



RWHC
RAJAGIRI CENTRE OF EXCELLENCE FOR
WORKPLACE HAPPINESS AND COMPLIANCE



RAJAGIRI

CENTRE OF EXCELLENCE

for Workplace Happiness & Compliance

Where compliance
meets
COMPASSION



and productivity
meets
PURPOSE



The Rajagiri Centre of Excellence for Workplace Happiness & Compliance is a pioneering initiative of Rajagiri College of Social Sciences and Rajagiri Business School, dedicated to fostering ethical, productive, and people-centric work environments. Anchored in the core values of service, integrity, and excellence, the Centre aims to cultivate workplace cultures where employee well-being and regulatory compliance go hand in hand.



OVERVIEW



Rajagiri College of Social Sciences (RCSS)

Rajagiri College of Social Sciences (Autonomous) (RCSS) was started in 1955 and is managed by the Carmelites of Mary Immaculate (CMI). It is affiliated to Mahatma Gandhi University and is approved under UGC Sections 2(f) and 12(B). The college has academic autonomy and holds the highest NAAC grade in India (A++ with CGPA 3.83/4). It offers courses in Social Work, Management, Psychology, Computer Science, Statistics, Biosciences and Commerce. Rajagiri follows the motto "Learn, Serve, Excel" and promotes value-based education, social responsibility, and ethical learning, inspired by the vision of Saint Kuriakose Elias Chavara.

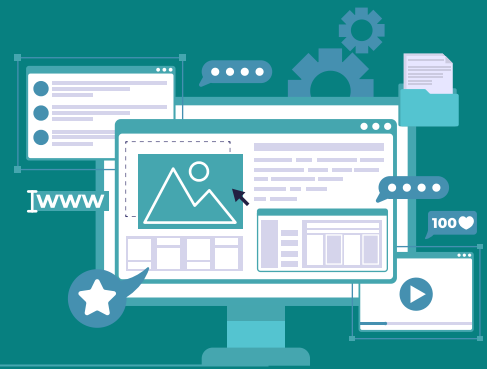


Rajagiri Business School (RBS)

Rajagiri Business School (RBS), established in 2008 as part of the Rajagiri Group of Institutions, is an autonomous B-school offering PGDM and FPM programmes. Accredited by AACSB, RBS is nationally and internationally recognized for its academic excellence. Its PGDM programme holds accreditations from EFMD, ACBSP, NBA, and is recognized as equivalent to an MBA by the Association of Indian Universities (AIU). The school is supported by a diverse faculty committed to high-quality teaching and research.

WHO WE SERVE:

Corporates, Employer Representatives, Trade Union Leaders, Contractors and Supervisors, Platform and Gig Workers & HR Professionals and Government Staffs.



DELIVERABLES



INDUSTRIAL RELATIONS & LEGAL AFFAIRS

- Cultivates a harmonious and inclusive workplace culture.
- Enhances efficiency through timely regulatory submissions.
- Empowers stakeholders with legal knowledge and training.
- Supports conflict resolution and assists in drafting internal policies.

1

2

EMPLOYEE AND LEADERSHIP TRAINING

- Identifies and recommends the right talent for the right roles.
- Keeps employees engaged and encourages them to stay.
- Builds a strong and united team culture.
- Strengthens leadership to support growth.



3

SAFETY & OCCUPATIONAL HEALTH MANAGEMENT

- Simplifies safety audits.
- Improves health and safety awareness for all.
- Helps with online submissions and compliance.
- Eases safety clearances and equipment testing.

HEALTH & SAFETY

WOMEN EMPOWERMENT

4



- Builds confidence through awareness and learning.
- Encourages active and fearless participation.
- Shares both legal and practical knowledge.
- Offers focused training for women entrepreneurs.



ESG COMPLIANCE & ENVIRONMENTAL GOVERNANCE

- Provides ESG audit reports with key suggestions.
- Develops customized ESG action plans tailored to your needs.
- Supports EMS setup and carbon footprint tracking.
- Delivers regular performance reports with guidance.



