
Dr. P. Murugan

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Overview

Dr. P. Murugan is working as an Assistant Professor at the School of Management Studies, University of Hyderabad (UoH), Hyderabad. He has completed his PhD from Anna University, Chennai, and worked with IIM Shillong, Australian Council for Educational Research, New Delhi, and National Institute of Technology, Tiruchirappalli.

He received the University of Hyderabad's chancellor's award for his contributions to both teaching and research.

He has a passion for research, and he has been a resource for more than 300 workshops and FDP programs held at many universities and B-Schools in India.

His expertise lies in the areas of Multivariate Data Analysis Techniques, Mediation Analysis, Moderation Analysis, Structural Equation Modeling, and Item Response Theory. His papers have been published in SSCI, ABS, and ABDC-listed journals. He has developed online lecture videos for three of the courses offered through the SWAYAM platform.

Education:

Ph.D.	2011-2016	Anna University, Chennai. Thesis title: Relationships between Work-Family Balance, Job, Family and Life Satisfaction: Evidence From India and USA
MBA	2006-2008	Anna University, Chennai.
BBA	2003-2006	Thiruvalluvar University, Vellore.
UGC-NET	Dec-2012	University Grant Commission.

Career:

May 2022 to Present	Assistant Professor, School of Management Studies, University of Hyderabad, Hyderabad.
July 2021 to April 2022	Assistant Professor, OB and HRM area, Indian Institute of Management Shillong, Shillong.
Jan 2018 to July 2021	Assistant Professor, School of Management Studies, University of Hyderabad, Hyderabad.
Dec 2016 to Dec 2017	Data Analyst (Research Fellow), Australian Council for Educational Research
July 2016 to Nov, 2016	Faculty Associate (IT and Analytics), IMT, Hyderabad.
Aug, 2013 to June, 2016	Temporary Faculty, Department of Management Studies, National Institute of Technology, Trichy.
Aug, 2009 to July, 2013	Assistant Professor, Sakthi Mariamman Engineering College, Chennai.
Aug, 2008 to July, 2009	Lecturer in Sri Aravindar Arts & Science College, Pondicherry.

Research Interests:

Work-family balance, Work-family conflict and facilitation, Work engagement and individual well-being and educational assessment.

Current Teaching:

HR analytics, Research Methodology, Human Resource Management, Business Experiments and Psychological Testing, Multivariate data analysis, Mediation analysis, Moderation analysis, Conditional process modeling and CB-SEM.

Funded Projects and Consultancies:

1. Co-Investigator: A Study on Digital Entrepreneurship among Tribal Youths of Southern States of India, (ICSSR) – Rs. 21 lakhs.
2. Co-Investigator: Factors influencing the financial well-being (IoE)- Rs. 35 lakhs
3. Principal Project Investigator: Assessing Higher Education Quality using Item Response Theory Analysis: Matching Problem Issues and Solutions - Rs. 21.9 Lakhs (Ongoing).
4. Co-Investigator: Social Stock Exchange-Assessment of Sustainability - Funded by ICSSR - Rs. 12.5 Lakhs
5. Completed a Capacity Development Program and Technical support for the National Educational Assessment of the Bhutan Government project with the Australian Council for Educational Research-New Delhi - 6.5 Lakhs

International Journal Publications:

