



3.4.4

FIRST PAGE OF RESEARCH PAPERS PUBLISHED IN
SCOPUS/WEB OF SCIENCE/UGC CARE INDEXED
JOURNALS IN THE YEAR 2022

A. Mishra
19/04/2023

Registrar
कुल सचिव
Usha Martin University
उषा मार्टिन विश्वविद्यालय
Ranchi-835103/रांची-835103

Usha Martin University

Village Narayansoso, Near Angara Block Office, Ranchi - Purulia Highway, Angara, Ranchi - 835103, Jharkhand

INDEX

Sl. No	Title of paper	Name of the author/s	Department of the teacher	Name of journal	Year of publication	ISSN number	Page No
1	A comparative analysis of friction stir and tungsten inert gas dissimilar AA5082-AA7075 butt welds.	Ratnesh Kumar, Gaurav Kumar, Abhijit Roy, Ravi Shankar Sinha, S.M. Mozammil Hasnain, Om Prakash, Asim Ahmad.	Faculty of Engineering and Applied Sciences	Material Science for Energy Technology	2022	2589 - 2991	1
2	Comprehensive Analysis of Design Software Application in Solar Distillation Units.	Om Prakash, Asim Ahmad, Anil Kumar, S.M. Mozammil Hasnain, Gaurav Kumar	Faculty of Engineering and Applied Sciences	Material Science for Energy Technology	2022	2589 - 2991	2
3	Experimental analysis of the heat transfer rate of phase change material inside a horizontal cylindrical latent heat energy storage system	Rohit Kothari, Asim Ahmad, Shailesh Kumar Chaurasia, Om Prakash and Om Prakash.	Faculty of Engineering and Applied Sciences	Material Science for Energy Technology	2022	2589 - 2991	3

(Signature)
19/04/2023

Registrar

कुल सचिव

Usha Martin University
उषा मार्टिन विश्वविद्यालय
Ranchi-835103/रांची-835103

4	The compressive study of energy security prospects in India through solar power.	Om Prakash, Asim Ahmad, Anil Kumar, Rajeshwari Chatterjee, shubham Sharma, Reza Alayi, Hossein Monfared.	Faculty of Engineering and Applied Sciences	International Journal of Low-Carbon Technologies	2022	1748 - 1325	4
5	Performance Analysis, and Economic-Feasibility Evaluation of Single-Slope Single-Basin Domestic Solar Still under Different Water-Depths.	Om Prakash, Asim Ahmad, Anil Kumar, Rajeshwari Chatterjee, Somnath Chattopadhyaya, Shubham Sharma, Aman Sharma, Changhe Li and Elsayed Mohamed Tag Eldin.	Faculty of Engineering and Applied Sciences	Energies, MDPI	2022	1996 - 1073	5
6	Comprehensive State-of-the-Art Review on the Recent Developments in Greenhouse Drying	Asim Ahmad, Om Prakash, Anil Kumar, Rajeshwari Chatterjee, Shubham Sharma, Vineet Kumar, Kushagra Kulshreshtha, Changhe Li and Elsayed Mohamed Tag Eldin	Faculty of Engineering and Applied Sciences	Energies, MDPI	2022	1996 - 1073	6
7	Leadership behavior in initiating and managing organizational	Madhulika Koushik	Faculty of Business Management & Commerce	Rajasthali Journal	2022	2583 - 1720	7

Usha Martin University
उषा मार्टिन विश्वविद्यालय
Ranchi-835103/रांची-835103

	change - a case study of poultry cooperatives, a rural enterprise of Jharkhand, India						
8	Multi-Criteria Usability Evaluation of mHealth Applications on Type 2 Diabetes Mellitus Using Two Hybrid MCDM Models: CODAS-FAHP and MOORA-FAHP	Sharmistha Roy	Faculty of Computing & Information Technology	Applied Sciences	2022	2076 - 3417	8
9	Photocatalytic degradation of organic dyes using titanium dioxide (TiO ₂) and Mg-TiO ₂ nanoparticles	Prof. Himanshu Narayan	Faculty of Engineering and Applied Sciences	Journal of Nanotechnology and Nanomaterials	2022	2692 - 630 X	9
10	Study on the Effect of Urban Pollution Induces by Urban Development Among Forest Territory, Wildlife and Human Population: A Mathematical Model	Suman Kumari Sinha, Jayantika Pal, Kumari Jyotsna	Faculty of Business Management & Commerce	IJIRT	2022	2349 - 6002	10
11	Smart City Vehicle Accident Monitoring and	Ajay Kumar, Md. Amir Khusru Akhtar,	Department of Computer Science &	IETE Journal of Research	2022	0377 - 2063	11

	Detection System Using (MEMS, GSM, GPS) Raspberry Pi 4	Abhishek Pandey	Engineering				
12	Design of Internet of Things (IoT) System Based Smart City Model on Raspberry Pi	Ajay Kumar Md. Amir Khusru Akhtar, Abhishek Pandey	Department of Computer Science & Engineering	IETE Journal of Research	2022	0377 - 2063	12
13	Optimal trajectory path algorithm for WCV	Md. Amir Khusru Akhtar	Department of Computer Science & Engineering	NeuroQuantology	2022	1303 - 5150	13
14	In-vitro antioxidant effects and antimicrobial potential of hydro alcoholic extract of Boerhavia diffusa	Sailesh Narayan	Department of Pharmacy	World Journal of Pharmacy and Pharmaceutical Sciences (WJPPS)	2022	2278 - 4357	14
15	Greater Social mobility of tribal women in rural Jharkhand: A case study of horticulture scheme under MGNREGA, initiated by rural development department of Government of Jharkhand.	Authors: Khyati Munjal, Arvind Hans, Prem Shankar	Faculty of Business Management & Commerce	Tribal culture and social mobility by Abhidha books. page 166-173.	2022	2321 - 9653	15
16	Dynamics Between Virtual Teaching And	Viveka Nand Sharma,	Faculty of Business Management	Elementary Education	2022	1305	16

	Effective Knowledge Process For Hotel Management Students During Covid19 Pandemic.	Arvind Hans	& Commerce	Online		3515	
17	A Theoretical Study of Select Human Resource Practices and Hotel Industry Success -The Arbitrating Role of Employee Competencies.	Viveka Nand Sharma, Arvind Hans	Faculty of Business Management & Commerce	Galaxy International Interdisciplinary Research Journal, vol. 10, no. 3, Mar. 2022, pp. 738–45.	2022	2347 - 6915	17
18	Tourist Attraction Perception of Jharkhand Cuisine: A Study on Tourists Visiting Jharkhand.	Viveka Nand Sharma, Arvind Hans	Faculty of Business Management & Commerce	International Journal of Circular Economy and Waste Management	2022	2691 - 6681	18
19	The Arbitrating Effects of Leadership, Equity, and Integrity on Employee's Organizational Commitment – A Study of Hotels in Jharkhand.	Viveka Nand Sharma, Arvind Hans	Faculty of Business Management & Commerce	International Journal of Multidisciplinary: Applied Business and Education Research, vol. 3, no. 4, Apr. 2022, pp. 650–60.	2022	2774 - 5368	19
20	A Study to Reconnoitering the Dynamics of Talent Management	Viveka Nand Sharma , Arvind Hans	Faculty of Business Management & Commerce	International Journal of New Practices in Management and	2022	2250 - 190839	20

	Procedure at Hotels in Jharkhand.			Engineering, vol. 11, no. 01, Mar. 2022, pp. 41–46.			
21	A Dynamical study on the adverse effects of industrial activities in the forest and wildlife region	Suman Kumari Sinha, Jayantika Pal, Kumari Jyotsna	Faculty of Business Management & Commerce	Modelling earth system & environment	2022	2363 - 6211	21
22	How much spatial and temporal variation in groundwater microbiology can occur following open dumping of municipal solid waste?	R. Naresh Kumar, Mohini Verma, Jawed Iqbal, Shubhrasekhar Chakraborty	Faculty of Agriculture	Water practices and Technology	2022	1751 - 231 X	22
23	Analyzing the Financial Performance of Top 5 NBFCs in India: An Analytical Study	Meenakshi Kumari	Faculty of Business Management & Commerce	International Journal for Multidisciplinary Research (IJFMR)	2022	2582 - 2160	23
24	A Study on Working Capital Management of Steel Companies in India	Meenakshi Kumari	Faculty of Business Management & Commerce	International Journal of Research Publication and Reviews	2022	2582 - 7421	24
25	Investment Pattern Of Salaried Unmarried Young Individuals	Meenakshi Kumari, Shipra	Faculty of Business Management & Commerce	Journal of Emerging Technologies and Innovative Research (JETIR)	2022	2349 - 5162	25

Usha Martin
19/04/2023
Registrar

कुल सचिव

Usha Martin University
उषा मार्टिन विश्वविद्यालय
Ranchi-835103/रांची-835103

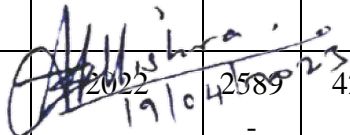
26	A study on working capital management of Indian FMCG companies	Meenakshi Kumari	Faculty of Business Management & Commerce	International Journal of Research in IT and Management (IJRIM)	2022	2231 - 4334	26
27	People Management Practices – an Empirical Investigation of Hotels In Jharkhand.	Arvind Hans	Faculty of Business Management & Commerce	Rajasthali Journal, Volume 1, Issue 2, Jan - Mar 2022, pp. 32-37.	2022	2583 - 1720	27
28	The Need for Post-Operative Nurse-Led Care Treatment in the Reference of Anesthesia in the Indian Hospitals	Sailesh Narayan	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	28
29	Pedagogy: System Science as the Foundation for an Immature Science	Rojalini Samanta	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	29
30	Indian Parents' Role in Special Needs Children's Rehabilitation	Avishikta Ray Das	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	30
31	Non-Drug Behavioral Interventions for the Side Effects of Cancer Treatment in Children	Rupsa Seth	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	31
32	Assessing India's	Priyanka	Department of	Journal of	Registrar 2022 कुल सचिव	2589	32

	Research on Disabilities	Jaiswal	Pharmacy	ReAttach Therapy and Developmental Diversities		- 7799	
33	An Investigation into the Social Acceptance Education Rehabilitative Programming based on Skills Acquisition for the Transgender Community	Shivangi	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	33
34	A Study of the Fair Participation of Disabled Students in Higher Education	Puja Lal	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	34
35	A Study of the Effect of Psychological Intervention on Patients Suffering from type 2 Diabetes on Their Physiological and Psychological States	Richa	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	35
36	An Investigation on the Role That Pedagogy Plays as a Benchmark for Excellence in Secondary Schools	Suchita Shalini	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	36

Suchita Shalini
19/04/2023
Registrar
कुल सचिव

Usha Martin University
उषा मार्टिन विश्वविद्यालय
Ranchi-835103/रांची-835103

37	Mental Illness-Related Disability	Prabhat Kumar	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	37
38	Aging with Physical Disabilities: Experience Intersected by Stigma, Social Isolation and Finitude	Rupsa Seth	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	38
39	The Empowerment and Social Integration of Individuals with Mental Disabilities	Archana Sahu	Department of Pharmacy	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	39
40	Comprehending Indian hospitals and utilization of quality management: advancing medical aspects of healthcare systems	Samir Kumar Ojha	Faculty of Engineering and Applied Sciences	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	40
41	The psychology of management data and the significance of such data for enhanced strategy and planning	Samir Kumar Ojha	Faculty of Engineering and Applied Sciences	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	41
42	Digital HRM prospects and challenges: role	Arvind Hans	Faculty of Business Management	Journal of ReAttach Therapy and	2022	2589 - 7799	42


 Registrar
 कुल सचिव
 Usha Martin University
 उषा मार्टिन विश्वविद्यालय
 Ranchi-835103/रांची-835103

	in the improvement of worker behavior		& Commerce	Developmental Diversities			
43	Utilizing GSCM for waste management in green building operations & analysis of psychology differences between Turkish and EU rules	Arvind Hans	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	43
44	Psychology of youth in employment retention in government and corporate sector: a comparative study	Nitesh Kumar	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	44
45	The impact of skill development schemes, retention, employability, and skilled employees on the psychology of Maharashtra's youth	Nitesh Kumar	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	45
46	A psychological study on organizational culture's effects on HRD programs	Meenakshi Kumari	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	46
47	Ramifications of ict in teacher education: a	Dinesh Kumar Pandey	Faculty of Business Management	Journal of ReAttach Therapy and	2022	2589	47

	study on behavioral attitudes of students		& Commerce	Developmental Diversities		7799	
48	An assessment of positive and negative aspects of organizational politics: a systematic literature review on psychological wellbeing of employees	Dinesh Kumar Pandey	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	48
49	Critical evaluation of GST impact on the functioning of small companies: evaluation of people psychology and perception	Md. Saifullah Khalid	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	49
50	To study the technology adoption among the marketers: psychological perception and attitude of marketing professionals	Md. Saifullah Khalid	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	50
51	An analytical study on the influence of consumer loyalty programs on the small and medium size business based on consumer	Anupama Verma	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	51

(Signature)
19/04/2023
Registrar
कुल सचिव

Usha Martin University
उषा मार्टिन विश्वविद्यालय
Ranchi-835103/रांची-835103

	psychology						
52	Attitude of people towards importance of HRM in public sector organizations and employee wellbeing	Anupama Verma	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	52
53	Analyzing people perception and attitude towards the significance of BA or business analytics in fostering agility and performance of organizations	Neha Kumari	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	53
54	An analytical study on the association between organization culture and sustainability of an organization: a behavioral study of employees	Neha Kumari	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	54
55	A psychological study of the efficiency of knowledge management in the management of human resources influenced by the mediating	Shabana Bano	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	55


 19/04/2023
Registrar
 कुल सचिव
Usha Martin University
 उषा मार्टिन विश्वविद्यालय
 Ranchi-835103/रांची-835103

	factor:						
56	Improving the contribution of leadership to organizational development: a systematic study based on the human perceptions towards leadership	Shabana Bano	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	56
57	An analysis of the development of human resource management: focusing on employee involvement and emotional wellbeing	Sephalika Sagar	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	57
58	Impact of microfinance on the insurance industry: a study on human psychology and attitude	Sephalika Sagar	Faculty of Business Management & Commerce	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	58
59	A study of how families of children with learning disabilities perceive their children and the disorder	Bikram Mazumdar	School of Nursing	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	59
60	Ocular anomalies in learning-disabled	Regina Kujur	School of Nursing	Journal of ReAttach Therapy and Developmental	2022	2589 - 7799	60

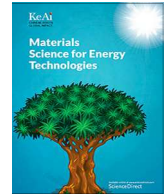
	offspring at a special education institutions			Diversities			
61	Personality among nurse staff in hospitals	Shilza Nimmi Guria	School of Nursing	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	61
62	Work-life balance, personality, burnout and stress factor among nurse staff in hospitals	Shradha Alka Soreng	School of Nursing	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	62
63	An investigation to determine how effective an intensive nursing and rehabilitation programme for patients	Sasmita Donald Kinny	School of Nursing	Journal of ReAttach Therapy and Developmental Diversities	2022	2589 - 7799	63
64	Analysis Of E-Commerce Usability and Security Factor Based on Multimodal Business Dimension in Pharmaceutical Supply Chain and Cbir Based Textile Recommendation System	Sharmistha Roy	Faculty of Computing & Information Technology	Journal of Pharmaceutical Negative Results	2022	0976 - 9234	64
65	E-Commerce Website Usability	Sharmistha Roy	Faculty of Computing & Information	Mathematics	2022	2227	65

	Analysis Using the Association Rule Mining and Machine Learning Algorithm		Technology			7390	
66	Usability Evaluation and Classification of mHealth Applications for Type 2 Diabetes Mellitus Using MARS and ID3 Algorithm	Sharmistha Roy	Faculty of Computing & Information Technology	Environmental Research and Public Health	2022	1661 - 7827	66
67	A Review on Government's role in communicating science about disasters	Shahnaaz Zabi	Faculty of Journalism & Mass Communication	National Journal of Multidisciplinary Research and Development	2022	2455 - 9040	67
68	Effect of Pulmonary Rehabilitation on the Health-Related Quality of Life (Hqol), Activities of Daily Living (ADL) and mental health among COVID-19 patients; A systematic review	Shagufa Amber, Javid Ahmad Dar	Department of Physiotherapy and Paramedical Sciences	Archives of Depression & Anxiety	2022	2455 - 5460	68
69	Digital HRM Prospects and Challenges: Role in the Improvement of Worker	Arvind Hans, A., Achari, P.D., Agrawal, A.K., Shukul, J.A., Bhattarai, S.	Faculty of Business Management & Commerce	Journal for ReAttach Therapy and Developmental Diversities, 2022, 5(Special Issue 2)	2022	2589 - 7799	69

	Behavior)			
70	Utilizing GSCM for Waste Management in Green Building Operations & Analysis of Psychology Differences between Turkish and EU Rules	Hans, A.,Bhattarai, S., Shukul, J.A., Agrawal, A.K.,Achari, P.D.	Faculty of Business Management & Commerce	Journal for ReAttach Therapy and Developmental Diversities, 2022, 5(SpecialIssue2),	2022	2589 - 7799	70
71	Analysis of Evapotranspiration Models for Estimating reference Evapotranspiration in Sub-tropic region	Yadvendra Pal Singh H.K. Mittal P.K. Singh, S.R. Bhakar,Syed Danish Yaseen Naqvi,Akanksha Singh,Manjri Singh, Vikas Yadav, Lopamudra Satapathy	Faculty of Agriculture	Bulletin of Environment, Pharmacology and Life Sciences	2022	2277 - 1808	71

USHA MARTIN UNIVERSITY

(Signature)
19/04/2023
Registrar
कुल सचिव
Usha Martin University
उषा मार्टिन विश्वविद्यालय
Ranchi-835103/रांची-835103



A comparative analysis of friction stir and tungsten inert gas dissimilar AA5082-AA7075 butt welds

Ratnesh Kumar^a, Gaurav Kumar^{b,*}, Abhijit Roy^c, Ravi Shankar Sinha^c, S.M. Mozammil Hasnain^b, Om Prakash^a, Asim Ahmad^d

^a Department of Mechanical Engineering, Birla Institute of Technology, Mesra, Ranchi 835215, India

^b Department of Mechanical Engineering, KK University, Biharsharif 803115, India

^c Department of Mechanical Engineering, Budge Budge Institute of Technology, Kolkata 700137, India

^d Faculty of Engineering and Applied Sciences, Usha Martin University, Ranchi 835103, India

ARTICLE INFO

Article history:

Received 26 October 2021

Revised 4 December 2021

Accepted 11 December 2021

Available online 21 December 2021

Keywords:

FSW

TIG

Fatigue

Micro-hardness

Dissimilar welding

ABSTRACT

The aluminium alloys AA5082 and AA7075 were welded using friction stir welding (FSW) and tungsten inert gas (TIG) welding. The effect of these two (FSW and TIG) welding processes on the tensile and fatigue properties of dissimilar AA5082-AA7075 butt welded joints were studied. The S-N curve for both, FSW and TIG, joints were established. The results exhibited that the tensile and fatigue properties of dissimilar FSW welded butt joints are better than those of dissimilar TIG welded butt joints. The fatigue strength for FSWed and TIG welded joint is determined as 40 MPa for 10^6 cycles and 30 MPa for 10^5 cycles of fatigue life, respectively. The micro-hardness of the joints is also studied for both joints. The hardness for TIG joint is lower than the FSWed joint in the welded zone.