OUR TEAM

- Dr. Ugin Gomez Joseph holds a Ph.D. in Sociology from the University of Kerala, specializing in industrial relations, labour administration, and labour rights, with 34 years of experience, including 30 years in Central and State government service.
- He has served in key roles such as Block Development Officer, Labour Enforcement Officer, Assistant Labour Commissioner, Deputy Labour Welfare Commissioner, and Welfare & Cess Commissioner, with deep expertise in labour law enforcement and advisory roles for Army and Navy establishments.
- He chaired the industry relations committee for the BPCL Kochi Refinery ₹14,000 crore expansion project (2013–2016).
- A published researcher with ICMR project experience, he has presented at national conferences and serves as a trainer for the Ministry of Defence and Visiting Faculty at DIQA, Bangalore, and NIPM, Trivandrum.



Dr. Ugin Gomez Joseph
CLS (Retd.)
Professor of Practice

DIRECTOR, RWHC



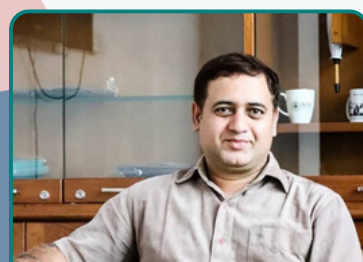
Dr. Manoj Menon
Associate Professor

- 29 years of experience in academics, administration, training, consultancy, and research in HRM.
- Former Principal, Rajagiri College of Management & Applied Sciences; Chairman of Examination Boards at MG University & Kerala University.
- International Visiting Scholar at Haworth Business School, Western Michigan University.
- Consultant and trainer for corporates and educational institutions in HR, organizational development, and manpower management.



Dr. Angela Susan Mathew
Associate Professor

- Associate Dean (Academics), Rajagiri Business School; faculty in Information Systems & Business Analytics since 2014.
- Teaches digital transformation, business analytics, e-commerce, sustainable development, and emerging IT trends.
- Research focus: technology adoption, ICT4D, e-government, e-participation, and digital platforms.
- Actively involved in academic administration, national quiz initiatives, and accreditation processes.



Dr. Imran Ahmed Khan
Associate Professor

- Dr. Imran Ahmed Khan is an Associate Professor in Organizational Behavior and HRM. He holds a master's degree, a Ph.D., and training from IIM Ahmedabad.
- Certified by BPS, EFPA, and ICF, he is skilled in psychometric testing, coaching, and mentoring.
- He has 16+ years of teaching and research experience and has worked in top institutions in India and abroad.
- His research areas are HRM, cross-cultural management, and sustainability, with several publications in top journals.



Bala Subramanian R, FPM
Associate Professor

- Fellow Program in Management (Organizational Behaviour)
- 15 years academic + 2 years industry experience
- Research focus: employee gratitude & team performance
- Conducted training for TVS, India Post, NALCO, Prasar Bharati



CA Dipti Lunawat
Assistant Professor

- 15+ years of teaching in Accounting & Finance (ACCA, CA, MBA, PGDM)
- Chief Founder & Mentor, EDUPORT Career Solutions Pvt. Ltd.
- Formerly with Ernst & Young, Chennai; ICAI Program Coordinator & Faculty (India-wide)
- Guest Lecturer, Artevelde University, Belgium



Dr. Arathi Krishna
Assistant Professor

- PhD in Management, CUSAT – research on academic bullying & workplace issues
- 5+ years teaching; publications in ABDC & Scopus journals, Best Paper awards (INDAM)
- Participant, Wharton Global Faculty Development Program
- Research areas: workplace bullying, employee silence, neurodiversity



Dr. Vineetha Prakash
Assistant Professor

- PhD in Management (HRM), Mahatma Gandhi University; UGC-JRF awardee
- Published & presented in journals and conferences on employee well-being & engagement
- Research interests: work-life balance, well-being, engagement
- 3.5 years industry experience with leading MNCs before academia



Mr. Rajeev S.R
Head, RCSD

- Rajeev S R heads the Rajagiri Centre for Skill Development and is the Nodal Person for the National Jal Jeevan Mission at Rajagiri College, Kalamassery.
- He has over 25 years of experience in development projects with expertise in training, HR, soft skills, water, sanitation, and child rights.
- He is an Asian Regional Master Trainer with international sessions in the Philippines, Afghanistan, and Sri Lanka.

RESOURCE PERSONS



V SUBRAMONIAN

Director, ESIC (Ministry of Labour & Employment, GoI), Ernakulam

V. Subramonian retired as Director of the Employees' State Insurance Corporation (Ministry of Labour & Employment, Government of India) from Ernakulam after 31 years of service. He was subsequently appointed as Inquiry Authority in ESIC, handling departmental inquiries. At present, he serves as President of the ESIC Pensioners Association of Kerala.

