

FACULTY PROFILE

Dr. KUMARA M R

Assistant Professor,

Department of Studies in Commerce,

Davangere University, Shivagangothri, Davangere-577 007.

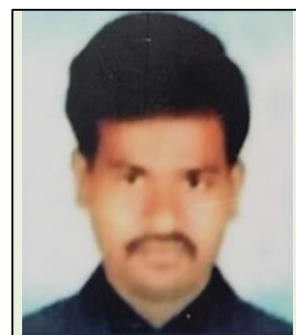
Qualification : M.Com., M.A.F., K-SET., Ph.D.

Areas of Specialization : Accounting and Finance, Taxation and Human Resource Management

E mail : kumarmrgl@gmail.com

: kumarmr@davangereuniversity.ac.in

Contact Number : 9980002431/9483682790



Educational Qualifications

Sl. No.	Degree	Specialization/ Subjects	University	Year of Award/ Passing
1	Ph.D.	Human Resource Management	Kuvempu University	2023
2	K-SET	Commerce	Mysore University	2016
3	PG	Commerce	Kuvempu University	2010
4	PG	Commerce	Karnataka State Open University	2012
5	UG	Commerce	Kuvempu University	2007

Professional Details (Academic/Research Experience)

Sl. No.	Designation	Institution/University	UG/PG	From	To
1	Lecturer	GFGC, Channagiri	UG/PG	2010	21.06.2019
2	Assistant Professor	Davangere University	PG	24.06.2019	Till date

Areas of Research Interest:

1.	Accounting and Finance
2.	Human Resource Management
3.	Taxation

Research Publications:

A. International Journals

1. Dr. Kumara M R (2026), "A Rawlsian Framework for Understanding and Disassembling the Glass Ceiling" International Journal of Management, IT & Engineering, Vol. 16 Issue 06, June 2026, ISSN:2249-0558 Impact Factor:7.119.
2. Dr. Kumara M R (2026) "Women Executives and the Glass ceiling in Karnataka: A factual Study" B. Aadhar International Pre-Reviewed Indexed Research Journal, Issue No – (DLXXXII.) 582 May – 2026, ISSN – 2278-9308, Impact Factor- 8.632 (SJIF).
3. Dr. Kumara M R (2025), "Crop Insurance Schemes in Indian Agriculture" Online International Interdisciplinary Research Journal, {Bi-Monthly}, ISSN 2249-9598, Volume-15, Issue-02, Mar-Apr 2025.
4. Dr. Kumara M R (2025), "A Conceptual Study on Green Fintech" IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668 PP 41-44 www.iosrjournals.org.
5. Dr. Kumara M R (2025), "The Impact of Fintech on Stock Market Investment: Opportunities and Challenges" IOSR Journal of Business and Management (IOSR-JBM) e-ISSN: 2278-487X, p-ISSN: 2319-7668 PP 29-33 www.iosrjournals.org.
6. Dr. Kumara M R (2023), "A Study on the Profitability Analysis of Selected Health Care Companies in India, Education and Society", UGC Care Group 1 Journal, Volume 46, No. 08, Impact Factor 5.74.
7. Dr. Kumara M R (2023), "A Study on the Profitability and Operational Efficiency of Steel Industry in India, Madhya Pradesh", Journal of Social Sciences, Volume 28, No. 8, Impact Factor 5.3.
8. Dr. Kumara M R (2023), "Impact of ICT's on Teacher Performance, Professional Development & Teacher Motivation", Shodha Prabha, Volume 48, Issue 3, Impact Factor 6.1.
9. Dr. Kumara M R (2023), "A Study on Issues and Challenges in Digital Banking Services", Purana, Volume LXVI, Issue-1, No. 3.
10. Mr. Kumara M R (2023), "Opportunities and Challenges of Arecanut Business with Special Reference to Davangere District", Journal of The Asiatic Society of Mumbai, Volume XCV, No. 35.
11. Mr. Kumara M R (2021), "Exploring the HRM Practices in SMES in Davangere, NIU International Journal of Human Rights", Volume 8 (XX).
12. Mr. Kumara M R (2021), A Study on Human Resources Management Issues in Micro, Small and Medium Enterprises in Karnataka, India, Journal of Education: Rabindra Bharati University, Volume XXIII, No. 9(I).
13. Mr. Kumara M R (2021), "A Study on Work Life Balance with Reference to SME's Employees in Shivamogga Region", Asia Pacific Journal of Research, ISSN No. 23205504, Vol. I, Issue LXXXVIII, May 2018.