1. Sree Charan, M., & Pattusamy, M. (in press). Job satisfaction and in-role performance: A moderated mediation model. *South Asian Journal of Management* (ABDC-C).
2. Padmavathy, C., Lee, S. J. A., Pattusamy, M., & Roy, S. K. (2025). Determinants of customers' variety seeking intentions on mobile food ordering applications. *Journal of Strategic Marketing*, 1–15 (ESCI, IF: 3.1, ABDC-A).
3. Mahapatra, M. S., Pattusamy, M., & Robb, C. A. (2025). Emergency Saving Attitude and Financial Well-Being: Financial Behavior as a Mediator. *Journal of Financial Counseling and Planning* (ESCI, IF: 2.0, ABDC-C).
4. Krishnaveti, H., Anaparti, A., & Pattusamy, M. (2025). Intrapreneurial self-capital and career self-management: A moderated-mediation model of career optimism and protean career orientation. *Australian Journal of Career Development*, 34(1), 28-39 (SSCI, IF: 1.4, ABDC-B).
5. Kohli, K., Ramaprasad, B.S., Pattusamy, M., Bolar, K., Moodbidri, S.K. and Prabhu, N. (2025), "Breaking free from the perfection trap: Is excellence-seeking an antidote to perfectionism-induced workaholism?", *Evidence-based HRM*, (SSCI, IF: 2, ABDC-B).
6. Shah, T. A., Pattusamy, M., & Parray, Z. A. (2024). Psychological detachment: a bibliometric investigation within the organization's behavior domains. *Global Knowledge, Memory and Communication* (SSCI, IF: 2.1, ABDC-B).
7. Shanbhag, P.R., Pai P., Y., Pattusamy, M., Kidiyoor, G. and Prabhu, N. (2024), "Keeping promises in cause-related marketing campaigns: development and validation of promised impact evidence scale," *Journal of Consumer Marketing*, Vol. 41 No. 2, pp. 239-257. (SSCI, IF: 3.6, ABDC-A).
8. Pattusamy, M. and Chopdar, P.K. (2024), "What motivates users to keep WhatsApp statuses: a scale development study," *Asia Pacific Journal of Marketing and Logistics*, Vol. 36 No. 6, pp. 1409-1428. (SSCI, IF: 4, ABDC-A).
9. Modem, R., Lakshmi Narayanan, S., Pattusamy, M., and Prabhu, N. (2024), "The personal initiative paradox: why benevolent political will decreases career growth prospects in a political environment?", *Evidence-based HRM*, Vol. 12 No. 3, pp. 477-495. (SSCI, IF: 2, ABDC-B).
10. Bellamkonda, N. and Pattusamy, M. (2024), "Intention to stay and happiness: a moderated mediation model of work engagement and hope," *South Asian Journal of Business Studies*, Vol. 13 No. 1, pp. 74-89. (SSCI, IF: 3.1, ABDC-C).

11. Pattusamy, M., & Kanth, L. (2023). Classification of Tweets Into Facts and Opinions Using Recurrent Neural Networks. *International Journal of Technology and Human Interaction*, 19(1), 1-14. (ESCI, IF: 0.9).
12. Modem, R., Lakshminarayanan, S., Pattusamy, M., Pillai K., R. and Prabhu, N. (2023), "Is knowledge hiding in higher education a political phenomenon? An explanatory sequential approach to explore non-linear and three-way interaction effects", *Journal of Knowledge Management*, Vol. 27 No. 3, pp. 655-695 (ABDC-A category, SSCI, IF: 8.6)
13. Chokkannan, P., Bhavani Shankar, S. and Pattusamy, M. (2023), "The fashion retailer's opportunity: effect of deal-seeking behavior on mobile shopping intention of showroomers," *Asia Pacific Journal of Marketing and Logistics*, Vol. 35 No. 5, pp. 1187-1205. (SSCI, IF: 4, ABDC-A).
14. Ali, S. S., Kaur, R., Persis, D. J., Saha, R., Pattusamy, M., & Sreedharan, V. R. (2023). Developing a hybrid evaluation approach for the low carbon performance on sustainable manufacturing environment. *Annals of Operations Research*, 324(1-2), 249-281.
15. Trivedi, R., & Pattusamy, M. (2022). Performance pressure and innovative work behaviour: The role of problem-orientated daydreams. *IIMB Management Review*, 34(4), 333-345. (SSCI, IF:1.7, ABDC-B).
16. Bellamkonda, N., & Pattusamy, M. (2022). Validation of Fear of COVID-19 scale in India: Classical test theory and item response theory approach. *International Journal of Mental Health and Addiction*, 20(4), 2400-2407 (SSCI, IF: 6.4).
17. Vîrgă, D., Pattusamy, M., & Kumar, D. P. (2022). How psychological capital is related to academic performance, burnout, and boredom? The mediating role of study engagement. *Current Psychology*, 41(10), 6731-6743 (SSCI, IF: 2.8).
18. Gopalan, N., Pattusamy, M. & Goodman, S., (2022) Family incivility and work-engagement: moderated mediation model of personal resources and family-work enrichment. *Current Psychology*, 41, 7350–7361 (SSCI, IF: 2.8)
19. Bellamkonda, N., Santhanam, N., & Pattusamy, M. (2021). Goal Clarity, Trust in Management and Intention to Stay: The Mediating Role of Work Engagement. *South Asian Journal of Human Resources Management*, 8(1), 9-28. (SSCI, IF: 1.8, ABDC-C).
20. Gopalan, N., & Pattusamy, M. (2020). Role of work and family factors in predicting career satisfaction and life success. *International journal of environmental research and public health*, 17(14), 5096. (Scopus).