© 2022 The Authors. Publishing services by Elsevier B.V. on behalf of KeAi Communications Co. Ltd. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

1. Introduction

TIG welding is one of the conventional technologies for welding aluminium alloys; however, there have been problems associated with it, such as hot-cracking in the fusion zone due to isolation of alloying elements during the solidification process, coarse microstructure [1], which causes the obvious decrease in the mechanical properties of the welded joints. Aluminium alloys exhibit high strength to weight ratio, which is the reason for its extensive demand in various industries [2]. The application of welded joints of aluminium alloys in aerospace industries is restricted due to the poor welding structure [3].

The Welding Institute (TWI), UK invented the FSW process in 1991. FSW is a solid-state joining process that occurs below the melting point of aluminium alloy or the materials being joined. It

is an autogenous, continuous and hot shear process. FSW involves a non-consumable rotating tool. The hardness of the tool is higher than the material being welded [4]. FSW leads to the elimination of harmful gases emitted during welding process, filler materials, and costly weld preparation which reduces the manufacturing costs [5]. In addition, Al alloys joined using FSW exhibit better mechanical properties than those joined using fusion welding techniques. A variety of Al alloy welds with good mechanical properties without the inclusion of defects have been made using FSW [6]. Due to the unique welding procedure of FSW, the grains in the weld zone gets dynamically recrystallized. As a result of this dynamic recrystallization, the grains in the weld zone gets restructured and become refined and closely stacked [7].

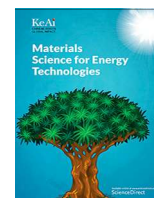
In general, during a welding process, three distinct zones, viz. weld nugget, heat affected zone (HAZ) and parent material, are observed around the welded zone as shown in Fig. 1. However, in the FSW another new zone is observed between the weld nugget or the stirred zone and the HAZ [8]. This zone is the thermo-mechanically affected zone (TMAZ) as shown in Fig. 2. In addition to this, FSW has two different zones one on each side the materials being joined. These zones depend on the tool travel direction, i.e., the tool feed direction and the tool rotational direction. The side on which the tool travel and tool rotational directions are the same is called the advancing side (AS) and the side where the tool travel

* Corresponding author.

E-mail addresses: enr.gauravkr@gmail.com (G. Kumar), smmh.429@gmail.com (S.M. Mozammil Hasnain).

Peer review under responsibility of KeAi Communications Co., Ltd.





Comprehensive analysis of design software application in solar distillation units

Om Prakash^{a,*}, Asim Ahmad^{b,*}, Anil Kumar^{c,*}, S.M. Mozammil Hasnain^d, Gaurav Kumar^d

^a Department of Mechanical Engineering, Birla Institute of Technology, Mesra, Ranchi 835215, India

^b Faculty of Engineering and Applied Sciences, Usha Martin University, Ranchi 835103, India

^c Department of Mechanical Engineering, Delhi Technological University, Delhi 110042, India

^d Department of Mechanical Engineering, K. K. University, Nalanda, 803115 Bihar, India

ARTICLE INFO

Article history:

Received 25 October 2021

Revised 17 January 2022

Accepted 19 January 2022

Available online 24 January 2022

Keywords:

FORTRAN

CFD

Simulation

Solar Still

MATLAB

FLUENT

COMSOL

ABSTRACT

The use of solar stills in rural regions are becoming increasingly popular as it is an economical solution for drinking water from saline water sources. Many researchers have worked for the improvement of conventional solar still to enhance productivity. Costly and time-consuming processes of operation in solar stills encourage many scholars to analyze mathematical simulation. This paper presents comprehensive reviews of the application of different design software to solar still systems. Design software is essential for developing and analyzing the mathematical models and predicting the most suitable performance parameters for the enhanced production rate of distilled water for still systems. Numerical modeling of solar still systems is necessary to analyze and investigate air movement, temperature variation for knowing water temperature, and air temperature through software like CFD, MATLAB, FORTRAN, TRYSYS AutoCAD. The simulation technique's application using CFD is made with TRNSYS, FLUENT, ANSYS, FORTRAN and MATLAB which are useful tools to develop such mathematical models for the prediction of flow parameters. Engineering Equation Solver (EES) package and COMSOL Multiphysics solve the differential energy balance equation. All newly developed software employed for the utility of still solar systems is discussed. This article provides a comprehensive overview of the various software tools used in solar still to help researchers, scientists, and academicians.

© 2022 The Authors. Publishing services by Elsevier B.V. on behalf of KeAi Communications Co. Ltd. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

1. Introduction

Freshwater is considered as the basic need for the survival of human beings and other living organisms. Earth contains 71% of total water, out of which 2.5% of water is freshwater. Only 1.04% of freshwater is available for human beings because of groundwater and ice availability. Also, 7.6 billion population in the world depends on this freshwater for domestic needs [1]. Uncontaminated freshwater is reducing day by day due to an increase in pollution. Due to the inadequate availability of water, health issues are prevailing among living beings. Hence it is essential to save

freshwater for human beings. Many developing countries face an acute shortage of portable drinking water due to the rapid population increase. In rural areas, drinking water infrastructure is underdeveloped and incapable of meeting various domestic purposes, drinking purposes, and industrial purposes. Solar energy is feasible and economical for all solar-based appliances [2–3].

Solar distillation is a method of extracting drinking water from saline water using solar radiation. Solar distillation process is used to produce the solar still. It provides safe drinking water for humans. The condensation and evaporation phenomena are used in this distillation process [4]. Commercial water distillation processes are not practicable in rural regions due to the high cost of electricity or fossil fuel. As a result, solar still continues to be a viable option for providing clean water in rural areas. [5].

Natural convection solar stills, also known as passive solar stills, and forced convection solar stills, also known as active solar stills, are the two forms of solar stills [6–7].

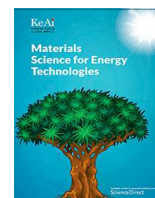
A natural convection solar still works on the principle of natural evaporation and condensation process. Evaporation occurs due to the greenhouse effect. Water vapor gets condensed at the inner glass cover [6]. The glass slants down towards the distillate chan-

* Corresponding author.

E-mail addresses: omprakash@bitmesra.ac.in (O. Prakash), asimlife91@gmail.com (A. Ahmad), anilkumar76@dtu.ac.in (A. Kumar).

Peer review under responsibility of KeAi Communications Co., Ltd.





Experimental analysis of the heat transfer rate of phase change material inside a horizontal cylindrical latent heat energy storage system

Rohit Kothari ^a, Asim Ahmad ^{b,*}, Shailesh Kumar Chaurasia ^{c,*}, Om Prakash ^{d,*}, Om Prakash ^{e,*}

^a Department of Mechanical Engineering, Indian Institute of Technology Indore, 452020, India

^b Faculty of Engineering and Applied Sciences, Usha Martin University, Ranchi 835103, India

^c Department of Mechanical Engineering, Institute of Engineering and Technology, M.J.P.R University Bareilly, U.P. 243006, India

^d Department of Mechanical Engineering, National Institute of Technology, Patna 800005, India

^e Department of Mechanical Engineering, Birla Institute of Technology, Mesra, Ranchi 835215, India

ARTICLE INFO

Article history:

Received 26 October 2021

Revised 14 February 2022

Accepted 14 February 2022

Available online 18 February 2022

Keywords:

Phase change material (PCM)

Heat transfer fluid (HTF)

Latent heat energy storage system (LHESS)

Thermal energy storage

ABSTRACT

Latent heat thermal energy storage system can help in the smooth operation of energy supply and demand. In the present work, experimental study was performed to analyze the heat transfer rate of phase change material inside an annulus. A copper pipe (centrally loaded) runs the length of a cylindrical container during both discharging and charging modes. The overall heat transfer rate is enhanced during phase change process by adding longitudinal fins with the copper pipe. These longitudinal fins were tilted at an angle of 120°. Paraffin wax is used as phase change material. The main objective of the experiment is to analyze the heat transfer rate during the solidification and liquefaction of PCM. Also, the effect of mass flow rate and inlet temperature of heat transfer fluid was analyzed. Conduction was found to be the primary heat transfer mechanism during the initial stages of charging. Once the PCM get liquefied inside the system, natural convection gets dominated. During the solidification of PCM conduction heat transfer get dominated. Also, it was observed that melting duration is strongly affected by the inlet temperature of HTF while the flow rate slightly affects the melting duration.

© 2022 The Authors. Publishing services by Elsevier B.V. on behalf of KeAi Communications Co. Ltd. This is an open access article under the CC BY-NC-ND license (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

1. Introduction

Energy is the basic human need. Energy must be reliable, economically viable, easily available for long term and must not create any harsh effect to environment. Due to increasing thirst of energy and power, exploitation of non-renewable sources of energy is occurring at a have harsh effect on our environment. So, the concentration must be on renewable sources of energy. In recent green summit report 2014, it has been reported that India has huge potential in the field of renewable sources of energy. There are various sources of energy such as geothermal energy, tidal energy, solar energy, wind energy, but among them solar energy is avail-

able everywhere. These energies either can be directly used for various applications or can be converted into various forms of energy like mechanical energy, electrical energy. Some of the products which run on solar energy are solar cooker, solar water heater. These products directly use sun rays striking on their surface for heating food or water. But these products can run only at day time, when sun rays are available, this emphasizes on solar thermal energy storage. Our requirement is of efficient and reliable thermal energy storage system because of mismatch of time between the available energy and the need of energy and it is overcome by using solar energy storage. However, storing sensible energy requires huge volumes of sensible energy storage material. This gives us another way to store solar energy as the latent heat and phase changing materials are used for the same. This brings us to analyze solar latent heat thermal energy storage system with phase changing materials to store latent heat [1–4].

The latent heat storage have higher storage density compared to sensible heat storage because of its capacity of storing maximum amount of energy in a minimum space and therefore latent heat storage system receives more attention. The increase in storage density with latent heat storage system is 5 to 10 times of sensible heat storage. Latent heat thermal energy storage gives us

* Corresponding authors.

E-mail addresses: asimlife91@gmail.com (A. Ahmad), skciitr@gmail.com (S. Kumar Chaurasia), om.prakash@nitp.ac.in (O. Prakash), omprakash@bitmesra.ac.in (O. Prakash).

Peer review under responsibility of KeAi Communications Co., Ltd.



The compressive study of energy security prospects in India through solar power

Om Prakash¹, Asim Ahmad², Anil Kumar³, Rajeshwari Chatterjee⁴, Shubham Sharma^{5,6}, Reza Alayi^{7,*} and Hossein Monfared⁸

¹Department of Mechanical Engineering, Birla Institute of Technology Mesra, Ranchi, 835215, India; ²Faculty of Engineering and Applied Sciences, Usha Martin University, Ranchi, 835103, India; ³Department of Mechanical Engineering, Delhi Technological University, Delhi, 110042, India; ⁴Department of HMCT, Birla Institute of Technology Mesra, Ranchi, 835103, India; ⁵Department of Mechanical Engineering, University Centre for Research and Development, Chandigarh University, Mohali, 140413, India; ⁶Department of Mechanical Engineering, IK Gujral Punjab Technical University, Main Campus-Kapurthala 144603, India; ⁷Department of Mechanics, Germe Branch, Islamic Azad University, Germe, 5651763764 Iran; ⁸Department of Mathematics, Germe Branch, Islamic Azad University, Germe, 5651763764, Iran

Abstract

Energy security depends upon the supply and demand of electricity. Power supply volatility is a challenge in India power sector. India is mainly dependent on coal, which is not a viable long-term option. Hence, the future of energy supply in India is renewable energy, and solar energy is the most prominent and reliable source of renewable energy. The solar power plant is classified as a low-, medium- and high-temperature-based solar power plant. The low-temperature solar power plants, the collectors, are unglazed plates. In contrast, medium-temperature collectors are flat plates, and high-temperature collectors concentrate sunlight using mirrors and lenses, achieving temperature and pressure up to 3000°C and 20 bar. This article discusses the existing total energy scenario, current solar energy developments, supportive solar energy policies and solar energy prospects. The tactics, availability, perspectives, potential and successes of solar energy in India are discussed in this study. The authors compared the barriers to solar energy acceptance and examined the topic of social dissimilarity from a broad theoretical perspective. The study offers policymakers at the federal and state levels, as well as investors, a perspective on issues that may lead to investments in this area. The study states that solar energy could meet higher than 50% of electricity sector demand in India in 2040. This study determined that solar energy incidence in India is around 5000 trillion kWh (kilowatt-hours) each year. The solar energy accessible in a single year surpasses the energy output from the petroleum derivative. The average energy from the solar power plant is 0.30 kWh per m² equal to the 1400–1800 peak rated capacity. India has many solar power facilities, making it one of the top producers of renewable energy power.

Keywords: electricity; energy security; solar energy; renewable energy; Fossil fuels

*Corresponding author:
reza.alayi@yahoo.com

Received 14 February 2022; revised 15 April 2022; accepted 15 June 2022

1 INTRODUCTION

The power shortage is the difference between the demand and supply of electricity. In India, there is a huge gap between energy demand and supply. Most of the rural and agricultural sectors of India are either using free electricity or at very high subsidized

rates and thus resulting in a huge gap in electricity supply and the power cost. The power consumption in rural areas is also not metered. It makes difficult in knowing the average total power requirement in a month [1]. The estimation of power consumption is also not accurate and transparent. India is majorly dependent upon coal for thermal power generation, which is ~67% of

International Journal of Low-Carbon Technologies 2022, 17, 962–979

© The Author(s) 2022. Published by Oxford University Press. All rights reserved. For Permissions, please email: journals.permissions@oup.com





This is an Open Access article distributed under the terms of the Creative Commons Attribution License (<http://creativecommons.org/licenses/by/4.0/>), which permits unrestricted reuse, distribution, and reproduction in any medium, provided the original work is properly cited.

<https://doi.org/10.1093/ijlct/ctac075> Advance Access publication 25 July 2022

962

Article

Performance Analysis, and Economic-Feasibility Evaluation of Single-Slope Single-Basin Domestic Solar Still under Different Water-Depths

Om Prakash ¹, Asim Ahmad ^{1,2}, Anil Kumar ³ , Rajeshwari Chatterjee ⁴, Somnath Chattopadhyaya ⁵ , Shubham Sharma ^{6,7,*} , Aman Sharma ⁸, Changhe Li ⁷  and Elsayed Mohamed Tag Eldin ^{9,*}

¹ Department of Mechanical Engineering, Birla Institute of Technology, Mesra, Ranchi 835215, India

² Faculty of Engineering and Applied Sciences, Usha Martin University, Ranchi 835103, India

³ Department of Mechanical Engineering, Delhi Technological University, New Delhi 110042, India

⁴ Department of Hotel Management and Catering Technology, Birla Institute of Technology, Mesra, Ranchi 835215, India

⁵ Indian Institute of Technology (ISM), Dhanbad 826004, India

⁶ Mechanical Engineering Department, University Center for Research & Development, Chandigarh University, Mohali 140413, India

⁷ School of Mechanical and Automotive Engineering, Qingdao University of Technology, Qingdao 266520, China

⁸ Department of Mechanical Engineering, GLA University, Mathura 281406, India

⁹ Faculty of Engineering and Technology, Future University in Egypt New Cairo, New Cairo City 11835, Egypt

* Correspondence: shubham543sharma@gmail.com or shubhamsharmacsirclri@gmail.com (S.S.); elsayed.tageldin@fue.edu.eg (E.M.T.E.)



Citation: Prakash, O.; Ahmad, A.; Kumar, A.; Chatterjee, R.; Chattopadhyaya, S.; Sharma, S.; Sharma, A.; Li, C.; Tag Eldin, E.M. Performance Analysis, and Economic-Feasibility Evaluation of Single-Slope Single-Basin Domestic Solar Still under Different Water-Depths. *Energies* **2022**, *15*, 8517. <https://doi.org/10.3390/en15228517>

Academic Editors: Iqbal M. Mujtaba and Andrea Frattolillo

Received: 7 September 2022

Accepted: 4 November 2022

Published: 14 November 2022

Publisher's Note: MDPI stays neutral with regard to jurisdictional claims in published maps and institutional affiliations.



