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Dr. Baily Vincent

Associate Professor

Education

- UG – B.Sc (Physics, University of Madras, 2002)

- PG – MSW (Family & Child Welfare), (University of Madras, 2004)

- MBA – International Business Management, Annamalai University, 2006.
- M.Phil – Guidance and Counselling, Mother Theresa University, 2012)
- Ph.D – Social Work, Bharathiar University, 2018.

Dr. Baily Vincent is an associate professor at the department of Social Work (SFS) and has been with Madras Christian College for the past 15 years. Dr. Baily has published more than 25 articles in reputed Journals and has presented more than 30 papers in various international and national conferences. Her expert area includes Life Skills, Communication, Team Building, Social Group Work, Family and Child Welfare, Youth Development, Organisational Behaviour, Human Resource Management, Work-life balance, and Human rights.

Courses being taught by the faculty: Social Work Profession, Social Group Work, Social Welfare Administration, Human Resource Management, Organisational Behaviour and, Training Laboratory for

## Highlights

Featured Publication:

1. *Innovation a Tool for Sustainable Business Environment: HR's- the steer of Green HRM in the International Journal of Contemporary Commerce.*
2. *Work Life Balance among Married Working Women in IT Sector and Social Group Work Intervention in the Shanlax International Journal of Arts, Science and Humanities.*
3. *Social Group Work intervention in enhancing the work life balance among married working women in IT sector in the International Journal of Social Sciences and Humanities Invention*
4. Authored a book on *Human Rights Education for Social Work Students.*

Positions :

1. Nodal Officer- IQAC
2. Nodal Officer- Placement Cell.
3. Nodal Officer- Examinations.

emerging HR professionals.

Research Projects (Recent ones):

1. Funded by **RGNIYD** titled “**Capacity building workshop on Environmental Education for sustainable development**”, Rs. 1 Lakh, 2017, 2017
  2. Funded by the **UBCHEA** titled “**Faculty Development Programme for the staff of the self-financed stream, Madras Christian College**”, US \$ 9,000, 2016-2017.
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**Internal Page with complete CV**

Dr. Mrs. Baily Vincent

**Ph.D** in Social Work, Bharathiar University, Tamilnadu, India.

**MSW** (Master in Social Work) Specialization in Family and Child Welfare, Stella Maris College (Autonomous) (Affiliated to Madras University Chennai), Tamilnadu, India.

**UGC(NET)** Examination which was conducted on 26<sup>th</sup> JUNE 2005.

**M.B.A** in International Business, through Annamalai University, Tamilnadu, India.

**M.Phil** in Guidance and Counselling, through Mother Teresa University, Tamilnadu, India.

**B.Sc** (Physics), Stella Maris College (Autonomous), (Affiliated to Madras University Chennai), Tamilnadu, India.

Attended a **refresher course** in Major Concern in Social Sciences, from 8.2.2011 to 28.2.2011, organised by the UGC-ASC, University of Madras.

Attended a **Faculty Development Programme** on “Research Methodology and Data Analysis” from 10<sup>th</sup> to 13<sup>th</sup> August 2020, organised by the IQAC, Madras Christian College, Tamilnadu, India.

Attended a **Faculty Development Programme** on “e content Development” from 17<sup>th</sup> to 31<sup>st</sup> 2020, organised by D.G. Vaishnav College, Tamilnadu, India.

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Attended a **Faculty Development Programme** on “Research Methodology and Data Analysis” from 17<sup>th</sup> to 31<sup>st</sup> May 2021, organised by TLC Ramanuja College, Delhi, India.

Attended a **Faculty Development Programme** on “Outcome Based Education: Evaluation of attainment of goals” on 28<sup>th</sup> and 29<sup>th</sup> July, 2021, organised by the IQAC, Madras Christian College, Tamilnadu, India.

## **PAPERS PUBLISHED:**

1. Published a paper on '***Innovation a Tool for Sustainable Business Environment: HR's- the steer of Green HRM***' in the *International Journal of Contemporary Commerce* on March 2020, Vol.8, and Issue 2. ISSN: 2319-9583.
2. Published a paper on '***Work Life Balance among Married Working Women in IT Sector and Social Group Work Intervention***' in the Shanlax International Journal of Arts, Science and Humanities, on March 2018, by Shanlax International, ISSN:2321-788X.
3. Published a paper on '***Social Group Work intervention in enhancing the work life balance among married working women in IT sector***' in the International Journal of Social Sciences and Humanities Invention, on June 2017 by Valley International, ISSN: 2349-2031.
4. Published a paper on '***Work Life Balance of Married Working Women in Corporate Sector***' in the *Journal of Management and Science* on October 2015, Vol.2, and ISSN: 2250-189/ EISSN 2249-1260.
5. Published a paper on '***Work Life Balance among Married Working Women and HR interventions in IT Sector***' in the *International Journal of Contemporary Commerce* on March 2015, Vol.3, and Issue 2.ISSN: 2319-958X.
6. Published a paper "***Group Work as a Method to Increase the Work Life Balance among Married Working Women***" in the book Practicing Social Work - The Reality and HR, the Business Acumen- A Transitional Role, September 2014. ISBN- 978-93-81208-38-0.