21. Gopalan, N., Pattusamy, M. and Gollakota, K. (2020), "Role of support in work–family interface among university faculty in India", *South Asian Journal of Business Studies*, Vol. 9 No. 3, pp. 323-338 (SSCI, IF: 3.1, ABDC-C).
22. Sreedharan, V. R., Pattusamy, M., Mohan, S., & Persis, D. J. (2020). A systematic literature review of Lean Six Sigma in financial services: key finding and analysis. *International Journal of Business Excellence*, 21(3), 331-358 (Scopus).
23. Jacob, J., & Pattusamy, M. (2020). Examining the inter-relationships of UTAUT constructs in mobile internet use in India and Germany. *Journal of Electronic Commerce in Organizations (JECO)*, 18(2), 36-48 (ESCI, IF: 1.7, ABDC-B Category).
24. Weintraub, J., Pattusamy, M., & Dust, S. B. (2019). Mindful multitasking: Disentangling the effect of polychronicity on work–home conflict and life satisfaction. *The Journal of social psychology*, 159(4), 497-502 (SSCI, IF: 2.7, ABDC-B).
25. Padmavathy, C., Lee, S., Pattusamy, M., Dey, M. K., & Swapana, M. (2018). The role of perceived benefits and personality traits on mobile instant messaging users' responses. *Asia Pacific Journal of Marketing and Logistics*, 30(5), 1277-1293 (SSCI, IF: 4, ABDC-A Category).
26. Pattusamy, M., & Jacob, J. (2017). The mediating role of family-to-work conflict and work-family balance in the relationship between family support and family satisfaction: A three path mediation approach. *Current Psychology*, 36, 812-822 (SSCI, IF: 2.8).
27. Pattusamy, M., & Jacob, J. (2017). A test of Greenhaus and Allen (2011) model on work-family balance. *Current Psychology*, 36, 193-202 (SSCI, IF: 2.8).
28. Pattusamy, M., & Jacob, J. (2016). Testing the mediation of work–family balance in the relationship between work–family conflict and job and family satisfaction. *South African Journal of Psychology*, 46(2), 218-231 (SSCI, IF: 1.8).

PhD Talk Series Coordinated at the School of Management Studies

As part of the PhD program coordinator's responsibility, I am organizing a PhD talk series at the School of Management Studies, University of Hyderabad. The complete list is available in the following link: <https://sms.uohyd.ac.in/phdgts/>

Events organized at UOH/School of Management Studies

Workshops/FDPs

1. Organised an online Faculty Development Program on Teaching Pedagogy between 17-19 April 2024.
2. Organised an online Workshop on Structural Equation Modeling between 5-7 April 2024.