Copyright: © 2022 by the authors. Licensee MDPI, Basel, Switzerland. This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>).

Abstract: The impact of single-slope solar still with and without flat-plate collector was evaluated experimentally and numerically. Experimental analysis was conducted for four different water depths (3, 6, 9, 12 cm) in on-sunshine hours between 11 AM to 5 PM in Bhopal (23.2599° N, 77.4126° E), India. The thermo efficiency was 51.31% for 3 cm water depth while 24.29% for 12 cm water depth in an active mode of operation. In the case of passive mode, the thermo efficiency was 17.02% for 3 cm water depth and 6.77% for 12 cm water depth. The average exergy efficiency of single-slope solar still is 66.60% for 3 cm depth which is higher than 12 cm depth, i.e., 23.14%. The hourly variation parameters of solar still were also calculated and analyzed. The overall results obtained in the analysis state that solar still performs effectively when coupled with a flat-plate solar collector. According to econometric evaluation, the fabrication expense of a single-slope solar-basin-still is 126.43\$ whereas the cost of producing distilled water per day is 1.61\$, and the payback period of a single-slope solar-basin-still with FPC is 17.53 months. In a nutshell, the single-slope solar-basin-still design is commercially viable, functional, and technically sustainable, minimizing manufacturing costs in comparison with a traditional solar still, and past findings. The proposed solar still produced remarkable results in all experimental trials.

Keywords: potable water; solar still; performance analysis; overall thermo efficiency; solar distillation





1. Introduction

An adult human body comprises 60% water. This fact indicates the importance of water in our day-to-day life. History has also shown us that important civilizations that grew and flourished were on the banks of rivers where water was in abundance. Additionally, it is well known that water is a prerequisite for life. Nature has gifted water in abundance to us. As we know, out of the Earth's total surface area, 71% is covered with water, out of which only 2.5% of this is fresh water that can be used by us.

Moreover, the majority of this freshwater is stored in glaciers, which means that the availability of clean water is scarce. There is a severe scarcity of potable drinking

Review

A Comprehensive State-of-the-Art Review on the Recent Developments in Greenhouse Drying

Asim Ahmad ¹, Om Prakash ², Anil Kumar ³, Rajeshwari Chatterjee ⁴, Shubham Sharma ^{5,6,*}, Vineet Kumar ⁷, Kushagra Kulshreshtha ⁸, Changhe Li ⁶ and Elsayed Mohamed Tag Eldin ^{9,*}

- ¹ Faculty of Engineering and Applied Sciences, Usha Martin University, Ranchi 835103, India
- ² Department of Mechanical Engineering, Birla Institute of Technology, Mesra, Ranchi 835215, India
- ³ Department of Mechanical Engineering, Delhi Technological University, New Delhi 110042, India
- ⁴ Department of Hotel Management and Catering Technology, Birla Institute of Technology, Mesra, Ranchi 835215, India
- ⁵ Mechanical Engineering Department, University Center for Research & Development, Chandigarh University, Mohali 140413, India
- ⁶ School of Mechanical and Automotive Engineering, Qingdao University of Technology, Qingdao 266520, China
- ⁷ Department of Automobile Engineering, Chandigarh University, Mohali 140413, India
- ⁸ Institute of Business Management, GLA University, Mathura 281406, India
- ⁹ Faculty of Engineering and Technology, Future University in Egypt, New Cairo 11835, Egypt
- * Correspondence: shubham.t1707@cumail.in or shubham543sharma@gmail.com or shubhamsharmacircli@gmail.com (S.S.); elsayed.tageldin@fue.edu.eg (E.M.T.E.)



Citation: Ahmad, A.; Prakash, O.; Kumar, A.; Chatterjee, R.; Sharma, S.; Kumar, V.; Kulshreshtha, K.; Li, C.; Eldin, E.M.T. A Comprehensive State-of-the-Art Review on the Recent Developments in Greenhouse Drying. *Energies* **2022**, *15*, 9493. <https://doi.org/10.3390/en15249493>

Academic Editor: Lyes Bennamoun

Received: 8 September 2022

Accepted: 18 November 2022

Published: 14 December 2022

Publisher's Note: MDPI stays neutral with regard to jurisdictional claims in published maps and institutional affiliations.



Copyright: © 2022 by the authors. Licensee MDPI, Basel, Switzerland. This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>).

Abstract: Drying via solar energy is an environmentally friendly and inexpensive process. For controlled and bulk level drying, a greenhouse solar dryer is the most suitable controlled level solar dryer. The efficiency of a solar greenhouse dryer can be increased by using thermal storage. The agricultural products dried in greenhouses are reported to be of a higher quality than those dried in the sun because they are shielded from dust, rain, insects, birds, and animals. The heat storage-based greenhouse was found to be superior for drying of all types of crops in comparison to a normal greenhouse dryer, as it provides constant heat throughout the drying process. Hence, this can be used in rural areas by farmers and small-scale industrialists, and with minor modifications, it can be used anywhere in the world. This article provides a comprehensive analysis of the development of solar greenhouse dryers for drying various agricultural products, including their design, thermal modelling methods, cost, energy, and environmental implications. Furthermore, the choice and application of solar photovoltaic panels and thermal energy storage units in the solar greenhouse dryers are examined in detail, with a view to achieving continuous and grid-independent drying. The energy requirements of various greenhouse dryer configurations/shapes are compared. Thermodynamic and thermal modelling research that reported on the performance prediction of solar greenhouse dryers, and drying kinetics studies on various agricultural products, has been compiled in this study.

Keywords: greenhouse dryer; thermal storage; no-load condition; load condition; embodied energy; thermal modelling

1. Introduction

Globally, in 2018–2019, fruit production was estimated to be 392 million tons, and vegetable production was estimated to be 486 million tons. Due to post-crop or post-harvest handling, nearly 30–40% agricultural produce is damaged or spoiled [1]. Among developing countries, India is the second-largest producer of vegetables and fruits; however, 35% of the crop is nevertheless lost post-harvest. The factors responsible for these losses include improper handling, poor production methods, and inadequate storage facilities. This results in the approximate annual financial loss of 104 million US dollars [2]. Spoilage

LEADERSHIP BEHAVIOUR IN INITIATING AND MANAGING ORGANIZATIONAL CHANGE – LITERATURE REVIEW AND CASE STUDY OF POULTRY COOPERATIVES, A RURAL ENTERPRISE OF JHARKHAND, INDIA

Prem Bhaskar^{1*} and Dr Madhulika Kaushik²

¹Research Scholar, Department of Business Management and Commerce, Usha Martin University, Ranchi, Jharkhand, India

²Pro-vice Chancellor, Usha Martin University, Angara, Ranchi, Jharkhand, India

E-mail: ¹bhaskarpradan@gmail.com, ²pvc@umu.ac.in

ABSTRACT

The study is done to look into different organizational change models and leadership behaviours in the change process. The case of poultry cooperatives of Jharkhand India is studied to look into the aspects of initiating and managing the organizational change process. A mixed approach of literature review and mapping behavioural aspects through unstructured interviews with the group of leaders and managers was done. The exploratory study helped find the crucial behaviours and role play by the governing board members and managers of the case cooperatives in organizational change management. Further research is needed to establish the leader's behavioural contribution in collective enterprises run by the rural community of India. The study provides ample opportunity to do a detailed study of the subject matter.

Keywords: Leadership behaviour, Managing organizational change, Poultry cooperative - A rural enterprise.

Introduction

Change is a must to remain relevant in general, the same as in the case of an organization. Organizational change may get triggered by the need for business expansion, acquiring new technology that may have the compulsion of business environment out here or the choice of internal organizational requirements. “Organizational change refers to the actions in which a company or business alters a major component of its organization, such as its culture, the underlying technologies or infrastructure it uses to operate, or its internal processes” (Tim Stobierski, Harvard Business School).

Organizational change management depends on leaders and managers involved in the process. Organizational change in cooperative like business setup, where bringing consensus for change is add on perhaps to make it a more complex process. Leaders play a crucial role in change management. Leaders have to have a thorough understanding of the need for change, a detailed strategy to roll out the change process and be ready to address any crisis that arises due to it.

There are several models of organizational change. The paper tried to include as many such models of organizational change as possible to accommodate in the limited time frame. Also, the research studies so far have been done about the behaviours of leaders in initiating change management in

mainland business entities. The study of leadership behaviours in collective enterprises for organizational change management is limited, specifically for rural cooperatives.

The current paper is divided into multiple sections, like literature review for various organizational change models, leadership behaviours in change processes, and the reference case study for leadership behaviours of rural poultry cooperative of Jharkhand, India for the organizational change process.

Research questions and objective of the study

collective enterprises of Jharkhand have undergone a shift, as discovered when working on an earlier paper on tribal women leadership in Jharkhand. As a result, a study topic arose:




- Does leadership behaviour play any effect in the organizational change process?
- Does leadership behaviour in rural firms have a similar impact on initiating and managing organizational change?
- To bring specific knowledge from rural enterprise leadership's behavioural impact on the change process to the existing subject arena.

Methodology

An exploratory research technique is used to examine the literature on related topics and map behavioural features via unstructured interviews

Article

Multi-Criteria Usability Evaluation of mHealth Applications on Type 2 Diabetes Mellitus Using Two Hybrid MCDM Models: CODAS-FAHP and MOORA-FAHP

Kamaldeep Gupta ¹, Sharmistha Roy ¹, Ramesh Chandra Poonia ², Raghvendra Kumar ³ ,
Soumya Ranjan Nayak ⁴ , Ayman Altameem ⁵ and Abdul Khader Jilani Saudagar ^{6,*} 

¹ Faculty of Computing and Information Technology, Usha Martin University, Ranchi 835103, India; kamal.sxcranchi@gmail.com (K.G.); sharmistha@umu.ac.in (S.R.)

² Department of Computer Science, CHRIST (Deemed to be University), Bangalore 560029, India; rameshchandra.poonia@christuniversity.in

³ Department of Computer Science and Engineering, GIET University, Rayagada 765022, India; raghvendra@giet.edu

⁴ Amity School of Engineering and Technology, Amity University Uttar Pradesh, Noida 201303, India; srnayak@amity.edu

⁵ Department of Computer Science and Engineering, College of Applied Studies and Community Services, King Saud University, Riyadh 11533, Saudi Arabia; aaltameem@ksu.edu.sa

⁶ Information Systems Department, Imam Mohammad Ibn Saud Islamic University (IMSIU), Riyadh 11432, Saudi Arabia

* Correspondence: aksaudagar@imamu.edu.sa



Citation: Gupta, K.; Roy, S.; Poonia, R.C.; Kumar, R.; Nayak, S.R.; Altameem, A.; Saudagar, A.K.J. Multi-Criteria Usability Evaluation of mHealth Applications on Type 2 Diabetes Mellitus Using Two Hybrid MCDM Models: CODAS-FAHP and MOORA-FAHP. *Appl. Sci.* **2022**, *12*, 4156. <https://doi.org/10.3390/app12094156>

Academic Editor: Peng-Yeng Yin

Received: 10 February 2022

Accepted: 27 February 2022

Published: 20 April 2022

Publisher's Note: MDPI stays neutral with regard to jurisdictional claims in published maps and institutional affiliations.



Copyright: © 2022 by the authors. Licensee MDPI, Basel, Switzerland. This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>).

Simple Summary: Considering the world's present pandemic situation, mHealth applications are essential for self-management of health. However, the recent growth of the healthcare industry provides various mHealth applications that result in difficulties for ordinary people in selecting the best application to fulfill their needs to their satisfaction. This research paper focuses on developing two hybrid decision-making methods, CODAS-FAHP and MOORA-FAHP, which may be used in assessing the usability of mHealth applications to monitor type 2 diabetes mellitus (T2DM) patients. The resulting analysis with the two hybrid models shows that the selection of mHealth applications can be done efficiently.

Abstract: People use mHealth applications to help manage and keep track of their health conditions more effectively. With the increase of mHealth applications, it has become more difficult to choose the best applications that are user-friendly and provide user satisfaction. The best techniques for any decision-making challenge are multi-criteria decision-making (MCDM) methodologies. However, traditional MCDM methods cannot provide accurate results in complex situations. Currently, researchers are focusing on the use of hybrid MCDM methods to provide accurate decisions for complex problems. Thus, the authors in this paper proposed two hybrid MCDM methods, CODAS-FAHP and MOORA-FAHP, to assess the usability of the five most familiar mHealth applications that focus on type 2 diabetes mellitus (T2DM), based on ten criteria. The fuzzy Analytic Hierarchy Process (FAHP) is applied for efficient weight estimation by removing the vagueness and ambiguity of expert judgment. The CODAS and MOORA MCDM methods are used to rank the mHealth applications, depending on the usability parameter, and to select the best application. The resulting analysis shows that the ranking from both hybrid models is sufficiently consistent. To assess the proposed framework's stability and validity, a sensitivity analysis was performed. It showed that the result is consistent with the proposed hybrid model.

Keywords: usability; T2DM mHealth applications; FAHP; CODAS; MOORA; usability score

Photocatalytic Degradation of Organic Dyes Using Titanium Dioxide (TiO₂) and Mg-TiO₂ Nanoparticles

Sandesh Jaybhaye¹, Nikita Shinde^{1,2}, Shrutika Jaybhaye³, Himanshu Narayan^{4*}

¹NTRL, Department of Chemistry, B.K. Birla College of Arts, Science & Commerce, Kalyan 421 304, India

²Department of Biotechnology, B.K. Birla College of Arts, Science & Commerce, Kalyan 421 304, India

³Department of Architecture and planning, Vivekanand Global University, Jaipur, India

⁴Usha Martin University, Ranchi 835 103, India

*Correspondence should be addressed to Himanshu Narayan, himanshu.narayan@umu.ac.in

Received date: March 15, 2022, **Accepted date:** April 12, 2022

Citation: Jaybhaye S, Shinde N, Jaybhaye S, Narayan H. Photocatalytic Degradation of Organic Dyes Using Titanium Dioxide (TiO₂) and Mg-TiO₂ Nanoparticles. J Nanotechnol Nanomaterials. 2022;3(2):67-76.

Copyright: © 2022 Jaybhaye S, et al. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Abstract

Titanium dioxide (TiO₂) based nano-sized photocatalysts (NPCs) were synthesized following a green method from the extract of Peepal (*Ficus religiosa*) leaves and titanium tetrachloride as precursors. Doping of TiO₂ with Magnesium (Mg) was done using magnesium chloride through the method of chemical precipitation. Size of the NPC samples were estimated and characterized by CPS Disc Centrifuge, Diffracted Light Scattering (DLS) and Field Emission Gun Scanning Electron Microscopy (FEG-SEM) techniques. UV-visible spectroscopy was employed in the study of photocatalytic properties of the NPCs. A low-cost, simple photo-reactor was fabricated and photocatalytic degradation of Methyl Orange (MO) and Methylene Blue (MB) dye solutions was investigated. Reasonable degradation of the dyes was observed in the presence of the NPCs. It was therefore concluded that the NPCs studied in this work can be promising nanomaterials for the degradation of MO and MB dyes under visible light irradiation. Nevertheless, a detailed investigation of various factors influencing the processes involved will be required to optimize the conditions in order to achieve the best degradation efficiency.

Keywords: Titanium dioxide nanoparticles, *Ficus religiosa*, Photocatalytic degradation, Organic dyes

Introduction

Titanium oxide (TiO₂), or titania, is a very important semiconducting material that has attracted great interests due to its unique physical and chemical properties. TiO₂ exists in three major crystalline phases, namely, anatase, rutile and brookite. Out of these three, the brookite phase is not practically beneficial because it is stable only at low temperatures. On the other hand, relatively high chemical inertness of the rutile phase makes it a suitable choice in applications where stability is critical.

Chemically the anatase phase of TiO₂ is the one with best response, especially in catalytic applications. Under appropriate excitation, it is generally capable of degrading common pollutants of water, such as, carboxylic acids and alcohols completely to carbon dioxide, water and simpler

minerals. However, for it to be used more efficiently and effectively, certain properties, such as, particle size and shape, crystallinity, etc. can be modified. Moreover, incorporation (or, doping) of metal ions into host TiO₂ has also been investigated extensively as a method to improve the photocatalytic activity [1-5].

Out of several applications associated with photocatalysis, the treatment of wastewater is perhaps the most notable one. Numerous varieties of pollutants emitted as industrial wastewater can possibly be degraded through photocatalysis making it reusable [4-9]. Water being one of the most vital commodities, there is no wonder so many materials scientists around the globe are investigating photocatalytic remediation of polluted water mediated by TiO₂ based materials.

Nanomaterials have a larger surface-to-volume ratio

Study on the Effect of Urban Pollution Induces by Urban Development Among Forest Territory, Wildlife and Human Population: A Mathematical Model

Suman Kumari Sinha¹, Jayantika Pal², Kumari Jyotsna³

^{1,2,3} *Department of Mathematics, Usha Martin University, Ranchi Jharkhand, India*

Abstract— Forest are important natural resources. They are continuously decreasing due to overgrowth of human population and urban development. Here, we proposed and analyzed a non-linear mathematical model to study the effects of urban pollution induced by malpractices of urban development in urban forest territory, wildlife population and human population. It is anticipated that pollution concentrations in the environment increase at a constant pace, and that unplanned urban development have a significant impact on forest territory and wildlife species. The resultant model is subjectively examined using differential equation stability theory, as well as quantitatively examined using numerical simulation. It is also being revealed that the concentration of pollutants because of malpractices in urban development would also pose a serious threat resulting into over-exploitation of forest reserves, and wildlife population.

Index Terms: forest territory, wildlife population, urban development, urban pollution, stability, numerical analysis.