B. National Journals

1. Crop Insurance in India: Issues and challenges Shri Dharmasthala Manjunatheshwara Institute for management Development, Mysore, India. ISBN code 978-93-83302-82-6. November 27-28, 2025.
2. Glass ceiling: nature and foundations of inequality, The Kashi Journal of Commerce, Issue XXI, No.2 (January – June, 2025).
3. Evaluating Payment Banking Awareness and Usage Factors: Analysis and Strategic Recommendations, ISSN: 978-81-968844-1-3.
4. Human Resources Management Practices in SMEs During Pandemic in India Shodhsamhita: Journal of Fundamental & Comparative Research Vol. VII, No. 8(I): ISSN: 2277-7067, 2021.
5. A Study on Challenges Faced by MSMEs in Implementing Lean Manufacturing Techniques Anvesak ISSN: 0378 – 4568 UGC Care Group 1 Journal Vol. 51, No.1(XXVI) January – June 2021 150.
6. Human Resource Practices and Employees' Job Satisfaction – A Study with Special Reference to Tumcos Limited, Channagiri. Journal of Education: Rabindra Bharati University ISSN: 0972-7175 Vol.: XXIII, No. :9(I), 2021 89.
7. Regulatory framework for Commodity Derivatives Trading in India, College Book House, ISBN No. 978-93819797-0-09, Pg. No. XXVIII686714.

Conference/ Workshops/Trainings attended/Organized:

1. Presented paper entitled “Current Human Resource Development Practices for Enhancing Future Leadership Competencies – A Descriptive Study “ Two Days International Conference on “AI Driven Management and Sustainable Business Transformation” held 17th and 18th July 2026 at BCU School of Management Studies, Dr. Manmohan Singh Bengaluru City University, Mount Carmel (Deemed to be University), and International Institute of Business Studies, Autonomous, Jnana Jyothi Auditorium, Central College Campus, Bengaluru.
2. Presented paper entitled “Corop insurance in India: issues and challenges”10th International Economics Conference on “Economic Growth and Sustainable Development: Emerging Trends” on 27th – 28th November 2025, at Shri Dharmasthala Manjunatheshwara Institute for Management Development (SDMIMD), Mysore.
3. Presented paper entitled “Women Executives and the Glass ceiling in Karnataka: A factual Study”. One day Multidisciplinary National Conference on “Integrating AI, Sustainability, and Entrepreneurial Vision for the Future of Commerce” organized by GFGC, Vamadapadavu on 17th December 2025.
4. Presented paper entitled “Green Human Resource Management Practices-Conceptual Study” three days international conference on Advancing Sustainability through Multidisciplinary Research & Innovation held at GM University Davangere on 6th – 8th November,2025.
5. Participated ICSSR Sponsored Two Days National Level Seminar on “BANKING 4.0: Digitalization and Transformation on 16 & 17th September 2022 by Department of Commerce, Davangere University.
6. Presented Paper One Day National Level Seminar on “Emerging Business Trends: Opportunities and Challenges” held at Department of Studies in Commerce, Kuvempu University on 19th March 2022.
7. One Day Workshop on “Business Research Methodology” held at Department of Studies in Commerce, on 5th February 2022 Davangere University.
8. One Day Workshop On “Team Building, Conflict Management and Leadership Issues in the Post-Covid Era” organized by SJM Institute for Management Development, Mysore on December 15th 2021.
9. One Day Workshop On “Team Building, Conflict Management and Leadership Issues in the Post-Covid Era” organized by SJM Institute for Management Development, Mysore on December 15th 2021.
10. Participated Online National Workshop on “Corporate Governance and Financial Management” organized by Department of Studies in Commerce, Mangalore University. on 10th 11th & 12th September 2021.
11. Presented Paper Titled “Exploring the HRM Practices in SMEs in Davangere” in Online Three-Day National Seminar on Corporate Governance and Financial Management held at Mangalore University on 10th 11th