VINCENT JACOB

Regional PF Commissioner (Retd.)

Joined EPFO through UPSC as Enforcement Officer and later served as Assistant PF Commissioner before rising to Regional PF Commissioner-II. He headed Regional Offices at Kottayam (Kerala) and Shivamogga (Karnataka) during his 25 years of distinguished service. He retired from the Shivamogga Regional Office on 31st May 2025. He currently resides in Thrissur.

K. G. VALSALA KUMAR

Deputy Labour Commissioner (Retd.)

Retired Deputy Labour Commissioner from Vizhinjam International Seaport, Govt. of Kerala, with later service in Corporate Affairs at Adani Vizhinjam Ports Pvt. Ltd. He served in the Indian Air Force (1982–2002) as JCO (Radar Fitter), with diplomas in Electronics, Radio Communication and Technology. In the Kerala Labour Department, he worked as Labour Inspector, Enforcement Officer, Conciliation Officer under the ID Act, and Quasi-Judicial Authority. He has also been a trainer for government departments, police, trade unions and workers at IMG, KILE and the Labour Commissionerate.

STEPHY JAMES

Academic & Industry Expert in Safety and Fire Engineering

Stephy James is an expert in Safety and Fire Engineering. He serves as an Associate Professor and Deputy Head of Department at Toc H Institute of Science & Technology, Ernakulam. He has over 18 years of teaching and 10 years of industrial safety experience. Currently, he is a doctoral researcher at CUSAT and holds IOSH and NEBOSH IGC (UK) certifications. He has published papers, conducts HSE training, and has received several awards for his contributions.

DR. RAMU

Occupational Health Physician

Dr. Ramu is a distinguished Occupational Health Physician with vast expertise in workplace health and safety. He holds an MBBS from Chennai Medical College and a Master's in Occupational Health. He also has a Diploma in Industrial Hygiene and an AFIH, making him one of the few in India with such qualifications. He has worked with top public health institutions, including the Central Labour Welfare Organization and the Factories & Boilers Department. A national-level faculty and author, his publications and training programs continue to guide future professionals.

DR. AHILJA AARAATTI

Chief Medical Officer, Kochi Metro Rail Limited (KMRL)

Dr. Ahilja Aaraattil is the Chief Medical Officer at Kochi Metro Rail Limited (KMRL). She graduated from Chengalpattu Medical College, Tamil Nadu. Her career is dedicated to improving occupational health, safety, and public well-being. She previously worked at Infosys Technologies, managing corporate wellness programs. At Kochi Metro, she leads initiatives that integrate healthcare, technology, and sustainability to enhance workforce health and services.



VISION

To become a centre par excellence of learning, unique in experience, value based in approach, and pioneering in efforts for enriching and fulfilling LIFE.

MISSION

To facilitate comprehensive and integrated development of individuals to be imbued with righteousness and courage of conviction, so as to effectively function as social beings.

ACCREDITATIONS

AND RANKINGS

NAAC ACCREDITATION



In 2021, Rajagiri College of Social Sciences achieved the highest NAAC score in India in the Fourth Cycle of Reaccreditation, securing an A++ grade with a CGPA of 3.83/4, valid up to 2028.

NBA ACCREDITATION



NBA accreditation granted for various programmes including PGDM, FPM, MBA, MCA, BBA, and others.

INTERNATIONAL ACCREDITATIONS AACSB, EFMD & ACBSP



AACSB
ACCREDITED



EFMD
ACCREDITED



ACBSP
GLOBAL BUSINESS
ACCREDITATION

The PGDM and FPM programmes of Rajagiri Business School hold prestigious international accreditations from AACSB, EFMD, and ACBSP.

NIRF RANKING 2025



Rajagiri College of Social Sciences ranked in India in the College Category.



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Why Partner with the Rajagiri Centre?

- Trusted academic legacy in social sciences & management
- National and global affiliations in workplace learning
- Resource pool of legal, HR, safety & ESG experts
- Customized learning, consultation & implementation support

Our Commitment

- Future-ready workspaces
- Legally compliant and emotionally intelligent
- Socially and environmentally sustainable

Join the Movement for Happier Workplaces

PARTNER WITH US FOR A COMPLIANCE AUDIT



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Let's work together to
redefine workplace
happiness

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