1. INTRODUCTION

Rajashekariah (2011) states that urbanization is general demographic process by which cities are expanding. Along with the urban development is an integral part (or segment) of any nation's economic development in the current scenario. However, the speed and scale of urbanization enforces different challenges, like housing, transport systems, basic services and infrastructure and as well as job. Around ninety percent of urban expansion in developing countries is near to vulnerable places cause of informal and unplanned settlements. The expansion of urban land consumption excels population size by as much as fifty percent, which is expected to add 1.2 million Km² of new urban built up area to the world in the three decades (By UN, reports). An

unorganized city has also raised the high risk of different epidemic or pandemic outbreak problem like Ebola in West Africa and presently Covid-19 in all over the world.

Rapid economic growth comprises especially in developing countries, cities are getting more unorganized, complex and congested. Along with urban development, city's green forest cover is reducing substantially and adversely affects the ecosystem. Thus reckless urban activities in the developing countries have also threatened wildlife as well as human population either directly or indirectly. With high scale (increase) of urban development wildlife habitat is also affected badly, for that cause human-wildlife conflict is common incidents in urban fringes (Soulsbury & White, 2015). Human - wildlife clashes are severe issues in most of the parts in India (Vijayraghvan, 2013). Continuous decrease of urban green cover area also aggravates the concentration of different kinds of harmful or fatal pollutants in cities and makes the problem of environmental pollution more critical.

Keeping all important facts, it can be considered that urban development activities are major factors for clearing forest cover area and environmental pollution in cities. So, in demand to achieve sustainability, it is significant to save the urban structure from lethal things due to development actions. It is necessary to make a balance among forest resources, wildlife species, unprecedented growing human population, population pressure induced urban activities or expansion of urban areas and urban pollution.

Quietly mathematical modelling as capable implement for learning the collaborative (mutual) dynamics of inhabitants with green structures. In this field many authors have studied the lethal effect of



IETE Journal of Research >

Volume 69, 2023 - Issue 11

223 | 3 | 0
Views | CrossRef citations to date | Altmetric

Computers & Computing

Smart City Vehicle Accident Monitoring and Detection System Using (MEMS, GSM, GPS) Raspberry Pi 4

Ajay Kumar 

1 Faculty of Computing and Information Technology, Usha Martin University, Ranchi, India

Correspondence

 ajaykumararttc@gmail.com
[View further author information](#)

usru Akhtar, Abhishek Pandey &

03772063.2022.2043787

 Check for updates

able our
eering & Technology
als

>> [Sign in here](#) to start your access to the latest two volumes for 14 days

 Full Article  Figures & data  References  Citations  Metrics

 Reprints & Permissions [Read this article](#)

Abstract

This study is focused on the concept of the Internet of Things (IoT)-based smart city model on Raspberry Pi. It assesses the design and implementation of a smart city based on the Internet of Things using Raspberry Pi. The main aim is to develop an urban IoT system that will aid in the realization of a smart city while also resolving domestic issues using Raspberry Pi. Raspberry Pi is an essential component of the smart city model's implemented system. The concept of the IoT helps analyze the functions used to define



IETE Journal of Research >

Volume 69, 2023 - Issue 12

213 | 2 | 0
Views | CrossRef citations to date | Altmetric

Computers and computing

Design of Internet of Things System Based Smart City Model on Raspberry Pi

Ajay Kumar 

Department of C.S.E., Usha Martin University,
Jharkhand, India

Correspondence

 ajaykumararttc@gmail.com

[View further author information](#)

Aravind Kumar & Abhishek Pandey

10.1002/ijr.2022.2088629



able our
Engineering & Technology
als
>> [Sign in here](#) to start your access
to the latest two volumes for 14 days

-  Full Article
 -  Figures & data
 -  References
 -  Citations
 -  Metrics
-  Reprints & Permissions [Read this article](#)

ABSTRACT

This research work focuses on the Internet of Things (IoT) idea utilizing an intelligent (or smart or innovative) city model with the support of Raspberry Pi. Using Raspberry Pi, this model examined the strategy and execution of a smart city established on the Internet of Things. This study attempts to create an urban IoT system utilizing Raspberry Pi to help smart cities solve domestic difficulties. The Internet of Things idea assists in analyzing the functions used to define the functions of the Raspberry Pi. The IoT is critical to creating a smart city concept in a developing nation like India. The various low-cost operations help analyze Raspberry Pi functionalities in the smart city model. A



OPTIMAL TRAJECTORY PATH ALGORITHM FOR WCV

Supriya Gupta¹, Md. Amir Khusru Akhtar²

Usha Martin University, Ranchi, India.

¹Email id: supriyagupta000@gmail.com

4236

Abstract:

In this paper, an optimal trajectory path algorithm for a WCV following YSGA and WOA is proposed focusing efficiency. WCV also known as wireless charging vehicle, are employed in WSN to minimize the energy loss and prolong the lifetime of the sensor nodes. Meta heuristic algorithms are particle swarm algorithms which chases the best search for the optimum point. YSGA is a meta heuristic algorithm technique devised to chase and block the target node. WOA also behaves identifying the specific target among the cluster. The simulation results of OTPA and proposed WCV are compared with existing prompt algorithms LEACH, R-LEACH, OCSA.

Keywords: *Optimal trajectory, Wireless Charging Vehicle, Yellow Saddle Goatfish Algorithm, Whale Optimization A, Meta heuristic Clustering.*

DOI Number: 10.14704/nq.2022.20.10.NQ55411

NeuroQuantology 2022; 20(10): 4236-4248

1. Introduction

The clustering method is a technique that includes the grouping of data. A novel metaheuristic optimization approach attempts to simulate the hunting techniques of humpback whales. It makes use of the location information as well as the movement direction to produce a homogeneous group out of a collection of heterogeneous data items (Yang, 2014). Several bio-inspired metaheuristics use as their point of departure the intelligent collective behaviour of a wide variety of animal species and utilise this to construct techniques that replicate this behaviour. These methods have shown that the intelligent problem-solving processes that are found in nature may be used for optimization purposes as well (Cuevas et al., 2021). The swarming behaviour of birds and fish served as an inspiration for the development of the particle swarm optimization (PSO) method (Wang, Tan and Liu, 2017) Examples of such algorithms include the harmony search (HS) algorithm (Manjarres et al., 2013), which takes its cues from the behaviour of simulated musical instruments, and the bee colony algorithm (BCA) (Ebrahimzadeh and Mavaddati, 2014).

Both of these algorithms were developed by Iranian researchers.

The field of research known as chaos theory focuses on chaotic dynamical systems that are very sensitive to their starting circumstances (Kashyap, Singh and Kaur, 2021). These aspects of chaos improve the searchability of a meta-heuristic algorithm (Coelho and Mariani, 2008), which has applications in fields such as engineering design, energy efficiency (Rodriguez, Del-Valle-Soto, and Velázquez, 2020), sound, and vibration (Fallahi, Raoufi, and Khoshbin, 2008). Yellow Saddle Goatfish, also known as the Yellow Saddle Goatfish Algorithm, is an optimization search approach that was proposed at some degree of abstraction (YSGA). According to Zalvar et al. (2018), the people imitate a group of fish that conduct research on interaction based on the unusual hunting behaviour of the Yellow Saddle Goatfish. A novel metaheuristic optimization method called the Whale Optimization approach attempts to simulate the hunting techniques of humpback whales. After the best search agent has been identified, the other search agents will work to improve their positions relative to the top search agent in order to compete (Mirjalili and Lewis, 2016).





IN-VITRO ANTIOXIDANT EFFECTS AND ANTIMICROBIAL, POTENTIAL OF HYDROALCOHOLIC EXTRACT OF BOERHAVIA DIFFUSA

Rohit Meena^{1*} and Sailesh Narayan²

¹Department of Pharmacology, Radharaman College of Pharmacy, Bhopal.

²Department of Pharmacy, Usha Martin University, Ranchi.

Article Received on
08 March 2022,

Revised on 28 March 2022,
Accepted on 18 April 2022

DOI: 10.20959/wjpps20225-21970

*Corresponding Author

Rohit Meena

Department of
Pharmacology, Radharaman
College of Pharmacy,
Bhopal.

ABSTRACT

In the present study, antimicrobial activities of Hydroalcoholic extract of root of *Boerhavia diffusa* were investigated. The extract was tested against two bacterial species (*Escherichia coli*, *Bacillus subtilis*), The root extracts of hydroalcoholic *Boerhavia diffusa*. Showed antimicrobial activity in a dose dependant manner (100µg). Root extract of *Boerhavia diffusa* showed maximum antibacterial activity against *Escherichia coli*, *Bacillus subtilis*).

KEYWORDS: Antimicrobial, Hydroalcoholic extract of *Boerhavia diffusa*, (*Escherichia coli*, *Bacillus subtilis*)

INTRODUCTION

Herbal medicines are being used by about 80% of the world population primarily in the developing countries for primary health care. They have stood the test of time for their safety, efficacy, cultural acceptability and lesser side effects. Ancient literature also mentions herbal medicines for age-related diseases namely memory loss, osteoporosis, osteoarthritis, diabetes, immune and liver disorders, etc. for which no modern medicine or only palliative therapy is available. The chemical constituents present in them are a part of the physiological functions of living flora and hence they are believed to have better compatibility with the human body (Partap et al., 2012).

Plants had been used for medicinal purposes long before recorded history. Ancient Chinese and Egyptian papyrus writings describe medicinal uses for plants as early as 3,000 BC. Indigenous cultures (such as African and Native American) used herbs in their healing rituals,

Greater Social Mobility of Tribal Women in Rural Jharkhand: A Case Study Business Women and Women Entrepreneurs, A Pilot Study from Jharkhand

Khyati Munjal¹, Dr. Arvind Hans², Prem Shankar³

¹Research Scholar, Usha Martin University

²Associate Professor, HOD-Business & Commerce, Usha Martin University

³Research Scholar, Department of Business, Administration, Usha, Martin University, Ranchi

Abstract: *Entrepreneurship is the ability and readiness to develop, organize and run a business enterprise, along with any of its uncertainties to make a profit. Despite men and women gliding through the same entrepreneurial process, women face distinct dimensions and intense challenges in realizing their potential. When women or groups of women embark on initiating, organizing, and managing their enterprise, they are termed as women entrepreneurs. There is indeed a difference between an entrepreneur and a businesswoman. After all, both are about running a business and leading teams. It is also true that an entrepreneur can become a businesswoman. businesswomen walk on a defined path, but an entrepreneur believes in making his own path, which becomes a guideline for other businesswomen.*

I. INTRODUCTION

Entrepreneurship is multi-dimensional; it involves analyzing people and their actions together with how they interact with their environments, be these social, economic, or political, and the institutional, policy, and legal frameworks that help define and legitimize human activities. Entrepreneurship involves a range of activities and levels of analysis that no single definition is definitive. It is complex, chaotic, and lacks any notion of linearity. As educators, we have the responsibility to develop our students' discovery, reasoning, and implementation skills so they may excel in highly uncertain environments.

Entrepreneurship is the ability and readiness to develop, organize and run a business enterprise, along with any of its uncertainties to make a profit. The most prominent example of entrepreneurship is the starting of new businesses. In economics, entrepreneurship connected with land, labor, natural resources, and capital can generate a profit. The entrepreneurial vision is defined by discovery and risk-taking and is an indispensable part of a nation's capacity to succeed in an ever-changing and more competitive global marketplace. The entrepreneur is defined as someone who has the ability and desire to establish, administer and succeed in a startup venture along with risk entitled to it, to make profits. The best example of entrepreneurship is the starting of a new business venture. Entrepreneurs are often known as a source of new ideas or innovators, and bring new ideas in the market by replacing old with a new invention. It can be classified into small or home business to multinational companies. In economics, the profits that an entrepreneur makes is with a combination of land, natural resources, labour and capital. In a nutshell, anyone who has the will and determination to start a new company and deals with all the risks that go with it can become an entrepreneur.

The word "entrepreneur" originates from a thirteenth-century French verb, *entreprendre*, meaning "to do something" or "to undertake." By the sixteenth century, the noun form, *entrepreneur*, was being used to refer to someone who undertakes a business venture. The first academic use of the word by an economist was likely in 1730 by Richard Cantillon, who identified the willingness to bear the personal financial risk of a business venture as the defining characteristic of an entrepreneur. In the early 1800s, economists Jean-Baptiste Say and John Stuart Mill further popularized the academic usage of the word "entrepreneur." Say stressed the role of the entrepreneur in creating value by moving resources out of less productive areas and into more productive ones. Mill used the term "entrepreneur" in his popular 1848 book, *Principles of Political Economy*, to refer to a person who assumes both the risk and the management of a business. In this manner, Mill provided a clearer distinction than Cantillon between an entrepreneur and other business owners (such as shareholders of a corporation) who assume financial risk but do not actively participate in the day-to-day operations or management of the firm.

An entrepreneur learns by observation, socialization and through action and reflection of past experiences. Entrepreneurial learning helps in the development of personal, social, managerial and entrepreneurial competencies. These competencies are essential for the performance of an enterprise.



Dynamics Between Virtual Teaching And Effective Knowledge Process For Hotel Management Students During Covid19 Pandemic

Viveka Nand Sharma Research Scholar, Usha Martin University, Ranchi (Jharkhand) India.

Dr. Arvind Hans Associate Professor (Management), Usha Martin University (Jharkhand) India. viveksharmabhm@gmail.com

Abstract

In the year 2020, Pandemic COVID-19, a novel coronavirus disease, halted and seized the operations of all the industries and educational institutions on a global level. During the lockdown, educational setups looked for an alternative to offline classes. As a result, children and young adults of schools and colleges switched over to an online teaching setup, regardless of its nomenclature of recreational or practical courses.

The adoption of the online teaching method led the researcher to write this paper to examine students' perception and preference towards the offline and online classes teachings..

A close-ended questionnaire was distributed via Google forms to the students of various hotel management institutes across the nation to have a country-wide inclusion to understand the impact of the COVID-19 pandemic on online education in India. The survey focussed on judging the effectiveness of online learning as a substitute for a skill-based course in hotel. This study analyzed online studying from a student perspective to track the positivity and negativity of online education.

This research paper intends to determine student satisfaction while attending online classes in a practical skill-based course like hotel.

Key Terms: Curriculum, Effectiveness, IHMs, , Online Teaching

Introduction

An ongoing crisis of COVID-19 spread rapidly all over the globe, leaving people bewildered. It was found that Coronavirus is caused by the transmission of the severe acute respiratory syndrome (WHO, 2020). The World Health Organization (WHO) declared the spread of Coronavirus as a pandemic on January 11th, 2020. According to Huand et al. (2020), this Virus originated from Wuhan city of China.

A THEORETICAL STUDY OF SELECT HUMAN RESOURCE PRACTICES AND HOTEL INDUSTRY SUCCESS -THE ARBITRATING ROLE OF EMPLOYEE COMPETENCIES

Viveka Nand Sharma,
Research Scholar, Usha Martin University,
Ranchi (Jharkhand) India

Dr. Arvind Hans
Associate Professor (Management),
Usha Martin University (Jharkhand) India
viveksharmabhm@gmail.com

ABSTRACT

Purpose – The purpose of this paper is to examine the mediating role of employee competencies in the relationship between Select Human Resource Practices and organizational effectiveness. **Methodology** – An integrated research model was developed by combining principal factors from existing literature.

Findings – The results indicate that some Select Human Resource Practices influence organizational success through their influence on employee competencies. The study further revealed that employee competencies mediate the relationship between Select Human Resource Practices and organizational effectiveness.

Research Limitations/Implications – The research was undertaken in the Hotel industry and the analysis is based on secondary data which cannot be generalized across a broader range of sectors.

Practical Implications – The findings of the study will help policymakers and management of hotels in espousing suitable and well-articulated Select Human Resource Practices to harness the competencies of employees and inordinately enhance organizational effectiveness.

Originality/Value – This study extends the literature by empirically adducing evidence that employee competencies mediated the relationship between Select Human Resource Practices and organizational effectiveness of the Hotel industry in Jharkhand (India).

Keywords: SEM, Hotel industry, Organizational effectiveness, Select HR Practices, Employee competencies

INTRODUCTION

Human resource development (HRD) is a thriving field of study. HRD aims to advance worker diversity and promote a dynamic work attitude in the business to harness staff capabilities and inordinately improve organizational efficiency (Rao, 1987). Such tools are extremely important when dealing with service sectors, particularly the hotel business, where staff and consumers have much more direct interaction at the service interface (Delery and Doty, 1996). Using

Tourist Attraction Perception of Jharkhand Cuisine: A Study on Tourists Visiting Jharkhand

Viveka Nand Sharma, Usha Martin University, India*

Arvind Hans, Usha Martin University, India

ABSTRACT

Jharkhand cuisine has a 5000-year history that spans several cultures that are intertwined in such a way as to produce a wide range of cuisines. Jharkhand delicacies are known worldwide for their flavor, variety, and uniqueness. The origins of Jharkhand cuisine may be traced back to the state's past, since each region evolved its collection of dishes over time, combining a diverse range of spices, distinctive ingredients, and cooking techniques. The goal of this study is to see if foreign visitors to Jharkhand find Jharkhand cuisine appealing. According to the findings of the study, foreign tourists' impressions of Jharkhand food improved significantly once they tried it. Rich taste and flavor of food items, positive dining experience, value for money, menu diversity, visual appeal, sufficient portion sizes, use of fresh ingredients, and moderate price of food items were all variables that had positive higher perceptions. According to the statistics, tourists regard Jharkhand cuisine as a tourist attraction.

