**Dr.** Gadadh Latha

**BBM, MBA, PhD (Management)**

Bangalore, India

 Email Id: [latha.sidapur@gmail.com](mailto:latha.sidapur@gmail.com)

 Ph: 9611092779

*A distinguished visionary Professor having experience teaching in East African universities as well in various colleges in Bangalore along with entrepreneur skills as Director, having enthusiastic thrive on challenge and constantly set goals , with Outstanding academic, communication, organizational, and people skills and a passionate for teaching. Research interests include Talent retention strategies and spiritual values.*

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| **Academic Experience** | | | |
| Position | Name Of Institution | Work Period | Total Years |
| Guest faculty | Lbs government first grade college | 5/2/2022 | Till now |
| Centre  Director | International School Of Design, Bangalore Centre | 6/2/2019-12/09/2021 | 2 Years 7 Months |
| Assistant Professor | Wachemo University, Ethiopia | 7/10/2016 - 1/10/2018 | 2 Years |
| Assistant Professor | Dilla University, Ethiopia | 7/10/2014 To 1/7/2016 | 2 Years |
| Guest Lecturer | Maharani’s College, Bangalore | 16.07.2013 To 30.04. 2014 | 9 Months |
| Faculty Cum Academic Coordinator | Vogue Institute Of Fashion Technology | 24/8/2010 To 6/3/2011 | 1 Year |

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| **Academic Qualifications** | | |
| Degree | Subject | Institution |
| PhD | Management (HRM) | Shri Jagdishprasad Jabarmal Tibrewala University(JJTU) |
| EMBA | Management | NIBM, Chennai |
| MBA | HRM | Chhattisgarh University |
| BBM | Management | Gulbarga University |

**Certificate courses:**

* Certified As Introduction To  NLP From Iimaginarium, Bangalore
* Completed Certificate Course On Research Methodology August, 2015 - October, 2015, Online Conducted By  Alexis Institute Initiative | An Autonomous Centre Of Alexis Foundation , Luck Now
* Certified In Web Designing Course, Basics, C,C++,Java,Html,Ms-Excel, Ms –Office,
* Power-Point.

**PhD thesis**:

“A study of human values and its impact on talent retention strategies in it companies”

Thesis details: in this thesis an attempt of study of human values is studied evaluated how best the retention strategies were impacted on talents and explained the impact of human values on retaining talents of it companies with the help of questionnaire and derived the talents wants, their desire to stay/leave. The descriptive method of SPSS with chi-square analysis is been done. The result showed the need of human values and its impact on talent retention strategies in it companies.

**Subjects handled:**

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| --- | --- | --- | --- |
| **Subject** | UG/PG | Number Of Times Taught | Course Materials Prepared |
| Corporate Management And Behavior | BBA | Once | Yes Notes |
| Business Organization | BBA | Once | Yes |
| Soft skills | BBA | Twice | Yes |
| Information System And Computers Theory | MCOM | Once | Yes |
| Service Management | BBA | Once | Yes |
| Business Environment | MBA | Once | Yes |
| Entrepreneurship Development | BBA | Thrice | Yes |
| Management Process | BBA | Twice | Yes |
| Strategic Management | MBA | Once | Yes |
| Human Resource Management | MBA | Twice | Yes |
| Management Theory & Practices | MBA | Twice | Yes |
| Business Research Methodology | MBA | Once | Yes |
| Organizational Behavior & Leadership | MBA | Twice | Yes |
| Organizational Change And Development | BBA | once | yes |
| Banking Relations And Operations | BBA | Twice | yes |

