukesh Valase (MS19D200)	Leveraging Flexible Fulfillment for Buy Online Pickup in Store in Omnichannel Retailing
12	S. Lianbiaklal (MS19D043)	Analysing Instagram Food Brand Content: The Impact of Post Categories and Textual Features on Consumer Engagement
13	Apoorva Goel (MS19D039)	New World of Work: Employee at the Center
14	Tamalika Sarkar (MS19D020)	An Optimization Framework for Two-Echelon Multiple Travelling Thieves Problem



INAUGURAL OF THE SYMPOSIUM

Welcome address by the HoD
Prof. M Thenmozhi





Keynote Speaker

Dr. K. Subramanian

Affiliation: Senior Vice President,
Ashok Leyland

Topic: Unveiling the Practical Side
of Research



Felicitation of
Prof. Rangaraja P.
Sundarraaj

Track Presentations – Track I

- Track I Details
- *Timings:* 11:15AM – 01:00PM
- *Venue:* DoMS 251



Sl. No	Submission ID/Paper ID	Paper Category	Timings	Title of the Paper	Presented By
1	21	Review Paper	11:15AM - 11:30AM	Exploring the Transformative Role of Virtual Reality in Intercultural Competence and Emotional Resilience: A Literature Review	Sukanya Basu Mallik
2	2	Review Paper	11:30AM- 11:45AM	Compassionate Work as a Double-Edged Sword: A Conceptual Framework Exploring Extra-role Behaviors	Meghana Jalamangala
3	5	Empirical Paper	11:45AM - 12:00PM	Synergy in action: A character strengths intervention for teams	Gayathri Janapati
4	6	Empirical Paper	12:00PM - 12:15PM	Integrating Workplace Spirituality In Small Businesses: Impact, Challenges And Strategies	Reema Nayyar
5	7	Empirical Paper	12:15PM - 12:30PM	AI-HRM Integration: Experts Insights on AI Augmented HRM and the Future of HRM	Mathukumalli V R K Kanaka Durga Devi
6	18	Review Paper	12:30PM - 12:45PM	The Prominent Nexus – Unifying the Triadic Synergy of Communication efficacy, Leadership, and Influence pivoting on Lexical Semantics	Harshita Mankad Varghese

Track Presentations – Track II

- Track II Details
- Timings: 11:15AM – 01:00PM
- Venue: DoMS 110



Sl. No	Submission No	Paper Category	Timings	Title of the Paper	Presented By
1	8	Empirical Paper	11:15AM - 11:30AM	Strategic Shifts: How Financialization Shapes R&D Spending in Non-financial Firms in India	Varsha Madheshiya
2	14	Work-in-Progress Paper	11:30AM- 11:45AM	Does Level of State Controlling Ownership Matter on Earnings Management?	Alphin T Kallany
3	16	Review Paper	11:45AM - 12:00PM	Financial Implications of Carbon Risk: Insights from Literature Review	Revathi T
4	17	Work-in-Progress Paper	12:00PM - 12:15PM	Mergers and Acquisitions Under Uncertainty: Exploring Innovation and Liquidity Dynamics	Harshita Mongia
5	19	Work-in-Progress Paper	12:15PM - 12:30PM	Impact of Mobile Banking on Bank Profitability: Evidence from India	Priya Choudhary
6	22	Work-in-Progress Paper	12:30PM - 12:45PM	Is Risk-based Pricing of Loans of SCBs Representative of the Inherent Risk?	Lalitha Sitaraman



Keynote Speaker

Prof. Vishwanathan (NTU, Singapore)

Editorial Board Member, and Associate Editor in top journals like Decision Sciences, Production & Operations Management, Journal of Operations Management and International Journal of Production Research

Topic: Publishing, pivoting research focus, and garnering research grants: Insights

Track Presentations – Track III

- Track III Details
- Timings: 02:30PM – 03:30PM
- Venue: DoMS 251



Sl. No	Submission No	Paper Category	Timings	Title of the Paper	Presented By
1	9	Empirical Paper	02:30PM - 02:45PM	Work-From-Home, It's Adherents and Discontents: An Analysis of Employee Perceptions	Varsha Varma
2	10	Empirical Paper	02:45PM - 03:00PM	Salesperson's Stress: A double edge sword	Abhimanyu Sahoo
3	13	Review Paper	03:00PM - 03:15PM	Spatial semantics of Six Sentient Men in the Work-From-Home Space	Varsha Varma
4	20	Work-in-Progress Paper	03:15PM - 03:30PM	The impact of Industry 4.0 technologies on Indian pharmacy supply chain operations: An empirical investigation	Vikram Ganapathy



Panel
Discussion on
“Journey Post-
PhD”

- *Speakers:* Dr. Srinivasan S, Dr. Prathamesh Vivek Kittur, Dr. Imon Chakraborty, Dr. Vipin B)
- *Moderator:* Dinesh Mohan



VALEDICTORY SESSION

- Welcome of the Director Prof. V Kamakoti and Dean Planning Prof. Sarathi
- Address by the Director
- Unveiling of Symposium logo by the Director
- Rajan Varadarajan Outstanding Research Award 2024



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2025 -
LOGO



Thank You