

**Name : Dr. Suryanarayan Iyer**

**Designation : Visiting Faculty**

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School: School of Management, GSFC University



**Research Interest:**

- Strategic Human Resource Management
- Digital Transformation and Adoption of Digital Business Applications
- Business Analytics and Artificial Intelligence

**Academic Background:**

Degree	Subject	University	Year
Fellow in Management	Digital HR Adoption	XLRI – Xavier Institute of Management, Jamshedpur	2018
Master of Business Administration	Financial Management	Sardar Patel University	1993
Bachelors in Engineering	Electrical Engineering	NIT Jamshedpur, Ranchi University	1990

**Professional Experience:**

From	Period	Position	Organisation
2019	Till date	Senior Director (Applications Solution Engineering)	Oracle India Private Limited
2014	2019	Vice President (Group Human Resources)	Aditya Birla Group
2013	2014	Chief Solution Evangelist (APAC)	Cornerstone OnDemand Services India Private Limited
2005	2013	Sales Consulting Director (Enterprise Business)	Oracle India Private Limited
2002	2005	Product Consultant	PeopleSoft India Private Limited
1999	2002	Manager	Covansys India Private Limited
1994	1999	Senior Consultant	A.F. Ferguson & Co.

**Teaching Engagements:**

Title	Course Code	Class Name	School Name
HR Analytics	BA402	BBA - Analytics	School of Management, GSFC University
Web and Social Media Analytics	BA403	BBA - Analytics	School of Management, GSFC University

## **Publications:**

1. Iyer S., & Israel, D. (2012), "Structural Equation Modeling to test the impact of Organization Communication Satisfaction on Employee Engagement", South Asian Journal of Management, Vol. 19(1) pp. 51-81.
2. Iyer S., Interview published in DATAQUEST, January 31, 2013 issue titled, "Workforce Analytics can provide powerful insights for employee retention".
3. Iyer S., Interview published in CIOL, November 14, 2012 on Talent Management solutions.
4. Iyer S., (2019), "Understanding the eHRM promise and adoption imperatives", NHRD Network Journal, SAGE, 1-10.
5. Iyer S., Pani A.K., Gurunathan L. (2020) User Adoption of eHRM - An Empirical Investigation of Individual Adoption Factors Using Technology Acceptance Model. In: Sharma S.K., Dwivedi Y.K., Metri B., Rana N.P. (eds) Re-imagining Diffusion and Adoption of Information Technology and Systems: A Continuing Conversation. TDIT 2020. IFIP Advances in Information and Communication Technology, vol 617. Springer, Cham.

## **Awards/Recognitions:**

- Outstanding Contributor Award 2003 - Name added to PeopleSoft Hall of Fame
- Employee of the Year - 2004 (PeopleSoft - South Asia)
- PeopleSoft Club Excellence (2004)
- Oracle Club Excellence (2005) & (2007)
- Oracle - Special Recognition – (2007)
- "Best Research Paper" Award by Global Forum for Emotional Intelligence and Learning (2010)
- Sales Consulting Manager of the Year - FY '12 at Oracle India
- Best HR Professional (2016-2017) – Faculty of Social Work, M. S. University, Vadodara, Gujarat
- Achiever of Excellence in Human Resources (2016-2017) – Faculty of Social Work, Sardar Patel University, Vallabh Vidyanagar, Gujarat
- Aditya Birla Group HR Excellence Award (2017) for a successful Taleo implementation.
- Pride Award (2017) for successful execution of large project – HR Portal on Sharepoint
- Pride Award (2018) for successful transition of HR Shared Services – SeamEx.