& 12th September 2021

12. Presented Paper Titled” Human Resource Practices and Employees’ Job Satisfaction – A Study with Special Reference to TUCOMS Limited, Channagiri” in One Day National E-Conference on Advanced in Collaborative Research for Social Science, Business and Humanities (ACRSSBH-2021) organized by IQAC, Initiative Department of Sociology, RTES Art, Science and Commerce College, Ranebennur, 10th August 2021.
13. Participated One Day Awareness Survey on Patent and Its Impact on Small and Medium -Sized Enterprises (SME’s) on April 2021 at IQAC Garden City University.
14. Participated Work Shop “Work shop on NAAC Criteria” held from 3rd February 2021 to 10th February 2021 at Davangere University.
15. Participated Five Days National Level Webinar Series on New Education Policy 2020 From 14th to 18th 2021 in IQAC at Davangere University, Davangere
16. Participated One Day National Level Webinar “Art of Writing Research Paper” at GFGC & Centre for PG Studies Thenkanidiyur, Udupi, on 20th October 2020.
17. Participated One Day Conference on “Empowering Educators- The Real Career Guides” at The Institute of Company Secretaries of India on 10th September 2020.
18. Participated State Level Webinar on ‘Nuance in NAAC - Revised Accreditation Framework’ on 10th September 2020 organized by Department of Commerce and IQAC Cell GMS Arts and Commerce College, Davangere.
19. International Webinar on Academic Writing: Writing across the Curriculum organized by Department of Humanities and Social Science SUM on 8th September 2020.
20. Participated One Day National Level Webinar on Developing Academic Writing Skills organized by IQAC and Department of English ARG College of Arts and Commerce & ARG PG Centre on 25th August 2020.
21. One Day National Level Webinar on Covid-19 Socio Economical Issues and Impact organized by SSJVP College, Harihara on 12th August 2020,
22. Attended in Faculty Learning Program Webinar Organized by Businesses Standing Learning Association with Great Learning on The Future of Online Teaching in India- Challenge and Solutions on 24th July 2020.
23. Participated One Day National Level Webinar on Revitalizing MSMEs Post COVID-19 Crisis and Business

Sustainability held on 11th June, 2020 organized by Avinashilingam Institute for Home Science and Higher Education for Women, Tamil Nadu.

24. Participated One Day Workshop on 'Role of Digital Librarian in Academic Research' at Central Library on 30th May 2020, Davangere University.
25. Attended Online Webinar on The Topic "Impact of Covid-19 on the Economy" held at Department of Studies in Economics, Davangere University on 30th May 2020.
26. Presented Paper Titled "Human Resource Practice in Indian SME's an Exploratory Study" in National Seminar on New Age Business Models for Global Competitive Advantage held on 4th May, 2019 in GFGC Channagiri.
27. Presented Paper Titled "Challenges and Opportunities of in Indian SMEs" in National Seminar on Emerging Issues, Challenges and Opportunities of Small Business Enterprises in India held at Davangere University on 17th January, 2019.
28. Presented Paper Titled "GST Implication on Current Business Context" in National Seminar on Business Education in India: Vision 2030 held at Rani Channamma University, Belagavi on 24th & 25th February, 2018.
29. Presented Paper Titled "Significance of Human Resources Management Practices in Small & Medium Scale Industries" in National Seminar on Skill India-Issues & Challenges held at GFGC, Channagiri on 6th May 2017.
30. Presented Paper Titled "A Study on Role of Small-Scale Industries in India" in National Conference on Emerging Issues in Management and an Interface between Management & Technology on 22nd & 23rd December 2016 in Institute of Management Studies, Davangere University.
31. Attended Two Day Workshop on Research Methodology in Social Science on 23rd & 24th September 2016 in K H Srinivasa Institute of Post Graduate Studies, Sagara.
32. Presented Paper Titled "Emotional Intelligence in Organizational Creativity & Innovation" in National Seminar on Emerging Paradigms in Global Business-Its Implications for Business Education held at DUTCCM & Department of Studies & Research in Commerce, Davangere University On 2nd & 3rd of May, 2016.
33. Presented Paper Titled "Corporate Social Responsibility" in National Seminar on Emerging Paradigms in Global Business – Its Implications for Business Education on 2nd & 3rd May 2016 in Davangere University.