**Subjects I can handle**::almost all theory subjects

**PUBLISHED ARTICLES IN SCOPUS/PEER REVIEWED INTERNATIONAL JOURNALS**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Authors | | Title Of Article | | Name Of Journal | | VOL .No. Yr And Pg No | | ISSN | | Impact Factor | |
| DR. Tania Gupta, Mahesh Sahebrao Wavare ,Prof. Chhaya Patel, Shahid Basher, Dr. Sunder Kala Negi,Dr.Gadadh Latha | | “Multicultural Educational System: A Practical Approach To Healthy Global Society” | | Journal Of Positive School Psychology  [Https://Journalppw.Com/Index.Php/Jpsp/Article/View/5772](https://journalppw.com/index.php/jpsp/article/view/5772) | | VOL6(4)2022,  9464-9472 | | 2717-7564 | | H-Index-5 | |
| Latha Siddapur,Dr.Gajendranaidu | | Work Place Betterment Through Spirituality: Need Of The Hour”, | | Knowledge Insight | | VOL. 1, No. 2, 2012, Pp. 21-31. | | 2277-4890 | |  | |
| Latha Siddapur,Dr.Gajendranaidu | | Soft Skills: The Requirements And Demands Of The Work Environment”. | | Knowledge Insight, | | VOL. 1, No. 2, 2012, Pp. 5-12 | | 2277-4890 | |  | |
| Dr.Latha Siddapur | | It's All About The Science Of Management: The Theoretical Approach , International Journal In Management And Social Science | | [Http://Ijmr.Net.In/Currentijmss.Php?P=VOLume%204,Issue%202,February,2016](http://ijmr.net.in/currentijmss.php?p=VOLUME%204,ISSUE%202,February,2016)  (UGC Approved) | | VOL.04(02),,  2015  426-433 | | 2321-1784 | | 5.276 | |
| Dr. Latha Siddapur , Deepak Kallepalli | | Entrepreneurship And Economic Development: Entrepreneurship Situation In Ethiopia | | International Journal Of Research In It & Management  [Https://Euroasiapub.Org/?S=Entrepreneurship+And+Economic+Development%3A+Entrepreneurship+Situation+In+Ethiopia](https://euroasiapub.org/?s=Entrepreneurship+and+economic+development%3A+entrepreneurship+situation+in+ethiopia)  (UGC Approved) | | VOL.5(12), 2015 | | 2231- 4334 | | 4.961 | |
|  | Cathartic Optimization Of Techno-Managerial Human Recourses In Reconstituting Indian Power Sector | | IOSR Journal Of Business And Management | | 2015, VOL 18, (11), Pp 83-87 | | 2319-7668 | |  | |
|  | The Holistic Approach To Aspects Concerns Generation Z Employees | | International Journal Of Multidimensional Research | | VOL.03 Issue-11 | | 2321-1784 | | 4.358 | |
|  | India’s Tourism Business – Development And Rising Challenges | | International Journal In Management And Social Science  UGC Approved | | VOL.03 Issue-11 (November, 2015) | | 2321-1784 | | 4.358 | |
|  | Barriers Of Communication And Interpersonal Correspondence”, Indian Stream Research Journal | | [Http://Isrj.Org/Uploadeddata/6951.Pdf](http://isrj.org/UploadedData/6951.pdf)  Indian Stream Research Journal | | VOL. 5(6), 1-6.  2015 | | 2230-7850 | | 3.1560 | |
|  | Corporate Entrepreneurship: Fostering Innovation, | | [Http://Aygrt.Isrj.Org/Uploadeddata/6053.Pdf](http://aygrt.isrj.org/UploadedData/6053.pdf)  Golden Research Thoughts | | VOL 5(1), 1-7  2015 | | 2231-5063 | | 3.4052 | |
|  | It’s All About (The)Training And Its Advantages To Employee And Organizational Conceptual Learn | | Pezzottaite Journals  International Journal Of Organizational Behavior And Management Perspectives L | | VOL5(2)  2016 | | ISSN(P)2279-0950  ISSN(O):2279-0969 | | 6.4 | |
|  | Organizational Alternate Causal Factor And Employees Conduct: An Apparent View Of Psychological Contract | | International Journal Of Research In Social Science | | 2016  VOL6(6) | | 2249-2496  UGC Approved | |  | |
|  | Human Resource Management In Twenty First Century: Issues & Challenges & Possible Choices To Reap Competitiveness. | | [Https://Www.Ijmra.Us/2016ijrss\_June.Php](https://www.ijmra.us/2016ijrss_june.php)  International Journal Of Research In Social Sciences (IJRSS) | | 2016  VOL6(6) | | 639-650  UGC Approved | |  | |
|  | The Psychological Contract: Anticipated Nature Of Employee-Intuition Expectations | | International Journal Of Research In Social Science | | 2016  VOL6(6) | | 2249-2496  UGC Approved | |  | |
|  | Entrepreneurship And Economic Development .Entrepreneurship Situation In Ethiopia | | International Journal Of Research In It And Management | | VOL(5)(12)  2016 | | 2231-4334 | |  | |
|  | Corporate Entrepreneurship: Fostering Innovation | | [Http://Aygrt.Isrj.Org/Uploadeddata/6053.Pdf](http://aygrt.isrj.org/UploadedData/6053.pdf) | | 2016 | |  | |  | |