KEYWORDS

Attraction, Foreign Tourist, Jharkhand, Jharkhand n Cuisine, Perception

INTRODUCTION

Hassan (2008) considers a destination's food to be a fundamental feature that embodies the destination's indestructible legacy. According to Bessiere (2009), a destination's native food is profoundly ingrained in its culture, and the culinary practices of the place convey the character and mindset of the people who live there. As a result, the destination's cuisine has become an integral part of its overall image (Crofts, 2010). The culinary experience is an inseparable part of a tourist's travel experience (Rimington & Yüksel, 1998), and it aids in the construction and enhancement of a destination's culinary image, which, if seen positively, can lead to long-term destination competitiveness (Lin et al., 2011). Food consumption by tourists has evolved from a basic requirement to a means of satisfying physiological needs (Burusnukul, Binkley, and Sukalakamala, 2011). The relevance of the visual appeal of the food offers as a motivational element for tourists to sample a particular food item has been highlighted by Drewnowski and Moskowitz (1985). According to Quan and Wang (2004), travelers are encouraged to explore new cuisine to broaden their culinary horizons and to treasure the unforgettable experience of tasting new foods, which leads to a peak trip experience. Physical, cultural, and tourist status and prestige, according to Kim, Eves, and Scarles (2008), are all characteristics that encourage travelers to eat local cuisine. According to Jang et al. (2009), travelers are more drawn to food items with high

DOI: 10.4018/IJCEWM.306215

*Corresponding Author

Copyright © 2022, IGI Global. Copying or distributing in print or electronic forms without written permission of IGI Global is prohibited.

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY: APPLIED BUSINESS AND EDUCATION RESEARCH

2022, Vol. 3, No. 4, 650 – 660

<http://dx.doi.org/10.11594/ijmaber.03.04.16>

Research Article

The Arbitrating Effects of Leadership, Equity, and Integrity on Employee's Organizational Commitment – A study of Hotels in Jharkhand

Viveka Nand Sharma^{1*} & Arvind Hans²

¹ Research Scholar (Management) Usha Martin University, Ranchi (Jharkhand)

² Associate Professor (Management) Usha Martin University, Ranchi (Jharkhand)

Article history:

Submission April 2022

Revised April 2022

Accepted April 2022

*Corresponding author:

E-mail:

viveksharmabhm@gmail.com

ABSTRACT

Research Aims: Improve organizational commitment through leadership, organizational equity, and Integrity. Design/methodology/approach: A survey method with path analysis techniques to test the direct effect and use Sobel test to test the Arbitrating effect of variable variables: Leadership (X1), Equity (X2), and Integrity (X3), on the Organizational Commitment (Y) at Hotels in India. Data were collected using a questionnaire. The number of samples for the study was 123 respondents drawn from a population of 153 people. Research Findings: Leadership, organizational equity, and Integrity have a positive and significant effect on organizational commitment. That the variable that most affects organizational commitment is the Integrity variable. Whereas for testing the Arbitrating effect, the results obtained are Arbitrating effects of leadership on organizational commitment through Integrity, there is an Arbitrating effect of leadership on organizational commitment through equity, and there is an Arbitrating effect of organizational equity on organizational commitment through Integrity, with the number of Arbitrating effects. It was found that the Arbitrating effects of leadership through equity showed greater results than through Integrity. Theoretical Contribution/Originality: The effect of leadership, equity, and Integrity to increase organizational commitment. Managerial Implication in the South East Asian context: A great organizational commitment from human resources in a hotel, management of hotel could improve the business and adapt in response to situation changes.

Research limitation & implications: management of hotels should find a strategic point how to improve organizational commitment of their employees to their company.

Keywords: *Organizational Commitment; Leadership; Integrity Organizational Equity*

How to cite:

Sharma, V.N & Hans, A. (2022). The Arbitrating Effects of Leadership, Equity, and Integrity on Employee's Organizational Commitment. *International Journal of Multidisciplinary: Applied Business and Education Research*. 3 (4), 650 – 660. doi: 10.11594/ijmaber.03.04.16

A Study to Reconnoitering the dynamics of Talent Management Procedure at Hotels in Jharkhand

Viveka Nand Sharma

Research Scholar, Usha Martin University, Ranchi (Jharkhand) India
viveksharmabhm@gmail.com

Dr. Arvind Hans

Associate Professor (Management), Usha Martin University (Jharkhand) India

<i>Article History</i>	<i>Abstract</i>
<p>Article Submission 24 December 2021</p> <p>Revised Submission 14 February 2022</p> <p>Article Accepted 28 February 2022</p> <p>Article Published 16 March 2022</p>	<p><i>Talent is the product of capability (skills, education, training, and knowledge), attached with motivation (assignation, gratification, challenge, and well-being) and opportunity (H.G. van Dijk, October 2008). An integrated strategic approach to managing careers involves attracting, retaining, developing, and transitioning people within the organization (Valamis, 2021). The world of knowledge-intensive business considers human resources to be rare and unique. According to most experts, the sector of talent management does not have a clear sense of dimensions, terminology, and a theoretical framework. The goal of this study paper is to investigate and conclude how select hotels in Jharkhand handle and differentiate their staff management operations in terms of talent recruitment and retention. Hotels in Jharkhand use a range of approaches to evaluate the effectiveness of their actions and initiatives, including an overview of how they treat an employee and how they plan to continue to innovate to measure the success of their actions and projects? Additionally, their approach needs to be more inclusive. The findings would be significant for managers who recruit and manage employees, hoteliers, and higher education institutions dealing with the industry's skills gap.</i></p> <p>Keywords: Talent Management, Retention, Hotels, Jharkhand</p>

I. Introduction

The hotel business is quickly growing around the world, and it is predicted to continue to be a major contributor to the global economy by generating needed foreign exchange reserves while also providing jobs. (Labour, 2010). The most important component for the success of the hotel sector in Jharkhand, regardless of the country, is the development of talent management practices. Employees typically oppose change and prefer to stick to conventional attitudes and traditions, making it difficult to implement HR policies that are intended to improve business.

The hotel sector in Jharkhand has great potential for attracting a skilled and dedicated workforce, but there is a significant supply-demand mismatch that is creating major concerns about the industry's long-term viability, with attrition and a negative image of the industry being the primary causes. Jharkhand's hotel business is reaping the benefits of the current development. Attrition has reached an all-time high, with a slew of new properties on the horizon and attractive chances in other service areas. Due to a dearth of certain skills and qualified labor in the hotel business, candidates are choosier about potential work prospects (Sharma, 2021). These are some of the biggest issues for businesses is keeping up with the current changes by adapting to changing requirements in a competitive market where revenue is no longer only judged in terms of learning techniques before beginning a job. In the current economy, lifelong learning, employability, and talent management are more important than long-term employment and job security. (Ellström, P.-E. (2012)).

COVID-19 has culminated in the layoff or detention of 70% of hotel workers, perhaps more than ever for hoteliers to retain their talented individuals. When the market recovers, hoteliers will find it incredibly difficult and expensive to employ the trained candidates they seek. As a result, now is the best possible time for owners/managers to execute a comprehensive talent management framework that will pave the way for the future. The hotel business is currently in a bad position. COVID-19 has wreaked havoc on the Hotel industry, having a



A dynamical study on the adverse effects of industrial activities in the forest and wildlife region through modelling

Suman Kumari Sinha¹ · Jayantika Pal¹ · Kumari Jyotsna¹

Received: 22 August 2022 / Accepted: 14 October 2022
© The Author(s), under exclusive licence to Springer Nature Switzerland AG 2022

Abstract

A nonlinear mathematical model is designed and analysed to investigate the impact of forest, non-forest-based industries and their pollutants on forest assets and wildlife population in the forest territory. The pollution from forest and non-forest-based industries is major cause for the depletion of forest resources and wildlife population. In the modelling process, it is assumed that pollutants emitted by both types of industries abate the growth rate of forest resources and wildlife population. However, the forest assets are being depleted by forest-based industries directly. Whether excessive expansion of non-forest-based industries and their pollutants are also major responsible for the loss of ecology between forest resources and wildlife population. The model is expressed in the form of nonlinear dynamical systems considering as different variables and equations. The model is analysed by both ways of method like qualitative and quantitative analysis. Qualitative analysis deduces important results and properties of the model like stability region, finding of equilibriums and their stabilities. However, the model is also analysed by quantitatively to obtained numerical results. It is also deduced that the pollutants which are emitted by non-forest-based industries are more vulnerable to ecology.

Keywords Ecology · Mathematical model · Forest territory · Forest and non-forest-based industries · Wildlife population · Pollutants

Introduction

Humans rely on forests for their survival, from the supply of breathing air to the supply of wood-based materials in our everyday lives. Forest-based industries have an important role in replacing non-renewable fossil materials for energy purpose (Heiskanen et al. 2022). For every economy, forest-based industry is an essential part (Kaur 2020). Since the European Union estimated more turnover from green resources or generate effluent bio-economy (Starka et al. 2022), forest resources provide not only habitat for bio-diversity and animal species, but it also requires for human settlements. Forests serve as an important part in regulating the earth's atmosphere to prevent global warming.

In 1997, the global economic value of forest services was projected to be around US \$33 trillion dollars per year (Costanza et al. 2014). These services provide a variety of vital products, including wood (for building, woodwork, paper, and power), adhesive, fruits, nectar, materials for pharmaceuticals, beauty products and so many other products. Forests are also a source of revenue for the tourism industry (Timothy et al. 2014). Overall forest resources play an important role in the creation of work for millions of people. Forests contribute to the economy through both forest-based and non-forest-based sectors (Agrawal et al. 2013). Wood-based industry directly harms the forest and bio-diversity, whilst non-wood-based industry does not damage the forest directly, but the pollution it produces has a negative impact on forest growth as well as wildlife population.

Many researchers have focussed on the diminution of forest biomass due to population growth and development (Dubey et al. 2003; Dubey and Narayanan 2010; Chaudhary and Dhar 2013; Misra, et al. 2014; Agarwal and Bhadauria 2014). Sharma (2015) created and studied an

✉ Jayantika Pal
Pal_jayantika@yahoo.co.in

¹ Department of Mathematics, Usha Martin University, Ranchi, Jharkhand, India

How much spatial and temporal variation in groundwater microbiology can occur following open dumping of municipal solid waste?

R. Naresh Kumar^a, Mohini Verma^a, Jawed Iqbal^a and Shubhrasekhar Chakraborty^{id a,b,*}

^a Department of Civil and Environmental Engineering, Birla Institute of Technology, Mesra, Ranchi 835215, Jharkhand, India

^b Department of Agriculture, Usha Martin University, Ranchi 835103, Jharkhand, India

*Corresponding author. E-mail: shuvroking@gmail.com

 SC, 0000-0003-3996-5478

ABSTRACT

The effects of open dumping of municipal solid waste on local groundwater microbiology were assessed in Ranchi, India. Both the spatial and temporal variations of groundwater microbiology were studied. Groundwater was analyzed to determine heterotrophic plate count (HPC), total coliforms (TC) and faecal coliforms (FC). Highest HPC was 4.5×10^4 CFU/mL and the highest total coliform count was 3.7×10^4 CFU/mL. Faecal coliforms were detected in most of the groundwater samples. The highest faecal coliform count of 2.1×10^4 CFU/mL was from a hand pump located adjacent to the dumping site. Spatial variations revealed dispersion of bacterial contamination up to 5 km from the periphery of the municipal solid waste dump. The level of bacterial contamination decreased with an increase in distance from the municipal solid waste dump. The maximum bacterial count was detected in the monsoon whereas the lowest count was found in summer. Molecular characterization of morphologically similar faecal coliform colonies indicated the presence of *Klebsiella pneumoniae* (*Klebsiella ssnkbit*, KU647674) in one of the groundwater samples that showed maximum faecal coliform count. Results of this study indicated that groundwater in the area is highly contaminated with a bacterial load which can be a major health risk.

Key words: faecal coliforms, *Klebsiella pneumoniae*, MSW dumpsite, pathogens, water

HIGHLIGHTS

- Spatial and temporal variations in groundwater microbiology were assessed due to municipal solid waste dumping.
- Faecal coliforms were found in most of the samples.
- Bacterial contamination dispersed up to 5 km from the periphery of municipal solid waste dump.
- Molecular characterization indicated the presence of *Klebsiella pneumoniae* in groundwater.

INTRODUCTION

Worldwide proper disposal of municipal solid waste (MSW) is a major challenge, and this is more so in poor and developing countries due to un-scientific waste dumping in unlined landfills (Mukherjee *et al.* 2015). Open dumping of MSW is the most-followed practice in India mainly due to its simplicity and cost-effectiveness (Mohan & Joseph 2021). MSW disposal in unlined landfills is known to cause several environmental and health hazards and often groundwater is the most significantly affected system (Chakraborty & Kumar 2016; Samadder *et al.* 2017; Abiriga *et al.* 2020).

Open dumping exposes the waste to several environmental variables such as precipitation and moisture, which leads to the generation of complex landfill leachate (Abiriga *et al.* 2021a). Landfill leachate is complex effluent, which is known to contain dissolved organic substances, inorganic substances (ammonia, calcium, magnesium, sodium, potassium, iron, sulphate, chloride etc.), metals (cadmium, chromium, copper, lead, zinc, nickel etc.) and xenobiotic organic compounds (Thitame *et al.* 2010; Abiriga *et al.* 2020; Lee *et al.* 2020). Leachate has been reported to migrate from unsaturated zone to groundwater where it gets mixed and forms plume which spreads with groundwater movement (Shu *et al.* 2018; Abiriga *et al.*, 2021b).

Pathogenic microbes in groundwater due to pollution can pose a severe risk to the human population. Microbial contamination of groundwater may lead to several water-borne diseases such as cholera, typhoid

This is an Open Access article distributed under the terms of the Creative Commons Attribution Licence (CC BY-NC-ND 4.0), which permits copying and redistribution for non-commercial purposes with no derivatives, provided the original work is properly cited (<http://creativecommons.org/licenses/by-nc-nd/4.0/>).

Analyzing the Financial Performance of Top 5 NBFCs in India: An Analytical Study

Roshan Raj Prajapati ¹, Puja Kumari ², Dr. Meenakshi Kumari ³

^{1,2} Final Year BBA Student, ³ Assistant Professor

Faculty of Business Management & Commerce, Usha Martin University, Angara, Jharkhand, India

Abstract

NBFCs play supplement the role of banking sector in meeting the increasing financial needs of the corporate sector, delivering credit to the unorganized sector and to small local borrowers. NBFCs are often called shadow banks as they function a lot like banks but with fewer regulatory controls. Barring a few, they cannot accept deposits from people and so raise money from bonds or borrow from banks. NBFCs have a more flexible structure than banks. NBFCs are classified as Asset Finance Company, Investment Finance Company and Loan Company. The aim of the study is to find out the financial performance of selected NBFCs for a period of five years from year 2017 to year 2021. This study also helps in understanding the present financial status of the selected companies. Earning per Share, Net Profit, Debt to Equity, Return on Equity and Price to Earning Ratio are used in the present study. analysis like Trend analysis and correlational analysis are done using the financial software named SPSS v20. As a conclusion it can be said that financial performances of Muthoot Finance and Bajaj Finance are up to the par and helpful for growth of companies as well as growth of shareholder's wealth for the period of study.

Keywords: NBFC, Financial Performance, Ratio Analysis, Financial Analysis

Introduction

A Non-Banking Financial Company (NBFC) is a firm or organization listed under the Companies Act, 1956 and are involved in the business of loans, acquisition of stock, shares, bonds, debentures, securities issued by the government or local authority or other marketable securities of a like nature, leasing, hire purchase, insurance business but does not include any institution whose principal business is that of agriculture activity, industrial activity, purchase or sale of any goods (other than securities) or providing any services and sale or purchase or construction of immovable property (Kumar, Reddy & Dhanunjaya, 2016). NBFC constitutes as important segment of the financial system in India. The financial system of India comprises of financial markets that provide an effective payment and credit system and thereby facilitate channelizing of funds from savers to investors of the economy. NBFC have turnout to be engines of growth and are important part of Indian financial system (Soranganesh & Soris, 2013). NBFCs are the financial intermediaries engaged primarily in the business of accepting deposits and delivering credits. They play an important role in channelizing the limited financial resources to capital formation. NBFCs supplement the role of banking sector in meeting the increasing financial needs of the corporate sector, delivering credit to the unorganized sector and to small local borrowers. NBFCs have a



A Study on Working Capital Management of Steel Companies in India

¹Priyadarshna, ²Dr. Meenakshi Kumari

¹MBA Student, Faculty of Business Management & Commerce Usha Martin University, Ranchi - Purulia Road, Highway, Angara, Jharkhand

²Assistant Professor, Faculty of Business Management & Commerce Usha Martin University, Ranchi - Purulia Road, Highway, Angara, Jharkhand

ABSTRACT

Managing working capital efficiently is one of the most important financial management considerations in any steel manufacturing business. Working capital is an integral part of all financial management practices in steel industries. The management of liquid assets is called working capital. The management of current assets and liabilities should be carefully considered as working capital management plays an important role in a company's profitability and risk as well as its value. Optimal working capital levels are determined primarily by how you manage your current assets and liabilities. Continuous monitoring is required to maintain adequate levels of various working capital components. H. Cash receivables, inventories and payables, etc. in this study working capital management of 5 Indian steel companies are analyzed based on ratio analysis and trend analysis. From this study it is found that in terms of working capital management Kalyani steel is better followed by Tata steel and SAIL.

KEY WORDS: Cash position ratio, Current ratio, Working capital.

