



Dr. Nithya Ramachandran is a Professor, Accounting and Finance, Department of Business Studies, College of Economics and Business Administration, at the University of Technology and Applied Sciences – Ibra, Sultanate of Oman. With more than two decades of academic experience, she has demonstrated excellence in teaching, research, academic mentoring, and quality assurance practices in higher education. Her teaching expertise spans Financial Accounting, Cost and Management Accounting, Corporate Accounting, Financial Management, Audit and Assurance, and Financial Analysis and Control. She is adept at delivering instruction through both conventional and technology-enabled learning environments and has consistently received outstanding student feedback for her learner-centered and engaging pedagogical approach.

Dr. Nithya's research interests encompass Corporate Governance, Sustainability Accounting, Entrepreneurship, Working Capital Management, and Quality Assurance in Higher Education. She has published research papers in reputed peer-reviewed journals and actively contributes to academic discourse through conference presentations, invited talks, and scholarly engagements. In addition, she has contributed professional writings on themes such as cultural diversity and workplace effectiveness. Her academic contributions have earned her recognition as a keynote speaker, conference chair, and session chair at several international conferences and academic forums. She also serves as an Ad Hoc Reviewer for the International Journal of Business Intelligence Research and International journal of climate change strategies and management.

A dedicated academic mentor, Dr. Nithya has successfully guided and inspired students to achieve excellence in academic, research, and professional arenas. Under her mentorship, students have won accolades in national and international competitions, secured placements in reputed organizations, and actively participated in research conferences, reflecting her commitment to holistic student development and experiential learning.

Beyond teaching and research, Dr. Nithya is widely appreciated for her collaborative leadership, professional integrity, and commitment to institutional development. She is

recognized for her supportive and approachable nature, actively assisting colleagues in areas related to teaching innovation, research activities, accreditation, and quality assurance documentation. Her multidisciplinary expertise, strong academic values, and dedication to continuous improvement position her as a valuable contributor to the academic and professional community.

Research Work

Recent Publications:

1. **Ramachandran, Nithya**, Abdullah Khalfan Al-Azri; “Adoption of AI in the Recruitment Process: Analyzing the Perspectives from Oman through the Lens of the Value-Adoption Model (VAM)” published in In: Mansour, N., Bujosa Vadell, L.M. (eds) Generative AI in Finance and Law. Contributions to Finance and Accounting. Springer, Cham. April 2026.
2. **Ramachandran, Nithya**, Tharaya Al Harthi; Salma Al Naamani; “Adopting Artificial Intelligence in HR Training: Exploring Opportunities, Risks, and Benefits in the Context of Oman” published in In: Mansour, N., Bujosa Vadell, L.M. (eds) Generative AI in Finance and Law. Contributions to Finance and Accounting. Springer, Cham. April 2026.
3. **Ramachandran, Nithya**, Aravind, Duggirala; Thamizhselvan R.; Reddy, Eswara; Rajkumar, Daniel M. “Mathematical Perspectives on Advanced Motion Control Techniques for Modern Mechatronic Applications” published in In: R. Vettriselvan., N.V. Suresh. (eds) Methodologies and Applications of Intelligent Motion Control Systems. Springer, November 2025.
4. **Ramachandran, Nithya**; Jawaher Al-Hajri, Tasnim Al Barwani, Shima Al-Mahmoudi, Salma Al Hajri, Maryam Al-Hashamiya, “From Ledgers to Algorithms: The Rise of Cutting-Edge Technologies in Accounting” Integrating Artificial Intelligence, Security for Environmental and Business Sustainability: indexed by SCOPUS – Q4, October, 2025.
5. Abdullah Khalfan Al-Azri; **Ramachandran, Nithya**; Edukondala Rao Jetti, “Oman’s Path to Sustainable Tourism: PESTEL Perspective” Integrating Artificial Intelligence, Security for Environmental and Business Sustainability: indexed by SCOPUS – Q4, October, 2025.
6. Abdullah Khalfan Al-Azri; **Ramachandran, Nithya**; Bushra Khalfan Al-Matani;

Hanin Yasser Al-Rawahi, “The Effect of Occupational Health and Safety Hazards on Employees’ Performance: Cases from Oman” TPM – Testing, Psychometrics, Methodology in Applied Psychology, indexed by SCOPUS – Q3, September 2025

FDP Resource Person:

- Resource Person at 5-day Online Faculty Development Program, organized by Happy Valley Business School on Mastering Research Writing & Publication in Reputed Journals from 10th Nov to 14th Nov 2025.
- External Resource Person at Faculty Development Programme on Financial Insights Through Forecasting and Reporting organized by P.K.R. Arts College for Women, India. Topic: Income Statement Analysis and Balance sheet Analysis. July 14th, 2025.

Blog Post:

Integration and Implementation Insights – The Australian National University. “Four lessons for operating in a different cultural environment” published on 8th December 2020. <https://i2insights.org/2020/12/08/cross-cultural-working/>

Book editor:

1. Siraj K.K; **Ramachandran, Nithya**, Edited a book on “Future Outlooks on Corporate Finance and Opportunities for Robust Economic Planning”, IGI Global Publications, USA, indexed in SCOPUS. 2023.
<https://www.igi-global.com/book/future-outlooks-corporate-finance-opportunities/294904>

Sponsored Research Projects

Sponsor: University of Technology and Applied Sciences – Ibra

Topic: Empowering UTAS Ibra Graduates: Integrating Soft and Digital Skills for the Future

Role: Principle- investigator

Grant: OMR 550

Year: 2025-2026

Awards:

- Best Researcher, UTAS – Ibra – Academic Year 2024-2025
- Best Research Project Supervisor – Academic Years 2023,2024,2025
- Best Paper Presenter at International Multidisciplinary Research Colloquium – 2025 organized by UTAS – Shinas, Oman