|  | Revolutionize Entrepreneurial Marketing: Another Approach To Testing Times | | MTC Global Journal Of Management And Entrepreneurship | | VOL4(8),129-140, 2016 | |  | |  | |
|  | Structuring Knowledge Management And Altering Psychological Contracts | | International Journal Of Research In It And Management | | VOL 6(1)  139-147, 2016 | | 2231-4334 ,ISSN(P): 2349-6517 (Print And Online) | | 6.61 | |
|  | Refurbishing From Personnel Management To Human Resource Management | | International Journal Of Research In It And Management | | VOL6(4),148-159  2016 | | 2231-4334 ,ISSN(P): 2349-6517 (Print And Online) | | 6.61 | |
|  | Fundamental Conceptual Framework Of The Human Resource Management Practices, Job Satisfaction And Turnover | | International Journal Of Research In It And Management | | VOL6(4),148,160-171  2016 | | 2231-4334 ,ISSN(P): 2349-6517 (Print And Online) | | 6.61 | |
|  | Historic Prior ,Evolution And Progress Of Human Resource Management :A Brand New Point Of View | | International Journal Of Research In Economics And Social Sciences  [Www.Euroasiapub.Org/Current.Php?Title=Ijress](http://www.euroasiapub.org/current.php?title=IJRESS) | | VOL 6(3),178-188  2016 | | 2249-7382 | | 6.5 | |
|  | An Analysis Of Globalization And Its Affect On Strategic Human Resource Management For An Organizational Success | | GE-International Journal Of Management Research  [.Http://Aarf.Asia/Geer.Php](http://www.Aarf.Asia/Geer.Php) | | VOL.4(3),1-12  2016 | | 2321-1709 | | 4.88 | |
|  | A New Paradigm In Typical Human Resource Administration Practices | | International Journal Of Current Engineering And Scientific Research(Ijcesr)  [Http://Troindia.In/Journal/Ijcesr/VOL3\_Iss3.Html](http://troindia.in/journal/ijcesr/Vol3_Iss3.html). | | VOL3(3),62-68, 2016 | | 2393- 8374 | |  | |
|  | Some Facts About Relationship Between Strategic Human Resource Management And Organization Affectivity Of Organizations In A Conceptual Framework | | <Http://Aarf.Asia/Geer.Php> | | VOL4(3),149-165,  2016 | | 2321-1709 | | 4.88 | |
|  | The Nature Of Employee Retention: An Overview, | | International Journal Of Research In It And Management  [Http://Www.Euroasiapub.Org/Current.Php?Title=Ijrim](http://www.euroasiapub.org/Current.Php?title=Ijrim) | | VOL 4(3),271-284,  2016 | | 2231- 4334 | | 5.961 | |
|  | The Business Of Globalization On Human Resource Management And Its Role | | GE-International Journal Of Management Research  [Http://Aar.Asia/Geer.Php](http://Aar.Asia/Geer.Php). | | VOL 4(3)  271-284,  2016 | | 2321-1709 | | 4.88 | |
|  | The Philosophy Of Reasons Influencing Job Satisfaction: A Conceptual Framework | | International Journal Of Research In It And Management  [Http://Euroasiapub.Org/Current.Php?Tile=Ijrim](http://euroasiapub.org/current.php?tile=Ijrim) | | Vo6(3),101-107,  2016 | | 2231-4334 | | 5.9 | |
|  | Job Satisfaction Theories: Traceability To Employees Performance In Firms In Reference To Ethiopia | | International Journal Of Research In It And Management VOL6(3), [Http://Www.Euroasiapub.Org/Current.Php?Title=Ijrim](http://www.euroasiapub.org/current.php?title=Ijrim) | | VOL6(3),  108-121,  2016 | | 2231-4334 | | 5.96 | |
|  | It’s The Side Of Extreme Influencing Organizational Behavior Through The Applying Of Discovering Out Theories | | GE-International Journal Of Management Research  [Http://Aarf.Asia/Ger.Php](http://Aarf.Asia/Ger.Php) | | VOL.4(3)  23-40,  2016 | | 2321-1709 | | 4.88 | |
|  | Human Resources And Organization Development: A Coordinated Circuit Talent Management | | International Journal Of Research In It And Management  [Http://Eoroasiapub.Org/Pastissue,Php?Title=Ijrim&VOL=VOLume%206.Issue%201](http://eoroasiapub.org/pastissue,php?title=IJRIM&vol=Volume%206.issue%201), | | VOL6(1)  2016 | | 2231- 4334 | | 5.9 | |
|  | An Evaluation Of The Persona And Purpose Of Psychological Contact: Tactics For Suitable Hr Practices To Be Distinct A Healthful Psychological Contract Is Developed And Maintained. | | [Https://Www.Ijmra.Us/2016ijpss\_June.Php](https://www.ijmra.us/2016ijpss_june.php)  International Journals Of Multidisciplinary Research Academy (IJMRA) | | VOL6(6)  2016 | | 2249-5894 | | 5.650 | |
|  | Values Of Human Resource Management In Twenty First Century: A Theoretical Standpoint | | SJCC Management Research Review | | VOL 6(1)  2016 | | 2249-4359 | |  | |