Introduction

Every business needs funds for two purposes: to start a business and to run its day-to-day operations. Long-term funding is required to purchase fixed assets such as factories and machinery, land, buildings, and furniture to create manufacturing facilities. An investment in these assets is permanently bound and represents a portion of the company's capital known as tied capital. Also, in the short term, funds are needed for purchasing raw materials and operating expenses such as personnel expenses. These funds are called working capital. Simply put, working capital refers to the portion of a company's capital needed to fund short-term or short-term assets such as cash, marketable securities, debtors, and inventory. Therefore, money invested in liquid assets rotates rapidly and is always converted into cash, which money flows out in exchange for other liquid assets. A company's network capital can be positive or negative. Hence, it is also called rotating capital or circulating capital. The working capital cycle concept is based on this working or working capital cycle of the company. The cycle begins with the purchase of raw materials and other resources and ends with the realization of cash through the sale of finished goods. The speed/time required to complete the cycle determines the required working capital. The longer the cycle time, the greater the working capital required.

Problem statement

A company's working capital situation influences its overall success. Therefore, it should be treated with caution as it is an indication of a company's performance and financial stability. Working capital management is important for businesses as it helps generate additional profits for stakeholders. Working capital management is an important aspect of financial management for the following reasons:

- Investment in working capital accounts for the majority of total investment.
- Working capital investments and current liabilities must be adjusted quickly to changes in sales.

The lifeblood and nerve center of a company is its working capital. The value of working capital cannot be overstated in any industry. Any business needs sufficient working capital to be profitable.

Maintaining an adequate level of working capital is very important. One of the most important aspects of corporate governance is working capital management. A company with sufficient liquidity can always take advantage of opportunities, whether it be to buy goods, fulfill a particular order, or wait for market conditions to improve.

Operating expenses associated with day-to-day business operations can be covered by working capital. Even the most successful entrepreneurs may need working capital financing due to unforeseen circumstances.



P Investment Pattern Of Salaried Unmarried Young Individuals

¹ Dr. Meenakshi Kumari, ² Shipra

¹ Assistant Professor, ² Final year MBA Student

Faculty of Business Management & Commerce Usha Martin University, Ranchi - Purulia Road, Highway, Angara, Jharkhand, India

Abstract : Savings and investments by individuals are as vital to personal financial well-being and security as it is to a healthy economy. The saving and investment differs from person to person and place to place as the savers have varying degrees of fortitude in embracing safety, liquidity and profitability. This paper examines the awareness level and investment behavior of salaried individuals towards financial products. Results of the study suggest that respondents are quite aware about traditional and safe financial products whereas awareness level of new age financial products among the population is low. Also majority of the respondents park their money in traditional and safe investment avenues. This project is an attempt to undertake the analysis of investment pattern of individualism of urban area and to identify the factors influencing common investor's attitude and behavior.

IndexTerms - Investment, Mutual funds, investment avenues, investment pattern.

I. INTRODUCTION

Investment is the commitment of money or capital to purchase financial instruments or other assets in order to gain profitable returns in the form of interest, income, or appreciation of the value of the instrument. Investment is related to saving or deferring consumption. An investment involves the choice by an individual or an organization such as a pension fund, after some analysis or thought, to place or lend money in a vehicle, instrument or asset, such as property, commodity, stock, bond, financial derivatives (e.g. futures or options), or the foreign asset denominated in foreign currency, that has certain level of risk and provides the possibility of generating returns over a period of time.

According to economic theories, **investment** is defined as the per-unit production of goods, which have not been consumed, but will however, be used for the purpose of future production. Examples of this type of investment are tangible goods like construction of a factory or bridge and intangible goods like 6 months of on-the-job training. In terms of national production and income, Gross Domestic Product (GDP) has an essential constituent, known as **gross investment**. According to business management theories, **investment** refers to tangible assets like machinery and equipment and buildings and intangible assets like copyrights or patents and goodwill. The decision for investment is also known as capital budgeting decision, which is regarded as one of the key decisions.

Investment in terms of finance: In finance, **investment** refers to the purchasing of securities or other financial assets from the capital market. It also means buying money market or real properties with high market liquidity. Some examples are gold, silver, real estate.

Financial investments are in stocks, bonds, and other types of security investments. Indirect financial investments can also be done with the help of mediators or third parties, such as pension funds, mutual funds, commercial banks, and insurance companies.

Investment Avenues

An investor has different investment avenues to park his/her savings. The investor chooses the investment avenue that maximizes his utility. The important investment alternatives selected for this article have been briefly explained in the following paragraphs.

1. Post Office Small Savings Schemes

Post office small savings schemes are also like the commercial bank schemes. As the term indicates these schemes are operated through post offices. The term post office savings schemes include Post Office Monthly Income Scheme (POMIS), KisanVikasPatra (KVP), National Savings Certificate (NSC), Public Provident Fund (PPF), Post Office Recurring Deposit (PORD), Post Office Time Deposits (POTD) and Deposit Schemes for Retired Government Employees or Public Sector Undertakings (DSRGE/DSRPSU). Government of India has been mobilizing crores of Rupees from the members of the public through these schemes.



A STUDY ON WORKING CAPITAL MANAGEMENT OF INDIAN FMCG COMPANIES

SAUMYA SINGH

Final year MBA Student, Faculty of Business Management & Commerce Usha Martin University,
Ranchi - Purulia Road, Highway, Angara, Jharkhand

Dr. Meenakshi Kumari

Assistant Professor, Faculty of Business Management & Commerce Usha Martin University, Ranchi -
Purulia Road, Highway, Angara, Jharkhand

ABSTRACT

Working Capital Management is a company's and its corporate finance department's most important function (WCM). WCM calls for the careful balancing of net working capital as well as the preservation of suitable levels of profitability and liquidity. The research also looks at the WCM of well-known companies in India's FMCG sector. Through the use of several indicators, including the current ratio, payable turnover, receivable turnover, inventory turnover, cash conversion cycle, and return on capital, the study compares, analyses, and evaluates working capital management. The profitability of the relevant firm is also examined in relation to the effect of negative working capital. The data used for the analysis was taken from the company's annual reports and associated schedules for the fiscal years FY 2017 through FY 2021. The companies that were looked at were Nestlé India, ITC Limited, Dabur India, Hindustan Unilever Limited (HUL), and Godrej Consumer Products Limited (GCPL). The investigation discovered that Nestle and HUL continued to perform well despite having a negative cash conversion cycle (CCC) and a negative working capital. Interestingly, companies with negative net working capital were shown to produce higher returns on capital employed, maximizing shareholder value, which translated into higher EPS and market capitalization for them. Similarly, it was discovered that companies with negative CCC compared to revenue had higher profitability individuals who favor effective CCC. All of the companies' current ratios have consistently shown to be lower than the industry norms. The analysis, however, criticizes the corporations for maintaining a lower degree of liquidity. The research instead recommended a long-term balance between working capital requirements and liquidity.

Introduction

Working capital can be used to gauge a business's effectiveness and short-term financial stability. The difference between current assets and current liabilities is used to calculate working capital. The working capital ratio, which is calculated as Current Assets/Current Liabilities, represents the firm's situation in terms of having enough short-term assets to enable financing of its short-term debt, provided that there are enough short-term assets

PEOPLE MANAGEMENT PRACTICES – AN EMPIRICAL INVESTIGATION OF HOTELS IN JHARKHAND

Mr. Viveka Nand Sharma^{1*} and Dr. Arvind Hans²

¹Research Scholar (Management), Usha Martin University, Ranchi (Jharkhand)

²Associate Professor (Management), Usha Martin University, Ranchi (Jharkhand)

Email-viveksharmabhm@gmail.com

ABSTRACT

The Hotel Industry in Jharkhand has got enormous potential to attract skilled and trained manpower, but there is a huge gap between the supply and demand sides which are raising some serious questions regarding the sustainability of the industry. The modest advantage of organizations in the hotel industry is their People Management practices. The aim of the authors in this article is to study the People Management practices in hotels of Jharkhand (India). We will study the practices of hotels in two main selected areas of People Management, namely: compensation management and performance appraisal. However, the hotels in Jharkhand find their ways in terms of People Management practices and there has been less attention given to the development of People Management practices. Therefore, the implementation and development of People Management practices mostly depend on the individual hotel general manager or the hotel operator and available financial incomes. People Management practices help the organization to aim high in terms of organizational outcomes. This study will help to identify and understand the People Management practices adopted in the hotel industry with specific reference to hotels in Jharkhand (India).

Keywords: People Management practices, Compensation management, Performance appraisal, Training & development, Hotels, Jharkhand

Introduction

Hospitality is a rapidly expanding industry worldwide, and it is expected to remain a leading contributor to the global economy by generating desired foreign exchange reserves and simultaneously creating employment opportunities (Akanksha Pal, 2021, p. 1). The development of People Management (HR) remains the most crucial and significant factor for the success of the hospitality industry regardless of the country (Anuradha Mitra, 2020, p. 118). It is a challenge for the hotel business to implement the HR practices as employees every so often resist changes and usually like to continue with the traditional People Management practices.

Jharkhand as a state has many cultural heritages and is having great natural beauty with flora and fauna. It is a state which is surrounded by the lush green forest, wildlife, waterfalls, handicraft, folk dances, music, water bodies, and simple peace-loving people. Jharkhand is blessed with biodiversity, pleasant climate, cultural and historical heritage, religious places, which make it a unique and preferred tourist destination. Tourism has grown leaps and bounds in Jharkhand in recent years and the government has also worked towards the improvement of infrastructural facilities,

improvement in tourist locations, development of new tourist sites, and launch of new hotels and restaurants for the comfort of the tourist.

The most important aspect of organizational performance is People Management practices. Employees are considered to be an asset for any organization and therefore they are always considered as the source of competitive advantage. To deal with these current challenges, the capability and skills of an organization's employees have gradually become vital for its better performance (Oday Hussein Ali, 2021). Many researchers have found that now organizations are giving utmost priority to People Management practices since it has a direct impact on organization success. There are certain constraints like budget and also the lack of clear thought process in understanding the role of People Management, very few organizations have been successful in establishing an independent People Management department. Earlier the scale of economics, access of capital, and the regulation of the competition were part of strategic organization plans, but now HR is treated as a source of competitive advantage, and human capital is very difficult to emulate or not be easily acquired (Peter A. Bamberger, 2014). In Jharkhand, HR practice was not taken seriously till recently. Despite enough proof, many hotels at Jharkhand

The Need for Post-Operative Nurse-Led Care Treatment in the Reference of Anesthesia in the Indian Hospitals

Dr. Sailesh Narayan¹, Dr. Barun Ranjan Sarkar², Dr. Dashrath Singh³, Dr. Suraj Sharma⁴

¹Associate Professor, Department of Pharmacy, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

ABSTRACT

Background: All hospitals need nurse-led post-surgery care to improve patient health. An aging population and rising costs threaten cost-effective healthcare systems. These systems adapt by combining skills in unique organizational structures. This requires doctor and nurse leadership and novel care approaches. Anesthesiologists are more involved in peri-operative medicine, which covers many specialties. This highlights why health care providers must work collaboratively to keep everyone safe. Successful surgery requires a well-coordinated, interdisciplinary team with a safety culture.

Purpose: The purpose of this study is to find out how important nurse-led care after surgery is in hospitals in different parts of India.

Methodology: A mix of different techniques was used to get the best results. The information used came from both qualitative and quantitative sources. This has helped bring about the best possible results. Books, journals, government websites, and other sources were used to find the secondary sources. The main way that information was gathered was by giving questionnaires to patients in different hospitals all over India. The sample was made up of 200 people.

Results: The study shows that nurses' care following surgery is crucial for speedy and long-term recovery. This helps patients understand what procedures or precautions to take for optimal therapy results. The results reveal that there isn't enough evidence to support nurse-led pre- and post-operative assessment services right now. To improve these areas, hospitals must collaborate (Nilsson, Gruen & Myles, 2020). The study benefits nurses, doctors, and hospital administrators. Hospitals must upgrade their nurses-led post-operative treatment facilities to tackle any difficulties that may arise. Anesthesia is a key aspect of post-care treatment, according to the study. But it's early and has to be strengthened. This helps Indian doctors, nurses, and hospital boards improve their services.

Keywords-*Treatment, Nurse led care, Anesthesia, Safety measure*

Introduction:

Post-operative nursing-guided care comprises regular contact with the patient and their family to check on them. According to Mometrix.com in 2021, doctors and nurses must stay in touch with their patients to grasp any concerns and help them address them. "Perioperative nursing" is pre-, during-, and post-operative care. This film is about the postoperative period, which begins when the patient is transferred to the PACU and ends when the anaesthetic has worn off enough to transfer the patient safely. Postoperative nurses must be ready to help if a patient's condition worsens. (Varsahney, U., and A., Sinha, 2021) Managing pain, examining the surgical site, and monitoring hydration and electrolyte balance are nursing treatments. Before moving to a clinical unit or home, the patient must be stable. After surgery, difficulties are still possible, therefore nurses must continue monitoring patients. Operating room PACUs should be nearby. It's a large, open room with patient zones. Most

Pedagogy: System Science as the Foundation for an Immature Science

Ms. Rojalini Samanta¹, Mr. Abhishek Pandey², Dr. Dev Prakash³, Pratikcha Rai⁴

¹Assistant Professor, Department of Pharmacy, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

Abstract

Since the field of pedagogy first began, academics in the field have been preoccupied with questions regarding how scientifically sound it is. The many interpretations of what science is and how it should be used are the source of a dispute that has been going on for over two hundred years now regarding whether or not anything should be considered scientific. The progression of scientific knowledge is both historical and ongoing. The breadth and complexity of its changes are reflected in four intricate modifications that it undergoes: community structure, social interactions, the knowledge hierarchy, and contemporary system science. When seen through the lens of traditional science, the fact that teaching can be categorized as a science is self-evident. Pedagogy, on the other hand, possesses the characteristics of system science when viewed through the lens of current science. These characteristics include universality, nonlinearity, unpredictability, feedback, and self-organization.

The incorporation of system science into teaching will result in the formation of a comprehensive and intricate way of thinking. However, acknowledgment for system science is still in its early and fundamental stages. This is true regardless of whether theory or practice is being considered, as seen by the unsystematic examination of contents and techniques, low quality of research, and shallow level of application. Consequently, in this sense, pedagogy might be considered an underdeveloped scientific discipline.

Keywords: *Pedagogy, Curriculum, Education system, Globality, Immature Science.*

Introduction

Since Johann Herbart established "Pedagogics of Science" about two hundred years ago, scholars in the field of pedagogy have been debating whether or not pedagogy can be scientifically supported. As a result, there are now two schools: the scientific one, and the nonscientific one. The beliefs that are held by the science group are as follows: the purpose of the research contents of pedagogy is to establish a rationalistic, systematic, and hierarchical knowledge structure; therefore, it is considered scientific. Because positivism is a philosophical framework, its research methodology focuses on obtaining precise results by means of accurate proof. This method can be considered scientific since, on the basis of experimental evidence, it is conceptually similar to the physical method. [1]

The objective of this study's research is to derive normative principles from social history and the philosophy of life. It investigates human actions, which are considered to fall under the purview of the social sciences. Therefore, pedagogy can be considered a branch of science. Another school of thought that considers pedagogy to be unscientific contends that the object of study in the field of pedagogy is distinct from the object of study in the scientific community. In contrast to the quantified and objective findings of science, the purpose of pedagogy is to appease the human spirit and morals from the inside out. In addition to this, the study of

Indian Parents' Role in Special Needs Children's Rehabilitation

Ms. Avishikta Ray Das¹, Mr. Brishnendra Mishra², Mrs. Poonam Bhardwaj³, Swarnim Rai⁴

¹Assistant Professor, Department of Pharmacy, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

ABSTRACT

The purpose of this essay is to clarify the intricate relationships between numerous topics pertaining to the rehabilitation of kids with special needs and the crucial responsibilities parents can play in that process.

Method: review of the literature and concepts.

Result and conclusion: In the family, being a parent is a cause for joy and celebration. However, when a child is disabled by birth, it puts parents in a difficult predicament. Parental acceptance of the child and support of their growth and development are crucial. Parents will play a crucial role as a kid's facilitator and teacher because every child develops in sensory-motor, cognitive-perceptual, and psychosocial domains in a different way. The difficulties of raising a disabled child is complicated by India's medical and rehabilitation facilities, as well as parents' socioeconomic status, education, and disability knowledge. In this situation, parents must play a significant part in their child's growth in all spheres of life and in helping them live dignified lives in society.

Keywords: *Indian parents, Special need, Children, Rehabilitation*

Introduction

For the parents, having a kid is a life-changing event. A lovely baby arrives in your home, in your family, in your community. It is a joyful and festive moment. When the new baby is introduced, the family members speculate on what the infant will become: a football star, a musician, a pilot. But what happens if it turns out that this new child has a disability? What if there are medical issues? What if issues arise regarding any potential special needs that this child may have. It can be challenging to parent a child who has a developmental delay or impairment or is at risk for developing one. The battle to manage other aspects of family life, such as raising siblings, preserving connections, and sustaining oneself, is reflected in the phrase "minimizing repercussions." [2]

650 million individuals, or around 10% of the world's population, are disabled. They make up the largest minority in the world. There are between 120 and 150 million children and teenagers with disabilities worldwide. [3].

According to the Indian Census of 2001, there are 21.9 million people who are disabled in India (2.15% of the total population), and 7 million people in the age range of 0 to 19 have a disability. Persons with physical, mental, speech, hearing, and visual impairments are included in this data. 35.9% of people with disabilities are in the age range of 0 to 19 years old. Every tenth child either has a physical, mental, or sensory handicap from birth or develops one over time. Disability rates of 75% are avoidable. Only 1% of disabled children receive an education, and only 20% of them live until their 40th birthday. [4]

Non-Drug Behavioral Interventions for the Side Effects of Cancer Treatment in Children

Ms. Rupsa Seth¹, Mr. Sandeep Kumar Kurmi², Miss. Sujata Kumari³, Deepshikha Pradhan⁴

¹Assistant Professor, Department of Pharmacy, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

Abstract

Over the course of the past 20 years, cancer therapies have become increasingly aggressive, and it has become abundantly evident that pain, nausea, and other unpleasant side effects require new approaches to management. When there is no viable treatment for their substance abuse problem, people can find hope in behavioral research and theory. Giving cancer patients psychological therapy as part of a larger movement known as "behavioral medicine," which focuses on how people behave, has been favourably welcomed by both doctors and patients. Behavioral medicine is concerned with how people behave. At large cancer hospitals, one of the most in-demand mental health services are behavior modification, which aims to change patients' behaviors.

