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Notice for the PhD Viva Voce Examination

Mr Sebin Joy, Registration Number: 2170025, PhD Scholar at the School of Business and Management, CHRIST (Deemed to be University) will defend his PhD thesis at the public viva-voce examination Monday, 01 September 2025 at 11.00 am in Room No. 044, Ground Floor, R & D Block, CHRIST (Deemed to be University), Bengaluru – 560029, Karnataka, India.

- Title of the Thesis** : **The Influence of Neuro-Work Environment on Ambidexterity and Engagement of Faculty in Higher Education**
- Discipline** : **Management**
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- External Examiner - II** : **Dr Shruthi J Mayur**
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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva-voce examination.

Place: Bengaluru
Date: 22 August 2025


Registrar (Academics)

ABSTRACT

Multifaceted and engaged employees contribute to any institution's innovation and organisational growth. In the dynamic realm of higher education, understanding how environmental factors intersect with professional performance is increasingly critical. Educational institutions have undergone different transformations in recent years, and it is one of the main challenges of educational management to keep their employees motivated in this fast-changing and competitive scenario. This study focuses on the emerging field of neuro-work environment and examines how social dimensions of work settings impact an employee's cognitive processes and behaviour. This study uses neuroscience principles in the work environment and studies its impact on employee ambidexterity and work engagement of faculty in higher education. This research also explores the role of motivation in the relationship with these variables. The research study is quantitative in nature. Data was collected from 437 faculty of various higher education institutions in Kerala, and the data was analysed in detail to answer the research questions. The research findings indicate that the neuro-work environment significantly impacts faculty' ability to balance multiple tasks and stay engaged. A brain-supportive work environment that minimizes stress can effectively boost the motivation and morale of employees. It leads them to be more ambidextrous and engaged. The research findings emphasize the critical nature of fostering a work environment that actively supports and enhances cognitive function.

Keywords: Neuro-work environment, Neuroscience, Motivation, Ambidexterity, Engagement

Publications:

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5. Joy, S., Kumar, A. A., Elangovan, N., & Nair, S. (2025). Fostering Sustainable Inclusive Organisations : A Study on Neurodiverse Workforce and Remote Work. In *Dimensions of Diversity, Equity, Inclusion, and Belonging in Business* (pp. 229–248). IGI Global. <https://doi.org/10.4018/979-8-3693-3876-6.ch009>
6. Joy, S., Simran, & Kumar, A. A. (2025). From Vision to Action : The Role of Green Inclusive Leadership in Achieving Sustainable Performance in Higher Education. In *Green HRM Awareness and Training in Higher Education Institutions* (pp. 195–216). IGI Global. <https://doi.org/10.4018/979-8-3693-2956-6.ch008>
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