34. Presented Paper Titled “Regulatory Framework for Commodity Derivatives Trading in India” in National Seminar on Commodity & Derivative Markets in India held at GFGC, Channagiri on 14th February, 2015.
35. Attended One Day Workshop on Cost Accounting Standards on 12th October 2014, Kuvempu University, Shankaragatta.
36. Presented Paper Titled “Problems and Prospects in Agricultural Markets in Karnataka State of Arecanut Products” in National Seminar on Emerging Issues in Marketing - Relating to Arecanut on 27th September 2014 in GFGC Channagiri.
37. Presented Paper Titled on “Role of Business Education in Indian SME’s” in International Conference on Empowering Employability in Business Management on 6th May 2014 in GFGC Channagiri.
38. Presented Paper Titled “A Study on Financial Security in Derivative Markets” in National Seminar on “Derivatives Market in India-Emerging Issues” held on 8th May, 2013 in GFGC, Channagiri.
39. Attended 3-Day National Workshop on “Research Methodologies and Effective Publication Practices” on 25th & 27th July 2012 in NMAM Institute of Technology, Nitte, Udupi, Karnataka.
40. Attended Three Days State Level Workshop on Emerging Challenges in Business Practices on 10th to 12th Feb, 2012 in GGC Channagiri.

Training Program:

1. Attended UGC- Sponsored Eighth Short Term Programme in Academic Writing & Publication Ethics from 24.11.2025 to 29.11.2025 and obtained the Grade “A”. Held at MMTTC the Gandhigram Rural Institute – DTBU Dindigul, Tamil Nadu.
2. Attended Faculty Development Programme on “Smart Teaching with AI-Transforming Higher Education” organized by the Post Graduate and Research Department of Commerce, Agurchand Manmull Jain College, Meenambakkam, Chennai, in association with Book Bytes International Publications held on 31st October 2025.
3. Attended Two Weeks Refresher Course in Commerce from 24th September 2024 to 9th October 2024 and obtained **A grade** held at MMTTC, UGC Sponsored, Mysore university, Mysore.
4. Attended Faculty Development Programme organized by Department of Studies in Commerce, Davangere University, held on 2nd July 2022.
5. Two Weeks Refresher Course in Commerce and Management from 25th June to 08 July 2021 and Obtained **A+ Grade** Held at Teaching Learning Center, Ramanujan College, University of Delhi.

6. Two Weeks Refresher Course on 'Advanced Research Methodology Tools and Techniques' from 15th to 30th April 2021, and obtained **A Grade** held at Teaching Learning Center, Ramanujan College, University of Delhi.
7. Participated One Day Online FDP on Project Proposal for Research Grant on Jan 08 2021.
8. Four Weeks Refresher Course for "Faculty in University/Colleges/Institute of Higher Education" held from June 4th to 1st July 2020 and Obtained **A+** held at Teaching Learning Center, Ramanujan College, University of Delhi.
9. Four - Day Course on Use of Statistical Tools & Techniques for Social Science Research held from 20th to 23rd April 2020, organized by Institute of Management Studies, Davangere University.
10. Participated Faculty Development Program-2020 organized by Davangere University Davangere from 6th January 2020 to 13th January 2020.

Personal Details

Gender	Male	
Date of Birth	01/03/1982	
Contact details	Address for Communication	Permanent address
	Dr. Kumara M R Assistant Professor, Department of Studies in Commerce, Shivagangothri, Davangere University, Davangere-577007.	Dr. Kumara M R s/o Late Rangappa M. Gollarahalli (Village), Belliganudu (Post), Channagiri (Taluk), Davangere, (District), Pin Code-577 552.
Electronic address	Telephone- Mobile: 9980002431	
	E mail : kumarmrgrl@gmail.com : kumarmr@davangereuniversity.ac.in	