**Articles under publications:**

1. The human resource management for estimating employee turnover using machine learning and system dynamics on firm performance
2. Talent retention strategies and an effect on the macro economic situation

**Details of conferences/seminars attended:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| SL no | Name Of Conference/Seminar | Year |  |  |  |
| 2 | Competencies For Recruitment And Selection Professionals | 2011 | Institute Of HRD | Local |  |
|  | Strategic Human Resource Management Practice Paradigms-Challenges And Opportunities In The Indian Context | 27th & 28th March 2014. | UGC Sponsored Two Day National Level Seminar, Maharani Arts College, Bangalore |  |  |
| 3 | International Conference On Operational Excellence For Global Competitiveness- | 3-5 Febrauary2011 | R.V. College  , Bangalore, |  |  |
| 4 | National Conference On Competencies For Recruitment & Selection Professionals | February 12, 2011 | Institute Of HRD And New Horizon Leadership Institute, Bangalore | National |  |
| 5 | International webinar on fundamentals of research and methodology | March 26th ,2022 | Eudoxia education | International |  |
| 6 | International webinar on qualitative research design and NVivo | March 29 | Eudoxia education | International |  |
| 7 | International webinar on basics of research and methodology | May3rd | Eudoxia education | International |  |
| 8 | International webinar on quantitative research design and SPSS | March 31st | Eudoxia education | International |  |
| 9 | Recent advancements in commerce and management | 29th April 2022 | Sree Sastha Arts And Science College, Chennai | webinar |  |
| 10 | Emerging trends on business environment under the theme of “Azadi Ka Amrit Mahotsav | 23rd April 2022 | Sponsored by ICSSR, organized by Lingaya’s Lalita devi institute of management and science | National seminar |  |

