

International School of Business and Research

Fellow Program in Management

Public Viva Voce Examination of Mrs. Elizabeth P. Mathew



Report on the Successful Completion of FPM Viva-Voce Examination by Mrs. Elizabeth P. Mathew

Date: 29th January 2025 (Wednesday)

Mrs. Elizabeth P. Mathew (FPM03-2020) has successfully completed her FPM Viva on January 29, 2025, at ISBR Business School in Bangalore. This report outlines the key details of the event, including an introduction, major highlights, and a conclusion.

Introduction

The Fellow Program in Management (FPM) public Viva-Voce Examination for **Mrs. Elizabeth P. Mathew (FPM03-2020)** was held on **January 25, 2025, from 10:00 AM to 11:30 AM**. The examination focused on her thesis titled "*A Study on Employee Engagement Strategies and its Impact on Retention and Organizational Performance of Employees Working in Select IT Companies in Bengaluru Prior, During, and Post COVID-19 Pandemic*" which was conducted under the guidance of **Dr. A. Narasima Venkatesh**, Chairperson, Professor, and Research Guide.

Major Highlights

- **Thesis Presentation:** Mrs. Elizabeth P. Mathew presented her research through a PowerPoint presentation that effectively outlined her proposed study.
- **Committee Composition:** The examination committee included notable members such as:
 - **Dr. A. Narasima Venkatesh** - Chairperson, Professor & Research Guide
 - **Dr. K. S. Anandaram** - Sr. Director, ISBR Business School
 - **Dr. M. R. Jhansi Rani** - Professor & Deputy Director (Research)
 - **Dr. K. V. Deepak** - Head of MBA Department, Bangalore Institute of Technology, Bangalore
 - **Dr. M. R. Jhansi Rani** - RAC Member 1
 - **Dr. Anand Shankar Raja M** - RAC Member 2.
- **Defense of Thesis:** Mrs. Elizabeth P. Mathew satisfactorily addressed all questions and concerns raised by both internal and external examiners during the Viva-Voce.
- **Recommendation for Award:** Following a thorough evaluation of her presentation and responses, the doctoral committee unanimously recommended the award of the Fellow in Management degree to **Mrs. Elizabeth P. Mathew (FPM03-2020)**.

Conclusion

The successful completion of **Mrs. Elizabeth P. Mathew** FPM Viva marks a significant milestone in her academic journey. Her research on "*A Study on Employee Engagement Strategies and its Impact on Retention and Organizational Performance of Employees Working in Select IT Companies in Bengaluru Prior, During, and Post COVID-19 Pandemic*" not only contributes to the field but also demonstrates her capability to engage with complex topics effectively. The committee's recommendation for awarding the doctoral degree reflects their confidence in her research and presentation skills, paving the way for future endeavors in her professional career.

FPM Final Viva Image:



Congrats Poster: Mrs. Elizabeth P. Mathew

**FELLOW PROGRAM IN MANAGEMENT (FPM)
AICTE APPROVED DOCTORAL LEVEL DEGREE**

CONGRATULATIONS



Mrs. Elizabeth P. Mathew

**Fellow Program in Management (FPM)
Research Scholar
FPM03 – 2020**

For completing, an AICTE Approved Doctoral Level Degree

ON THE THESIS TITLED

**"A Study on Employee Engagement Strategies and its
Impact on Retention and Organizational Performance of
Employees Working in Select IT Companies in Bengaluru
Prior, During, and Post COVID-19 Pandemic."**

RESEARCH GUIDE

**Dr. A. Narasima Venkatesh
Professor and Head of the Department
HRM and General Management
ISBR Business School**