3. Organized an online Workshop on Mediation and Moderation Analysis between 23rd and 24th March 2024.
4. Organized an online Faculty Development Program on Theory Building, Theory Testing, and Theorizing in Management Research, 16-17 Feb 2024.
5. Organized a Webinar on Using Archival Data in Organizational Studies, 14-08-2020 (250 participants).
6. Organized a two-day online workshop on Developing and Testing Moderation Models in Management Research between 22 and 23 August 2020 (115 participants).
7. Jointly organised a three-day online workshop on Outcome-based Education & Online Course Design, Development and Delivery between 16 to 18th May 2020 with the Department of Education and Education Technology (194 participants).
8. Organized a one-day online workshop on Article writing in Management and Social Sciences on 10th May 2020 (270 participants).
9. Organized a Free webinar on Reference Management using EndNote software on 3rd May 2020 (248 participants).
10. Organized a one-day online workshop on understanding theoretical contributions to management research on 29 April 2020 (101 Participants).
11. Organized a workshop on Publishing in AMJ on 20th September 2020 at the School of Management Studies, University of Hyderabad.
12. Organized a workshop on publishing in top-tier journals on 24th August 2019 at the School of Management Studies, University of Hyderabad.
13. A five-day workshop on Mediation, Moderation, and Conditional Process analysis, between 17-21 April 2019 at the School of Management Studies, University of Hyderabad.
14. Two-day workshop on Business analytics between 15 and 17 April 2019 at the School of Management Studies, University of Hyderabad.
15. One-day workshop on Social Network Analysis and Structural Equation Modeling on 16th December 2018 at the School of Management Studies, University of Hyderabad, Hyderabad.
16. A five-day workshop on Mediation, Moderation and Conditional Process analysis, between 20-25 November 2018 at the School of Management Studies, University of Hyderabad.
17. A five-day workshop on Structural Equation Modeling: Testing Mediation and Moderation Models, between 16-20 May 2018 at the School of Management Studies, University of Hyderabad.

Online Courses/Modules Developed

1. Developed four lecture modules for Research Methodology for Social Science Teachers offered through the SWAYAM platform.
2. Developed 10 lecture modules for [Data Analysis for Social Science Teachers](#) offered through the SWAYAM platform.
3. Developed 8 lecture modules for [MS 2: Management of Human Resources](#) offered through the SWAYAM platform.
4. Developed 8 lecture modules for the R Programming course offered by Anna University as part of their online MBA in Business Analytics program.
5. Developed 6 lecture modules for the Organizational Behavior online course as part of an IoE project.
6. Developed 11 modules of content for the Research and Publication Ethics course and funded by IoE, University of Hyderabad.

Invited as a Resources Person / Speaker:

Delivered around 300 sessions in various Workshops/FDPs/MDPs/Conference keynotes/Refresher courses and faculty induction programs organized by different institutions across India and abroad. The topics covered are mediation analysis, moderation analysis, multivariate data analysis, structural equation modeling, ICT tools in Education, Open Educational Resources, Theory building, and article writing.

For more details, visit:

<https://sites.google.com/view/muruganpattusamy/training/invited-talks?authuser=3>

Faculty Development Programmes and Workshops attended:

1. Attended a Faculty Development Programme (FDP) on “Empowering Educators for the Digital Future” organised by IIMBx, Indian Institute of Management Bangalore, on April 26, 2025.
2. Attended an online FDP ON CRAFTING AND CONDUCTING HIGH-QUALITY CASE-BASED RESEARCH organised by Sharda University and SkillsEdge between AUGUST 7-11, 2023.
3. Attended a Refresher course on research methodology for the faculty of social sciences organised by UGC-HRDC, University of Hyderabad, Hyderabad, 20th July 2020 to 1st August 2020.
4. Attended an orientation course at HRDC, University of Hyderabad, Hyderabad, between 27th June and 17th July 2019 (107th Orientation course).
5. Attended a day-long workshop on MOOC course creation for SWAYAM, sponsored by AICTE at NITTR in Chennai (27-29 May 2019).
6. Attended five-day’ Workshops on Teaching, Learning and Evaluation Online with Moodle MOOC Platform & Open Education Resources [August 6-10, 2018] at the National Institute of Educational Planning and Administration (NIEPA), New Delhi.
7. Attended a day-long workshop on MOOC course creation for SWAYAM, sponsored by AICTE at NITTR in Chennai (05.07.2018).

