

International School of Business and Research

Fellow Program in Management

Public Viva Voce Examination of Mr. Praveen Kamath

Report on Public Viva Voce Examination of Mr. Praveen Kamath Kumbla

Date: 25th September 2024 - Wednesday



Event Overview

On September 25th, 2024, ISBR Business School in Bangalore hosted the Public Viva Voce examination for **Mr. Praveen Kamath Kumbla (FPM 18-2020)**, a candidate in the Fellow Program in Management (FPM), an AICTE-approved doctoral-level program. The event took place from 11:00 AM to 1:00 PM in Room 22, Floor 2, at the ISBR campus in Electronics City Phase 1. Approximately 30 participants joined both online and offline, including academicians, corporate leaders, research scholars, and enthusiasts.

Thesis Title

- **“Impact of Generational Cohorts on Employee Retention in IT Industry in Bangalore”**

The thesis aimed to explore the influence of generational differences on employee retention strategies within the IT industry, focusing on how different cohorts respond to workplace policies, culture, and engagement tactics.

Examination Committee Members:

1. Chairperson & Research Guide: Dr. M.R. Jhansi Rani
2. Senior Director, ISBR Research Centre: Dr. Anandram K.S.
3. External Examiner (Indian): Dr. C.B. Venkata Krishna Prasad
4. RAC Member 1: Dr. Lakshmi K.S.
5. RAC Member 2: Dr. A. Narasima Venkatesh
6. Research Manager: Dr. Anand Shankar Raja M

Research Guide

- **Dr. M.R. Jhansi Rani**

Under the expert guidance of **Dr. M.R. Jhansi Rani**, the scholar worked diligently to produce an in-depth study of generational dynamics and their practical impact on retention strategies in Bangalore's IT sector.

Event Details

- **Date**: September 25th, 2024 (Wednesday)
- **Time**: 11:45 AM – 12:45 PM
- **Venue**: Room 22, Floor 2, ISBR Business School, Electronics City Phase 1, Bengaluru

Key Highlights of the Viva Voce

During the **Viva Voce**, Mr. Praveen Kamath Kumbala presented his findings to an audience comprising academicians, corporate leaders, and research enthusiasts. He provided an overview of the key themes of his research, including:

- The characteristics and expectations of different generational cohorts (Baby Boomers, Generation X, Millennials, and Generation Z) in the IT workforce.
- The impact of these differences on employee retention strategies.
- Practical recommendations for IT companies to improve retention by catering to the specific needs of each cohort.

The public defense also allowed for questions and discussions, enabling attendees to engage with the scholar on his research methodology, findings, and conclusions.

Thesis Availability

A copy of Mr. Praveen Kamath Kumbla's thesis is available in the ISBR Business School library for reference.

Closing Remarks

The successful completion of the Viva Voce marked a significant academic achievement for Mr. Praveen Kamath Kumbla. It was an inspiring moment for all attendees, highlighting the importance of research in understanding and addressing real-world challenges in employee retention within the dynamic IT industry.

Acknowledgment

The ISBR Business School community congratulates Mr. Praveen Kamath Kumbla on his remarkable achievement and expresses gratitude to the Research Guide, the RAC members, and all participants who contributed to this academic event.

Congrats Poster: Mr. Praveen Kamath



The poster is a vertical rectangular graphic with a light pink background. At the top left is the ISBR Business School logo, which includes a sun icon and the text 'ISBR BUSINESS SCHOOL' and 'REAL WORLD. REAL LEARNING'. To the right of the logo is the text 'International School of Business & Research Bangalore'. In the top right corner, there is a decorative graphic of a purple and yellow triangle with wavy lines. In the center, there is a circular portrait of Mr. Praveen Kamath Kumbala, a man with a mustache wearing a light brown jacket over a white shirt. Above the portrait, the word 'CONGRATULATIONS' is written in a purple, arched font. Below the portrait, the text 'Mr. Praveen Kamath Kumbala' is written in a bold, black font, followed by 'Fellow Program in Management (FPM)' and 'Research Scholar' in a smaller font, and 'FPM 18-2020' in a bold font. Below this, it says 'For completing, an AICTE Approved Doctoral Level Degree'. In the center, there is a white rounded rectangle containing the text 'ON THE THESIS TITLED' in bold, followed by the thesis title in italics: '"Impact of Generational Cohorts on Employee Retention in IT Industry in Bangalore"'. Below this, it says 'RESEARCH GUIDE' in bold, followed by 'Dr. M.R. Jhansi Rani', 'Professor & Dy. Director', and 'ISBR Business School, Bangalore'. At the bottom, it says 'WE WISH THE SCHOLAR, CONTINUED SUCCESS AND REMARKABLE CAREER GROWTH AHEAD!' in a bold, italicized font.

ISBR
BUSINESS SCHOOL
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International School of
Business & Research
Bangalore

CONGRATULATIONS

Mr. Praveen Kamath Kumbala
Fellow Program in Management (FPM)
Research Scholar
FPM 18-2020

For completing, an AICTE Approved Doctoral Level
Degree

ON THE THESIS TITLED
*"Impact of Generational Cohorts on Employee
Retention in IT Industry in Bangalore"*

RESEARCH GUIDE
Dr. M.R. Jhansi Rani
Professor & Dy. Director
ISBR Business School, Bangalore

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REMARKABLE CAREER GROWTH AHEAD!"**