Keywords: *Treatment, Side effects, Therapy, Non-pharmacologic intervention, Behavioral interventions*

Introduction

The "World Health Organization's (WHO)" consensus conference on paediatric cancer pain agreed that behavioral therapy is the best way to treat side effects in children who have had different diagnostic and treatment procedures. Similar ideas came from the Agency for Healthcare Research and Quality. Patients often choose therapeutic treatments when they are at their weakest because they relieve pain and suffering right away, are easy to do, and make them feel in control.

Behavior modification strategies are being used more and more in the medical and educational fields to solve problems that are getting more complicated. Interventions in how people act have affected almost every part of our lives. The approach has been used a lot, which has led to an important side effect: we now know more about how cognitive processes work in action. People use terms like "cognitive-behavioral therapy," "cognitive-behavioral approach," and "behavioral medical intervention" to talk about how the ideas behind behavioral intervention are changing. "Behavioral intervention" is a term that will be used in this study.

In the early period 1970s, the therapeutic approach to preventing and the treating disease initially implemented. Research on biofeedback has helped find new ways to treat headaches, asthma, and seizures. Non-voluntary processes, such as heart rate, body temperature, and electromyographic feedback, can be continuously monitored with biofeedback. When receiving biofeedback, a patient frequently lies down on a table and attempts to monitor numerous essential functions while remaining still. People with asthma, epilepsy, and migraine headaches have been helped a lot by this kind of training. This has been noticed by both academics and the general public. The Yale Conference on Behavioral Medicine was made because biofeedback is so important.

1. This subject can also be used for preventive care and care that helps people get better.

Assessing India's Research on Disabilities

Ms. Priyanka Jaiswal¹, Ms. Dechen Ganjur², Mr. Ramgopal Singh³, Bhupen Subba⁴

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

¹Assistant Professor, Department of Pharmacy, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Abstract

The relationship between an individual's physical qualities and those of the society where he or she lives results in disability, which is a complex phenomenon. This viewpoint contends that individuals with disabilities are constrained in their ability to carry out daily tasks because of a complex web of interconnected factors, a few of which are personal to the individual and others of which are connected to the societal, environmental, and political structures, in which the individual lives. This study's goal is to perform a review of the literature on all papers about psychiatric disability that have appeared in the Indian Journal of Psychiatry from the journal's inaugural print issue to the present. In the arena of mental incapacity of patients in India seeking treatment at psychiatric institutes, we have also added some extra essential information. The essay finishes with a consideration of the challenges that come with having a mental disability, the ADA's provisions, and potential advancements in the field of psychiatric disability.

Keyword: disability, mental illness, psychiatric disability.

Introduction

The definition of disability has changed over the last three decades from an individual limitation to a broader social phenomenon. Therefore, disability is an intricate phenomenon that comes from the interplay between the physical qualities of an individual and those of the society where those person lives. This connection can take many forms. According to this point of view, the ability of people who have disabilities to maintain regular activities is hindered as a result of a convoluted web of interconnected factors. The idea of social of disability puts forth the notion that society has created obstacles for those with disabilities, either physically or by attitudes. Efforts by the government to ensure that people with disabilities can participate equally in society and the workplace have expanded to include requiring that public spaces be accessible to all people, regardless of physical ability, and providing resources such as financial aid and assistance with finding suitable employment. The World Health Organization (WHO) also looks at impairment from a broader perspective than just a medical one. It also acknowledges the part environment plays in lowering barriers or promoting functioning. [1]

It is well knowledge that mental diseases are also linked to serious disabilities. Approximately 31% of all disabilities worldwide are caused by mental illnesses. Five of the top 10 global reasons of disability have been identified: obsessive-compulsive disorder, schizophrenia, bipolar affective disorder, alcoholism, and depression. [2] The World Health Report 2001 analyzed the chief reasons of disability by means of disability adjusted life years (DALY). Mental illnesses were the root cause of 16% of all burdens and 25% of all impairments. [3]

An Investigation into the Social Acceptance Education Rehabilitative Programming based on Skills Acquisition for the Transgender Community

Ms. Shivangi¹, Mr. Brishnendra Mishra², Mr. Sushant Kumar Sharma³, Tashi Choden Lepcha⁴

¹Lecturer, Department of Pharmacy, Usha Martin University, Ranchi, Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

Abstract:

The present research was conducted with the intention of determining the level of social acceptability, education, skill-based training, and rehabilitation available to the transgender community (drjadab data et al. 2021). The sample consisted of fifty transgender individuals who were affiliated with nine different gharanas. Purposive sampling was utilised to collect the sample, which was then distributed across seven districts. The interview schedule was prepared by the investigator themselves and was based on all of the issues that were taken into consideration for the study. Interviews and observations were used as data collection methods over a period of five years to compile the information needed for the study. The analysis of the data was carried out both quantitatively and qualitatively. The status of the issues that were taken had been determined through the use of percentage analysis. According to the findings, the transgender individuals' families as well as their communities provided them with a great deal of support.

They were subjected to eighteen distinct forms of harassment and discrimination, the severity of which varied depending on where in society they were located. They did not receive assistance from the police or the judiciary. Similar forms of harassment were directed at transgender people on the school campus, where their classmates, teachers, and the administration all denied them inclusion on a consistent basis.

It was reported that they did not have any kind of access to any kind of skill based training programmes or employment opportunities provided by the government. In addition to this, transgender people did not receive any kind of financial assistance in any capacity, including for their means of subsistence, their housing, or their medical care. In the hospitals and clinics, the doctors and other medical staff degraded and mistreated patients in a humiliating manner. The narratives of transgender people, in which they exposed the reality of society while explaining their plight, provided support for the quantitative findings and provided context for the findings.

Keywords: *Social Acceptability, Education, Skill Based Training, Rehabilitation, Discrimination, Harassment, Assault, Abuse*

Introduction:

Background

In the middle of the 1990s, the community of gender nonconforming people who were previously known as hermaphrodites gave rise to the term transgender to describe themselves.

Hermaphrodite was a term that was used to describe an individual who possessed characteristics of both male and female; however, the individuals for whom this term was used began to feel that it was offensive (ISNA, 2008). This led to the development of the concept of transgender.

A Study of the Fair Participation of Disabled Students in Higher Education

Ms. Puja Lal¹, Ms. Dechen Ganju², Dr. Abdul Wadood Siddiqui³, Pranal Chhetri⁴

¹Lecturer, Department of Pharmacy, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar- Arunachal Pradesh

³Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

Abstract:

Education has the potential to be a forceful agent of social transformation. It has the potential to serve as a tool for improving a person's socioeconomic standing and offering everyone, including people with disabilities, a respectable place in society. The pursuit of knowledge, its generation, preservation, and transmission can be significantly advanced through participation in higher education. As was mentioned earlier, higher education is directly connected to the development of skills, the building of nations, the integration of nations, employment opportunities, and research. It has the potential to increase both the potential for economic development and the potential for social development. Therefore, obtaining a higher education can play an important part in improving the socioeconomic and political status of Students with Disabilities; however, there were some challenges that Students with Disabilities (SWDs) encountered when attempting to obtain a higher education. As a result, the purpose of this study was to investigate the challenges that are experienced by students with disabilities and to also investigate the obstacles that are experienced by students with disabilities. Students with visual impairments, students with hearing impairments, and students with orthopaedic handicaps who were enrolled at the graduation level in higher education institutions were selected as a sample for the study for the purpose of gathering information for the purpose. Previous reviews were utilised as a resource in the process of both comprehending the issues and developing solutions. Following the consultation with the subject matter experts, the use of tools that were self-constructed was implemented. In addition, the issues were investigated from the perspectives of age, gender, disability, and access to academic or professional programmes offered by a variety of educational establishments at the higher education level.

Keywords: *Students with Disabilities, social transformation, socioeconomic*

Introduction:

Background

Birth of a child with a disability causes a variety of challenges for the entire family, and many well-established studies have proven that mothers who are in charge of the upbringing of children in their families feel severe stress as a result of their overloaded role burdens for their children. This is especially true for families in which the mother is the primary caregiver for the child (Hyun-Cheol Lee et al. 2021). Throughout its history, India has had a society that is multi-cultural, multi-ethnic, and multi-linguistic. Within this society, people of different religions, castes, classes, genders, and disabilities coexisted. Because of this, India is often referred to as the "Land of Varieties." On the other hand, India is a democratic nation, and therefore every citizen possesses the fundamental rights necessary to create a just society. In addition to this, there are numerous underrepresented communities that have been subjected to discrimination for a considerable amount of time. They have been falling further and further behind other social groups in the society as a direct consequence of this, which has led to the current situation. One of the groups that has been neglected for a significant amount of time in Indian

A Study of the Effect of Psychological Intervention on Patients Suffering from type 2 Diabetes on Their Physiological and Psychological States

Ms. Richa¹, Dr. Barun Ranjan Sarkar², Mrs. Jyoti Singh Jata³, Sabina Gurung⁴

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

¹Lecturer, Department of Pharmacy, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Abstract:

Diabetes and other serious psychophysiological health problems have been diagnosed in a significant portion of the population. There are three basic forms of diabetes, each with a unique genesis. Juvenile diabetes, commonly known as type 1 diabetes, is characterised by its early onset and hereditary predisposition. Type 2 diabetes is a disorder that usually starts in adulthood. Stress in particular is thought to be a major psychological contributor to type 2 diabetes. Gestational diabetes, which arises during pregnancy, is the third kind of diabetes. The prevalence of type 2 diabetes is widespread, particularly in South East Asia. India is the world's diabetes capital. The bio psychosocial approach places a strong emphasis on the biological, psychological, and social aspects that contribute to the rise in diabetes. Diabetes is now the leading cause of death. Despite cutting-edge medical interventions for the critical problem of managing glucose levels. Although psychological therapies have also been shown in studies to be useful in managing patients' psychophysiological status, pharmaceutical treatment is still seen as being crucial in the management of type 2 diabetes. Health psychologists have highlighted the importance of using psychological intervention to manage blood glucose levels (BGL). The study of the literature demonstrates that psychological intervention is useful in treating the psychological state of lifestyle disorders (diabetes). One of the psychological remedies is2.

Keywords: *Type 2 diabetes, psychological, Juvenile diabetes, psychological therapies, psychological state*

Introduction:

Background

The WHO has warned that until 2050, diabetes will be one of the leading causes of high mortality due to its rising prevalence. South East Asian nations would be the most impacted, with India serving as the disease's epicentre. Diabetes, which is characterised by high blood sugar levels and a number of health complications including hyperglycemia, cardiovascular disease, kidney disease, foot ulcers, blindness, limb amputation, heart

An Investigation on the Role That Pedagogy Plays as a Benchmark for Excellence in Secondary Schools

**Ms. Suchita Shalini¹, Mr. Abhishek Pandey², Mr.
Devendra Singh³, Pratikcha Rai⁴**

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

¹Lecturer, Department of Pharmacy, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-
Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University,
Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University,
Gangtok, Sikkim

Abstract:

The education quality cannot be assessed only by looking at one specific influential factor because it is a multifaceted phenomenon. As a result, the learner, their classroom environment, their teachers, the instructional approaches, the curriculum, the teaching materials, administration, and pedagogic leadership all contribute to the quality of learning as a continuous process. According to UNICEF (2002), activities that take place both within and outside of the classroom but are nevertheless integrated into the educational environment have an impact on how well a student is educated. In other words, the effectiveness of a teacher and their teaching in a certain setting can be evaluated in light of the results of the students who attend. According to Alton Lee, pedagogical technique is the single most important component that has a direct impact on students' learning results (2003). The necessary knowledge, skills, aptitudes, and values that pupils should have attained at the end of their time in school are known as learning outcomes for students. Education professionals and pedagogy experts are still divided on what constitutes high-quality instruction. Let's take another look at that now. However, it is not intended for this topic to be repeated in this section because the difficult issue of defining performance and efficiency education has already been examined in more detail in the prior chapters, especially in the first chapter of this thesis. Therefore, the main topics discussed in this chapter are a brief summary of the research, the key findings, the outcomes of the data analysis provided in the previous chapter, and the study's pedagogical implications.

Keywords: *Pedagogical practice, pedagogical leadership, pedagogy specialists, pedagogical implications*

Introduction:

Background

Learning was originally concentrated on mosques, and this tradition is where the history of the country's school system begins. In the past, people would get instruction in Islamic studies from clerics known as Mullahs in places of worship such as mosques and educational institutions known as madrasas. These institutions continue to serve as the traditional education centres, albeit having undergone some modest adjustments to both their course of study and the teaching-learning style that they employ. As a direct result of this, the initial steps toward developing a contemporary educational system were taken toward the close of the 19th century. In the

Mental Illness-Related Disability

Mr. Prabhat Kumar¹, Ms. Licha Rin², Dr. MD Nematullah³, Chamta Gurung⁴

¹Lecturer, Department of Pharmacy, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar- Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

Abstract: Mental illness is a significant source of worldwide problem of disease remains the main reason for disability purpose. The study focuses on seven mental illnesses: bipolar affective diseases, dementia, anxiety problem, obsessive-compulsive diseases, depression, schizophrenia, and alcohol-related psychological and performance-based impairments. These are the objectives of this study: I. Determine different numbers of handicapped incapacities in the research set. The second phase is assessing disability for checking chronicles of the ailment. III. Evaluate impact which each disability on a person's functional capability. Analyze the temporal consistency of illness groups' disability. Methods: Outpatient Psychiatry Department at the Medical College of Delhi saw 228 patients. Using a variety of standard grading methods, the severity of each illness was determined. The extent of impairment-related problems was evaluated using the Scale of Indian Evaluation and Assessment (IDEAS). At six and twelve-month intervals, patients were assessed. For statistical analysis, SPSS was used. Schizophrenia showed the strongest correlate with disability among the seven analysed conditions, while all of them exhibited significant relationships. Similar impairments are produced by OCD, anxiety disorders, and drinking as well. Significant contributors to prolonged disability include anxiety, alcohol, and depression.

Keywords: *assessment, mental illness, and disability.*

INTRODUCTION

Disability clearly, no one phrase can include all of a disease's characteristics, making it difficult to describe [1]. The individual having psychological illness 1995 Act of classify psychological disorder a "disorder of the psychoto facilitate causes incomplete or total disturbances in the individual's thoughts, mood, and deeds and may also cause repeated or constant incapability or less capability to perform routine of everyday living, personal concern, schooling, service, and social contribution"[2]. Among these conditions [3] are moderate-to-severe obsessive-compulsive diseases, bipolar illness, schizophrenia, depression with slightest three years of therapy. The main aim is to investigate the types and numbers of disabilities in the groups of the research, the correlation between disability level and disorder severity, the differences in disability across illnesses, and the steadiness of disability over time in the groups of disease-causing people.

Methods and resources

The outpatient psychiatry branch of the Delhi Medical College conducted recruiting beginning in July 2003 and continuing through June 2004.

Aging with Physical Disabilities: Experience Intersected by Stigma, Social Isolation and Finitude

Ms. Rupsa Seth¹, Mr. Sandeep Kumar Kurmi², Miss. Sujata Kumari³, Deepshikha Pradhan⁴

¹Assistant Professor, Department of Pharmacy, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

Abstract

The objective is to learn about the lives with physically disabled disabilities. Fifteen participants from the Delhi Association for Disabled Persons were interviewed for this study. The interviews were place between July 2016 and June 2017 and covered the whole Delhi metropolitan region. Before Alfred Schütz analysed the data using social phenomenology, he thematically categorises the information. Results: There is evidence that age-related physical limitations and social stigma persist into old age. The misery of old age was exacerbated by the persistence of stigma, which led to loss of identity, isolation, a narrow worldview, and the acceptance of one's own death. Implications and final thoughts Managers of services and disability providers for the elderly with physical impairments must take into account the complexities of ageing with a disability and the challenges posed by a society that is sometimes intolerant of bodily difference when formulating public policy.

Keywords: Disabled disabilities, qualitative studies, and the ageing population

INTRODUCTION

Individuals who have physical incapability has higher survival rate as a whole as a result of the ageing process [1]. It's crucial to differentiate between those who age into physicallydisabled and those who become incapable as a result of a chronic condition. Medical professionals have a difficult situation when dealing with patients who have secondary illnesses that produce complicated physical abnormalities and functional restrictions [2]. Despite extensive campaigns, significant knowledge gaps remain about the requirements of the elderly and the handicapped. Socioeconomic development should take precedence over the rights of handicapped persons, as stated in the United Nations Convention on the Rights of Persons with Disabilities of 2008 [5]. Those with disabilities continue to face appalling conditions in terms of their health, education, economic participation, poverty charge, aspirations, and excellence of existence, notwithstanding recent improvements [6]. Disabled people age more quickly, even if they survive more[7].