8. Attended a five-day summer school program on Quantitative Research Methods at the Indian Institute of Management, Ahmedabad, between 1st April to 5th April, 2018.
9. Attended a three-day workshop on Systematic Review and Meta-analysis conducted by Campbell Collaboration and School of Medical Sciences, University of Hyderabad (5th to 7th Feb, 2018)
10. I attended a five-day doctoral workshop organized by Great Lakes Institute of Management and the North American Society for Marketing in India (NASMEI) (26-12-2016 to 30-12-2016).
11. Attended a four-week AICTE-approved FDP by IIT Bombay on – Use of ICT in Education for Online and Blended Learning.
12. Attended a two-day workshop on “How to Get Your Research Published in High Impact Journals” conducted by John Reardon, Professor, University of Hamline, USA, at Narsee Monjee Institute of Management Studies, Hyderabad (25 and 26-06-2016).
13. Attended a two-day “Big Data Analytics” workshop conducted by Prof. Dr. (UoP) Bernd Heesen, Professor of Management, Hochschule Ansbach University of Applied Sciences, Germany, at Anna University, Chennai.
14. Attended a six-day “FDP Learning to Do Academic Research for Publishing in Academic Journals and Doctoral Dissertation” in the Indian Institute of Management at Kozhikode.
15. Attended a five-day “FDP on Data analysis for Management Research” at the Indian Institute of Management at Kozhikode.
16. Attended a 21-day UGC Sponsored “Refresher Course on Research Methodology” in the Academic Staff College, University of Hyderabad at Hyderabad.
17. Attended a day FDP on “Advanced Data analysis for Management Research” in VIT Business School at Vellore.
18. Attended a day FDP on “Research Writing and Publication” in Saveetha Engineering College at Chennai.
19. Attended a day FDP on “Art of Teaching: Pedagogical Tools and Techniques” in the National Institute of Technology at Trichy.
20. Attended a day Faculty Development Program on “Financial Derivatives and Security Analysis and Portfolio Management” in Alpha Institute of Management Studies at Tiruchengode.

National and International Conferences and Seminar Presentations

1. Presented a paper titled Relationship Between ChatGPT Adoption and Student Study Engagement Among Higher Education Students for the AIMS J L Batra Best Research Paper award in the 34th AIMS Annual Management Education Convention 2023 (24-26, Aug 2023)