**Details of research papers published in conferences/seminars etc**

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| --- | --- | --- | --- | --- |
| Title Of Paper | Name Of Conference/Seminar | Name Of The Publisher | Year Of Publication | VOL. No And Page Number |
| Balancing Work Life And Other Spheres Of Working Women”, | Proceedings Of 3rd National Seminar On Business Strategies: National & Global Perspective | Indian Academy School Of Management Studies, Bangalore | February 25 & 26, 2011. | ISBN 978-81-920859-0-6 |
| Emotional Intelligence Or Emotional Athyachar And Employee Development | The Proceedings Of International Conference In Excellence In Management Practices (ICEMP) | Kristu jayanti College, Bangalore | 15-16,2011 |  |
|  |  |  |  |  |
| The Paradigm Of Triple Bottom Line(Tbl)-Risk, Ethics, Governance And Sustainability” | International Conference On “ The Paradigm Of Triple Bottom Line(Tbl)-Risk, Ethics, Governance And Sustainability” | St.Joseph’s College Of Commerce, Bangalore, India | 2015 | 2249-4359 |
| India Tourism Business-Development And Rising Challenges At The B.Com Travel And Tourism Department’s | Tourism Sector In India: Development, Sustainability And Challenges | College Of Commerce, Bangalore, India | 2015 |  |
| Influence Of Human Resources Systems On Growth, Market Share, Profitability And Customer Satisfaction Of Organization | SJCC Management Research Review(Bi-Annual Peer Reviewed Journal | 22-32 | 2015 | 2249-4359 |
| Dynamics Of Organization-Employee Relationship And The Technological Know-How Interface: A Critical Evaluation | 11th International Conference On Management, Engineering, Science, Humanities And Technology(ICMESHT ) | Presented | 2016 |  |

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| **Edited Chapters** | | | | |  |
| Sl. No. | Title With Page No | Book Title, Editor, | Publishers International/National/Local | First Corresponding Author | Year |
| 1 | An Intricate Sphere Of Strategic Management." Strategic Management In Modern Era  57-64 | Archers And Elevators Publishing House, 2015, Print. Local | Local | Dr.M.Ganeshbabu, Dr.G.Vani And Dr.N.Panchanatham | 2015 |
| 2 | Human Resource Management: Concept And Significance”.  60-66 | A Handbook On Commerce And Management: Applications, Concepts And Technologies | National  Academic Guru Publishing House,2022,60-66 | Dr.Rajesh Gupta | Gadadh latha | | VOL 12022  2022, |
| 3 | Customer Satisfaction Towards Service Caliber In Service Sector Segment Reviewed: What Can One Learn From Other’s Mistakes | Customer Satisfaction Towards Service Quality Of Electrical Equipments-A Managerial Approach | Archers And Elevators Publishing House | E.Sankaran, Dr.D.Kirubakaran,Dr.K.S.Meenakshi Sundaram |  | | 978-93-85640-66-7 |
| 4 | The Power Of The Performance Of Entrepreneurship Element And Sustainable Economic Progress | Rural Entrepreneurship Trends, Opportunities And Challenges | International Research Publication House | 135-145  2016  Maya Salimath,\.G,Pawan Kumar Reddy |  | | 978-93-84443-57-3 |
| 5 | Attributes, Environment Motives And Women Entrepreneurial Endeavor: A Literature Overview | Rural Entrepreneurship:Trends,Opportunities And Challenges, | International Research Publication House  2016 | 135-145  Maya Salimath,\.G,Pawan Kumar Reddy |  | |  |
| 6 | Employee Engagement: An Organizational Performance Indicator | Employee Engagement, Research Anthology | Harshwardhan Publication Pvt Ltd | 23-41  Maya Salimath.G |  | | 978-93-85882-80-7 |
| 7 | Sustainable Ethics Over Contemporary Management :A Panacea To Authoritative Accomplishment | Classical Indian Wisdom, A Philosophical Panacea To The Contemporary Issues Of Public Policy And Business Management | Akinik Publications | Aparna Singh,Usha Kiran Rai |  | | 978-93-85895-35-7  184-192 |

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| --- | --- | --- | --- | --- |
| **Books Published** | | | | |
| Sl No | Book Title, Editor | Publishers International/National/Local | Year Of Publication | ISBN |
| 1 | Coimbatore: Bonfring | The Study Of Human Values And Its Impact On Talent Retention Strategies In It Companies | 2015 | 978-93-85477-04-1 |
| 2 | Lambert Academic Publications. | Generation Z Employees | 2016 | 978-3330072-59-6 |
| 3 | Book River Publishers | Strategic Human Resource Management | 2022 | Under Publication |

**Pg projects /dissertations guided:**

* Internal examiner ,and was a chairperson in the thesis defense scheduled for MBA general students held in 2015,Dilla university, Ethiopia
* Guided 10 students of MBA on MBA thesis for the academic year 2014-2015