7. Published a paper “***Challenges and Opportunities for Future HRs in Maintaining Industrial Peace: Service Sector***” in the book Practicing Social Work - The Reality and HR, the Business Acumen- A Transitional Role, September 2014. ISBN- 978-93-81208-38-0.
8. Published a paper on “***Occupational Stress and Work Life Balance among the Married Working Women in IT Sector***” in the book Envisioning New Strategies towards achieving Millennium Development Goals, December 2013, ISBN-938116402-9.
9. Published a paper on “***Global Retail Firms and the Challenges faced by Human Resource Professionals***” in the book Redefining Business Horizons, on September 2013, ISBN- 978-93-81006-67-2.
10. Published a paper “***Stress and Work Life Balance among married Working Women: Teacher Vs Corporate***” in the book Redefining Business Horizons, on September 2013, ISBN- 978-93-81006-67-2.
11. Published a paper “***The Challenges faced by HR Professionals in Global Retail Firms***” in the book Human Capital and Challenges, on April 2013, ISBN 978-81-92536-0-4.
12. Published a paper on ‘***Influence of social advertisements and Social Shopping on the Youth***’ at a *International Journal of Contemporary Commerce* on September 2012.ISSN: 2319-958X.
13. Published a paper on “**The Challenges faced by HR Professionals in Global Retail Firms**”, in the conference proceedings of The National Conference on Human Capital Challenges, by the School of Management, D.G. Vaishnav College, Chennai, **ISBN 978-81-925376-0-4**

14. Published a paper on “**Life Skills Development – A Dominant Principle of Health Education**”, in a book named *The Indian Youth and their Sustainability Challenges- A Life Skills Perspective*, **ISBN 978-93-81006-50-4**
15. Published a paper on “**A study on Negligence of Adolescent Children by Working Parents**”, in a book named *The Indian Youth and their Sustainability Challenges- A Life Skills Perspective*, **ISBN 978-93-81006-50-4**
16. Published a paper on “**A study on Parental Influence on the Adolescent Behaviour**”, in a book named *The Indian Youth and their Sustainability Challenges- A Life Skills Perspective*, **ISBN 978-93-81006-50-4**
17. Published a paper on “**Socio-economic status of women Vendors of Mangadu Village, Poonamalle**” in a book named **Poverty Alleviation and Rural Development**, Published by Abhijeet Publications (ISBN 978-93-81136-66-9), New Delhi,2012.
18. Published a paper on “**Comprehensive Sexuality Education Programme in a govt. higher secondary school, Chennai**” in a book named *Professional Social Work in India- Rhetoric and the Reality*, **ISBN 978-81-9074-896-4**
19. Published a paper on “**The impact of Transit School in the Development of a Child using Life Skill Approach**”, in the *Book of Abstracts on Life Skills Education*, **ISBN 978-93-80697-34-5**
20. Published a paper on “**Life Skill based Health Education**”, in the *Book of Abstracts on Life Skills Education*, **ISBN 978-93-80697-34-5**
21. Published a paper on “**Impact of Ethical Decision Making on the Workplace of Employees**” in the *book of Proceedings on Sustainable Innovations in Global Business Scenario*, **ISBN 978-93-81006-15-3**

22. Published a paper on “**Impact of Self-Help Groups on Women Affected by Tsunami in Semmencheri**” in the book of Proceedings on Sustainable Innovations in Global Business Scenario, *ISBN 978-93-81006-15-3*
23. Published a paper on “**Psycho-social conditions of Elderly Destitute women of Saidapet**” in the book of Proceedings of the International Conference on Enigma of Social Work- Ensnore of Social Workers,
24. A paper on “**Human Rights and Dalits**” at the Social Work Forum Magazine Unnathi.
25. A paper on “**Girls without power**” has been published at SWASA Magazine of MCC.
26. Community Power structure- a Social Worker's perspective,[http://www.articlesbase.com/writing-articles/community-power-structure-a-social-workers-perspective-3274036.html?utm\\_source=sendgrid.com&utm\\_medium=email&utm\\_campaign=sys\\_mails](http://www.articlesbase.com/writing-articles/community-power-structure-a-social-workers-perspective-3274036.html?utm_source=sendgrid.com&utm_medium=email&utm_campaign=sys_mails)

### **Research Interests (Specialisations)**

Life Skills, Family and Child Welfare, Youth Development, Work-life balance, Human Resource Management, Organisational Behaviour, Environment and Ecosystems, Social Issues of the society and Human rights.

### **Courses taught (UG & PG for the past 5 years)**

UG: Family and Child Welfare, and Social Legislation.

PG: Social Work Profession, Social Group Work, Social Work Research and Statistics, Social Welfare Administration, Human Resource Management, Organisational Behaviour, and Training Laboratory for Emerging HR Professionals.

### **Resource Persons:**

1. Confluence 2.0v, 2021 - International Student Faculty Exchange Programme. St. Aloysius' College Jabalpur (M.P.) ,India.

**Administrative Positions:**

1. Nodal officers at IQAC, Placement Cell, and Examinations.