2. Presented a Paper on Knowledge management for Sustainable Development in a National Conference on Innovative Strategies of Knowledge Management for Sustainable Development organized by Rajapalyam Rajus' College, Rajapalayam (16-02-2018).
3. Presented a Paper on Application of UTAUT in the Context of Mobile Internet Technology: Evidence from India and Germany, West-East Institute conference, Harvard Faculty Club, Boston, USA.
4. Presented a Paper on "Frontline Employees Job Satisfaction and Intentions to Stay with the Star Hotels :A Serial Mediation Model" at the Great Lakes Institute of Management, Chennai (NASMEI conference-2017)
5. Presented a Paper on "Service Quality and Attitudinal Loyalty: A Moderated Mediation Model of Customer Satisfaction and Customer Trust" at the Great Lakes Institute of Management, Chennai (NASMEI conference-2017)
6. Presented a Paper on "How Service Quality Stimulates Passengers' Attitudinal Loyalty? An Integration of Social Exchange and Stimulus-Organism- Response Theories" at the Great Lakes Institute of Management, Chennai (NASMEI conference-2016)
7. Presented a Paper in the International Conference on Competency Building Strategies in Business and Technology for Sustainable Development on "Work Life Balance and Work Life Satisfaction: The Perception of Organizational Justice and Procedural Justice" in Sri Sai Ram Engineering College, Chennai (22nd and 23rd September 2011).
8. Presented a Paper in the International Conference on Innovative Practices in Management on "An Analysis of Effectiveness of Inventory Management System with reference to Whirlpool India Ltd, Puducherry" in Pavai Engineering College, Namakkal (31st December 2009).
9. Presented a Paper in the International Conference on Global Business Strategy in Competitive Environment on "Customer Retention Management-Strategies, Solutions to improve service and reduce costs" in Sri Sai Ram Institute of Management Studies, Chennai (21st and 22nd September 2007).
10. Presented a Paper in the International Conference on "The Role of Mass Media in Consumer Protection" at Kalasalingam University, Krishnankoil.
11. Presented a Paper in the UGC-International Conference on Digitalizing Administration: Issues and Challenges in E-Governance on "Mobile Risk Management" in Presidency College at Chennai (17th and 18th March 2008).
12. Presented a Paper in the International Conference of Changing Role of Banks –A Global Perspective on "Asset Liability Management in Banks" in Karpagam Arts & Science College, Coimbatore (10-12 January 2008).
13. Presented a Paper in the International Seminar on Innovation – the Corporate Mantra in the era of Globalisation on "Managing Human Capital in the Globalized Era" in Muthayammal Engineering College, Rasipuram (26th October 2007).

14. Presented a Paper in the UGC Sponsored National Seminar on Managing for Inclusive Growth and Sustainable Development on “Work Life Balance strategies for Engineering College Faculties” in University of Madras, Chennai (4th and 5th March 2011).
15. Presented a Paper in the National Conference on Management – A Changing Scenario on “Customer Satisfaction: Stratagems to Improve Customer Satisfaction” in Panimalar Engineering College, Chennai (6th March 2010).
16. Presented a Paper in the National Seminar on Prospectus for Medical Tourism on “Medical Tourism in India” in Sacred Heart College, Tirupattur (30 and 31st August 2007).
17. Presented a Paper in the National Level Seminar on “Managing the Stress in Banking Professional” in AVC College of Engineering, Mayiladuthurai (11 April 2008).
18. Presented a Paper in the UGC Sponsored National Seminar on Business Ethics, Corporate Governance and Social Responsibility on “Good Corporate Citizenship” in Pondicherry University at Puducherry (12 and 13 April 2009).
19. Presented a Paper in the National Conference on Business Intelligence in Enterprise Resource Planning on “Supply Chain Management” in Sri Sastha Institute of Engineering and Technology at Chennai (29th March 2007).
20. Presented a Paper in the National Conference on Export Credit Insurance and its Contribution to India’s Exports – Opportunities and Challenges on “Export Credit Insurance & Its Contribution to India’s Export Opportunities & Challenges” Pondicherry University at Puducherry (10th and 11 October 2008).
21. Presented a Paper in the UGC National Conference on Profitability through Creativity and Innovation on “A Study on Customer Relationship with ICICI Prudential Asset Management Company Ltd” Annamalai University at Chidambaram (10th March 2009).
22. Presented a Paper in the AICTE-sponsored National Seminar on Challenges of the Changing Business Paradigms in the Globalisation Era on “Competency Based Compensation System - As a Strategic HR Technique” in Prathyusha Institute of Technology and Management at Chennai (6 October 2009).

Exposure to the Analytical Software Packages:

SPSS, AMOS, PROCESS Macro using R and SPSS, Mplus, R and RStudio, Python, Google Colab, JAMOV, JASP, Bluesky Statistics, and Conquest.

Other Links

1. [Scopus ID](#)
2. [Google Scholar](#)
3. [YouTube Channel](#)
4. [Researchgate](#)
5. [LinkedIn](#)

6. [Orchid Id](#)
7. [IRINS Profile](#)

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