**FDP details attended:**

|  |  |  |  |
| --- | --- | --- | --- |
| Title | Institution |  |  |
| Social Science Research Using SPSS And Amos | R V Institute Of Management, Jaynagar, And Bangalore. | June 13th And 14th, 2014 | National |
| Academic Rishi And New Knowledge Creation: Reviving The ‘Created In India’ Approach | PES University, MBA Dept, Bangalore | 25th July 2015 | Local |
| Faculty Development Program On Research Methodology For Qualitative And Quantitative Data Collection And Analysis” | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 | 21st February To 28th February 2022 | International |
| 6th International Workshop On Research And Methodology Workshop Woram 6 | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 | 3rd March To 02nd April 2022 | International |
| 6th International Workshop On Research And Methodology For Qualitative Data Collection ,Coding And Analysis For Free Scopus Publications Process | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 | 06th April To 11th April 2022 | International |

**Workshops attended:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Title | Institution | Number Of Hours | Year | International/National |
| Introduction To Nlp | Imaginarium NLP Master Practitioner, Nfnlp, Usa | 72 | 2012 | National |
| Sankalp, Global Annual Convention: | New Horizon College Of Engineering And Mtc Global | 4 Hours | 11th And 12th Sept 2015, | International |
| Spiritual Science Of Healing |  | 100 Hours | 2019 | National |
| Pranic Healing | Karnataka Yoga Vidya Pranic Healing Foundation Trust yoga Prana Vidya | 100hours | 2020 | State Level |
| Free Publication Of Qualitative And Quantitative Research Paper In Peer Reviewed Journal | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 |  | 23rd December 2021 To 02 January 2022 | International |
| Qualitative Research Design And Application Of Software | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 |  | 29th January To 5th February 2022 | International |
| Scopus, Wos, UGC Care List Free Publication And Patent Filling Process | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 |  | 3rd March To 11th March 2022 | International |
| Seventh International advanced training on research manuscript drafting and publishing | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 | 10 credits | 19th April to 27th April 2022 | International |
| 6th International Workshop On Research And Methodology For Qualitative Data Collection ,Coding And Analysis For Free Scopus Publications Process | Eudoxia Research Centre And Eudoxia Research University, Usa ,2022 |  | 06th April To 11th April 2022 | |

**Meritorious awards:**

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| --- | --- |
| Description | Details Of Award |
| Highest Marks  Scorer In Marketing Subject | BBM 2001 ASM College, Bellary |
| Winner Of Best Girl Of The School | BSV School |
| Best Women Academician | Res |
| Silver Medal | Certificate Course On Research Methodology In Its Professionals Category By Alexis Foundation Through The Online Mode |

**Membership to professional bodies:**

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| --- | --- | --- |
| Title | Organization | Type |
| Fellow Member  FISCA | International Science Congress Association, Indore ,India | Life membership |
| Academic Individual Life Member | MTC Global, India | Life membership |

**Editorial memberships:**

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| --- | --- | --- |
| Sl no | Name |  |
| 1 | Editor | Research Journal Of Recent Sciences, An International Peer Reviewed Monthly Journal ISSN : 2277 – 2502 |
| 2 | Country Coordinator And An Editorial Board Member | International Journals Of Multidimensional Research. |
| 3 | Editorial Board Member | Asian Journal Of Technology & Management Research |
| 4 | Editorial Board Member | Euro Asia Research And Development Association |
| 5 | Editorial Board Member | Ira Publications, An International Refereed And Print Journal |
| 6 | Editorial Board Member | Technical Research Organization ,India |
|  | Assistant Editor-In-Chief | International Journal Of Current Engineering And Scientific Research (IJCESR) ISSN(Print) 2393-8374  ISSN(Online):2394-0697 |
|  | International Review Member | Primax Foundation Association For International Conference On Emerging Strides In Innovation And Skill Enhancement-Sustainable Development Key Focus |

**Patents filed:**

Evaluation of the role of social and economic infrastructure in the promotion of business activities, application number: 202211022511

**Student evaluation:**

Scored 4.8 out of 5 for all the semesters evaluated by immediate supervisor at Dilla University, Ethiopia

**Personal Details**

Date of Birth:    01/06/1978

Language Known: Kannada, English, Hindi, Telugu