Having a disability and ageing are both something to be proud of and things to be worked on. The risk of developing chronic illnesses as you age may be higher if you already have a disability. Disability and old age have a negative connotation in our culture, which places a premium on youth and attractiveness. Aging with

The Empowerment and Social Integration of Individuals with Mental Disabilities

Ms. Archana Sahu¹, Ms. Licha Rin², Dr. MD Nematullah³, Chamta Gurung⁴

¹Assistant Professor, Department of Pharmacy, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Pharmacy, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Pharmacy, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Pharmacy, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

Abstract

Introduction: Impaired social functioning is a hallmark of mental illness. To heal from mental illness and enhance quality of life, medical treatment and rehab are insufficient. According to the psychological empowerment hypothesis, it is one of the most important ways to help people with mental disabilities improve their social functioning and quality of life. This article will share the findings of a study that looked at how people with mental disabilities view empowerment as a social support strategy and what happens to their social functioning when they use this strategy. The study was conducted to find out how people with mental disabilities view empowerment as a social support strategy. **Methods:** A narrative assessment of the studies on the empowerment theory, empowerment as a strategy to aid persons with mental disorders, and the impact of this form of help on the social domains in which they function. To locate the pertinent literature, a search was conducted using the phrases "empowerment," "social functioning," and "people with mental disorders" in the academic databases EbscoHost Academic Search, Science Direct, and Scopus, as well as IST Web of Science.

Findings: As a "multicomponent" and "multilevel" concept, empowerment is seen as a key part of the process of helping people with mental impairments get better and getting them the support they need. In many cases, the links between a person's level of empowerment and how well they do their job go both ways. In the end, empowerment is said to be a key strategy in the process of helping people with mental illness.

Keywords: *Empowerment, Social support, Social work, Social functioning, People with mental disabilities.*

Introduction

In the last few decades, there have been changes in how people with mental health problems are helped Utilizing a multifaceted strategy that involves medical symptom observation and psychosocial rehabilitation aiming at recovery or improvement of social functioning, the objective is to enhance their quality of life and social inclusion. Social workers are very important in the treatment of people with mental illness. It is a "humanly oriented activity" that seeks to "optimize the processes of social functioning" by collaborating with the client, empowering them to use their own resources, and assisting them in realizing their full potential (Miteva, 2006, p. 11). The capacity of the individual to become "a subject of their own development and an active participant in the two-sided process" is encouraged and stimulated by helping connections in social work. Due to these characteristics, social work is a crucial component of rehabilitation, which tries to assist individuals in overcoming mental illness. "The process of reforming and empowering people with mental health disorders or behavioral dysfunctions so that they can live a healthy life in society and realize their full potential" is the definition of rehabilitation. The foundation of social work and the treatment of mental illness is empowerment. The concept of empowerment is diverse and is used in several disciplines like women and gender studies. But the idea is simple to strengthen the mental health of an individual.(Shiv Kumar, D. D. (2021). It also includes

Comprehending Indian Hospitals and Utilisation of Quality Management: Advancing Medical Aspects of Healthcare Systems

¹Mr. Samir Kumar Ojha, ²Dr. Prakash D Achari, ³Dr. Saurabh Kumar, ⁴Dr. Jai Anand Shukul, ⁵Salima Bhattarai

Received: 23-September-2022

Revised: 26-November-2022

Accepted: 14-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Commerce, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT:

India's hospitals and clinics range from world-renowned to subpar. Lack of reliable data and technical challenges make it hard to improve care quality. Both industrialised and developing nations have established national objectives for health systems to protect patient and staff safety and enhance quality in reaction to low quality, greater patient expectations, media attention, and a perception that there are effective strategies to improve quality and safety. Government and financial entities increasingly require health care organisations to utilise quality systems and initiatives. It may be hard to identify an institution's best strategy. Improve decision-makers' planning, action, and reflection. Before evaluating strategy claims, do your research. Misusing a strategy might have financial repercussions. Effective methods can't be determined with certainty. Method comparison is difficult. A multitude of interesting research offers sneak peaks at the results, analyse alternative techniques, and provide recommendations on how to implement them.

Keywords: health, government, quality management, improvement, Indian.

INTRODUCTION

Services and personnel diversity make health care organisations (HCOs) complex. Quality control in health care is crucial, so do it well. Medical care quality is recommended. Quality is intangible. "Medical Care" better describes the area so it can be monitored and improved. Diverse individuals give healthcare. Dentists, midwives, obstetricians, physicians, nurses, pharmacists, psychologists, etc. "quality management." is the term. Some felt it was instructing doctors. "management of care." Each company's business may be analysed alone or in combination. Several good models exist. The new quality definition prioritises patient enjoyment, making quality management more important than ever. High-quality health care is characterised by consistent treatment, excellent health outcomes, individual attention, universal access, and reliable service. The SDGs aim to improve care for pregnant women and newborns. Maternal, newborn, neonatal, and child death rates must be lowered (U5MR).

The National Health Policy aims to reduce mother and child health concerns from 100 to 23 by 2025. The government aims to decrease infant mortality to 28, neonatal mortality to 16, and stillbirths to "a single digit" by 2025. The government's principal action worked. You may sustain bigger policy goals by making modest changes. Health plans should follow WHO principles. This includes healthcare that demands more than medical care. They also have cultural, religious, financial, nutritional, hygienic, lifestyle, and social demands.

The Psychology of Management Data and the Significance of Such Data for Enhanced Strategy and Planning

¹Mr. Samir Kumar Ojha, ²Dr. Prakash D Achari, ³Dr. Saurabh Kumar, ⁴Dr. Jai Anand Shukul, ⁵Salima Bhattarai

Received: 22-September-2022

Revised: 27-November-2022

Accepted: 12-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Commerce, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT

Management information systems are the primary factor enabling and achieving effective decision-making in a business (MIS). This study examines the extent to which two specific financial institutions have implemented management information infrastructure to ensure prudent judgments. The study examined how various financial institutions utilized management data systems to guide tactical and strategic planning. Two hypotheses were investigated using a modification of the quantitative research method. At the selected organizations, 190 forms were given fairly to individuals who worked at various levels of management. The findings of the study indicated that both financial institutions predominantly adopted MIS to better strategic planning. The findings of the regression analysis revealed that, although strategic planning deliver a discernible impact on the improvement of decision making in companies, tactical planning seemed to have no discernible effect.

Keywords: Strategic Planning, MIS, Decision Making Process, Tactical Planning.

INTRODUCTION

In order to compete on the world market of twenty-first century, firms are rushing to enhance their skills. In order to adapt to market fluctuations, businesses are trying to boost their agility by strengthening their process of decision-making to be effective and efficient. In order to accomplish this, a number of contemporary mid- to large-sized businesses have participated in the cycle of increasing investments and implementation of new information system components. In the previous decade, a significant fraction of financial firms utilized MIS to ease the service delivery, and the rate of adoption is set to increase as technology advances.

As per Whitten et al. (2004), "information is an arrangement of people, data, process, and information technology that interact to collect, process, store, and provide as output the information required to support an organisation," implying that an information system being an organized group of people, data, technology, processes, which work together just to collect, store, process, as well as provide as output the information aiming to increase the decimalization process. Within a bank's data system, a constant the risk of a crisis resulting in an insufficiency; consequently, a comprehensive information supervised by a better mechanism control which is needed to guarantee that the information system performed all required operations. (Adebayo, 2007). In a worldwide, competitive market, information is vital to the existence of a financial institution. The characteristics of globalisation and market rivalry highlight the relevance of boosting MIS to increase an organization's capabilities. For the leadership of organization, senior management to make an efficient long-term as well as short-term. MIS is provided as a system which gives the enterprises' top management and also the lower-level with appropriate data from external & internal sources, making them effective (Argyris, 1971, p. 291).

Digital HRM Prospects and Challenges: Role in the Improvement of Worker Behavior

¹Dr. Arvind Hans, ²Dr. Prakash D Achari, ³Dr. Ankur Kumar Agrawal, ⁴Dr. Jai Anand Shukul, ⁵Salima Bhattarai

Received: 20-September-2022

Revised: 28-November-2022

Accepted: 12-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT

The study's goal is to learn how HRM is impacted by the advent of digital technology. The idea is to examine the expanding responsibilities of HRM in a period of fast technological development. Human capital, along with intangible resources and expertise, is gaining recognition among researchers as an important factor in establishing a competitive advantage via digital transformation. When a firm has ownership of its assets, such assets are seen as commodities or in-house expertise that may be used to gain a market advantage. One hundred people working in Bangalore's IT sector were chosen using a basic random selection method. Qualitative methods were used in conducting the survey. The survey asked respondents to weigh the pros and cons of HRM's increasing digitization. The data may be subjected to a content analysis in order to help us identify the overarching concepts at play here. Despite digitalization's extensive effect on regular operations and practises, especially in terms of potential, HR's participation in supporting the digitization plan gets less focus.

Keywords: HRM, digitisation, digital transformation, prospects, challenges

INTRODUCTION

"Digital transformation" adapts company methods, activities, and structures to the digital domain to take advantage of technology improvements. Digitalization is vital in India. Some estimates say Indian companies are ready for the information age. Digital transformation might boost Indian corporate income by \$16.9 billion between 2022 and 2025. Studies show (Cabral, 2017). Human resource management (HRM) and employee working lives (which will be altered by digital technologies) will play increasingly essential roles as they gain significance (Parry & Strohmeier, 2014). Digital transformation initiatives should be described by their corporate effect. New technology changes goods, operations, and other elements of a company. Digital transformation initiatives affect business practises greatly (Matt et al., 2015). HRM is vital to an organisation since it advocates for employees and acts as a strategic partner, like commercial partnerships and administrative experts. Bengtsson and Bloom (2017) remark that digitization is affecting organisations and HR, but very little study has been done on how HR managers see digitalization. This study adds HR managers' insights to the previous literature. This report adds to the discourse by highlighting the most significant digitalization issues. This region hasn't had enough study (Liu et al, 2011).

E-HRM is regarded as the finest method for executing HR policies and plans within a company while utilising all available web-based channels. E-HRM has grown in popularity as a result of its use of web technologies as opposed to conventional HR processes. E-HRM is a new area of technology that is rapidly gaining traction in businesses all around the world. E-primary HRM's goal is to transform HR operations into transactions that are paperless, more adaptable, and resource-efficient. With the state of IT in the world today, HRM has improved through the use of E-HRM

Utilizing GSCM for Waste Management in Green Building Operations & Analysis of Psychology Differences between Turkish and EU Rules

¹Dr. Arvind Hans, ⁵Salima Bhattarai, ⁴Dr. Jai Anand Shukul, ³Dr. Ankur Kumar Agrawal, ²Dr. Prakash D Achari,

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 15-September-2022

Revised: 18-November-2022

Accepted: 08-December-2022

ABSTRACT

From site selection to design, construction, operation, maintenance, repair, and destruction, green buildings are resource- and environmentally-conscious. Sometimes referred to as green construction or sustainable construction. Current environmental concerns and the need for sustainability urge the use of existing energy, water, and material resources in a more effective and efficient manner. In addition, they ensure that trash is kept to a minimum, implement environmentally responsible and eco-friendly building design, and practise environmental sensitivity throughout the construction process. The management of construction waste through green supply chain management (GSCM) has gained prominence in recent years due to environmental concerns and the expansion of the construction sector. At each stage of the project, the design team, architects, engineers, and client must work closely together. By reducing energy consumption and waste, GSCM protects against any concerns that can impact the environment or people's health. This paper combines the green building operations of architects with the green supply chain management of engineers in order to reduce material consumption, promote more effective and efficient use of the energy, water, and materials currently in use, ensure the prevention of any type of waste, perform environmentally responsible and eco-friendly building design, and be able to reuse, recycle, or recover waste. In 2008, the European Union Council issued a waste management guideline to manage construction waste and reduce its environmental impact. The amount of recycled, repurposed, and recovered building and demolition waste (CDW) will be reduced by 70% by 2020. The objective of this research is to investigate cost-benefit and social-benefit reflections by combining these two approaches. The literature review and Turkish case study examples are utilised to establish a model from which recommendations for GSCM and reverse logistics operations for green building are derived.

Keywords: Waste management, GSCM, green buildings; psychology

INTRODUCTION

The proliferation of several businesses has contaminated the way people live nowadays. As a direct consequence of this, the well-being of future generations, as well as our own, is placed in jeopardy. At this time, there is a significant market demand for goods and services that are less harmful to the environment. Using the improved manufacturing processes, we are able to respond in a timely manner to the requirements that are outlined by our clients. Even within the sphere of building, every stage needs to be handled, from the very first concept to the very last demolition. One must take into consideration, in addition to the aesthetics and the functionality, the extent to which resources are utilised in an effective manner. When constructing a building that is environmentally friendly, the construction process makes use of a less amount of the available raw materials at the outset and a greater proportion of recyclable components. When a structure is still in the design phase, "greening" it is only permitted to be done by trained experts who have education and experience in architecture and civil engineering. The various suppliers as well as the subcontractors make up the various

Psychology of Youth in Employment Retention in Government and Corporate Sector: A Comparative Study

¹Mr. Nitesh Kumar, ²Dr. Prakash D Achari, ³Dr. Anurag Shakya, ⁴Dr. Jai Anand Shukul, ⁵Salima Bhattarai

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Commerce, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalpur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 18-September-2022

Revised: 29-November-2022

Accepted: 13-December-2022

ABSTRACT

"You're let go!" Donald Trump's infamous remarks from prime-time television to the White House. Trump, the former businessman-turned-politician, has transferred his traits from the private to the public sector. What distinguishes employees in the public and private sectors? What are the consequences of these qualities? Specifically, public service motivation, organisational commitment, effort level, intrinsic factors, job content, compensation, job security, and work-life balance are explored. Literature review indicates that, while similarities do exist between public sector and private sector employees, there are sufficient distinguishing characteristics to support Appleby's (1945) theory that government employees are distinct.

Keywords: Retention; Psychology of Youth; urbanization; globalisation; CSR

1. INTRODUCTION

"Technology advancement, climate change, population upheavals, urbanization, and globalisation of value chains are changing the nature of employment". One must have a wide range of abilities to compete in today's job environment.

1. Cognitive abilities include, among other things, the ability to absorb complex ideas, to adapt to new situations, to learn from mistakes, and to reason. Cognitive abilities include things like being able to read, write, and do simple math.
2. Socio-emotional characteristics such as leadership, teamwork, self-control, and perseverance can be used to describe a person's ability to handle interpersonal and social situations.
3. A complete understanding of the resources and equipment needed to perform a task needs a certain level of technical expertise and engagement.
4. The ability to securely and effectively use information in a number of ways is characterised by cross-cutting and interrelated digital talents..

15% of the world's 15-year-olds (approximately 750 million people) claim reading and numeracy impairments. If literacy is tested directly, the percentage almost doubles. According to large-scale global evaluations of adult skills, returns to education vary widely between disciplines of study, institutions, and populations. In emerging nations, a shortage of trained people hinders innovation.

The Impact of Skill Development Schemes, Retention, Employability, And Skilled Employees on the Psychology of Maharashtra's Youth

¹Mr. Nitesh Kumar, ²Dr. Prakash D Achari, ³Dr. Rajeev Sharma, ⁴Dr. Swati saxena, ⁵Dr. Vipul Jain

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 13-September-2022

Revised: 20-November-2022

Accepted: 07-December-2022

Abstract

Understanding the role of mental development and its impact on unemployment in Maharashtra needs a look at the rate of youth retention in state and business skill development programmes. To acquire information, both primary and secondary sources were used. The sample size is 200 Maharashtra residents who are compelled to participate in skill development programmes provided by the Maharashtra government. Cluster sampling protocols worked well. The majority of participants agreed or strongly agreed that comparing the retention rate of young people in such programmes in comparison to Maharashtra, as well as understanding the role of developing skills and its effects on unemployment in Maharashtra, are useful in understanding how the government and businesses in Maharashtra run skills training programmes. Skill development programmes can assist you in meeting your goals by nurturing talented staff. The state's economy will suffer because only qualified individuals can effectively contribute to the growth of numerous businesses.

Keywords: Retention, employability, skill workers, skill development initiatives, and youth psychology

Introduction

A company's culture is made up of all of the opinions that employees share about their jobs. It is a template for how the firm as a whole should operate. The culture of an organisation reflects how its employees see it (Asthana and Jain, 2021). Youth is associated with vigour. It is alive with vitality. The majority of the population is comprised of young people. Every strategy for sustainable development must take these into account. They are in charge of encouraging innovation, progress, and transformation. They either benefit or harm society. They will be influenced by the same components that govern the rest of the world. There is an urgent need to focus more attention on youth issues and advocate for their interests. The United Nations General Assembly named 2011 the International Year of Youth, with the theme "Dialogue and Mutual Understanding," in response to these new foundations. Youth is best defined as a transition period from infantile dependence to adult freedom and a sense of community interdependence. During this period of transition, the majority of young people from non-traditional cultures are managing a complex combination of economical, institutional, and personal changes. The relative importance and interdependence of these characteristics may change based on a country's economic advancement. It varies per country due to socioeconomic, racial, and other aspects. Teenagers of any age can be classified as such. The United Nations defines youth as persons aged 15 to 24. The Maharashtra provincial government has put in place a structure to encourage professional development. Through the Financial Sector Talent Groups and the Maharashtra Up skilling Project, the Maharashtra government hopes to generate 4.5 million trained professionals by 2025. Construction, fabrication, textiles, automobiles, hotel management, health insurance, business services, department stores, medical products and substances, IT/ITeS, and agribusiness planning are among the eleven developing commercial activities recognised by sector-based technical training advisory boards. The retention rates of young people in corporate

A Psychological Study on Organizational Culture's Effects on HRD Programs

¹Dr. Meenakshi Kumari, ²Ms. Sangeetha Prasad, ³Dr. Jayanti Lal Jain, ⁴Dr. Swati Saxena, ⁵Dr. Vipul Jain

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Economics, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 17-September-2022

Revised: 19-November-2022

Accepted: 09-December-2022

ABSTRACT

The key attribute of the new economic climate is the loosening of restrictions, which paves the way for increased economic growth and entrepreneurship. The "licensing system" has been largely superseded by the "market system," which is now in place. The challenge of Human Resource Management (HRM) techniques would be to establish an environment of resilience that is capable of accommodating and successfully assimilating changes in systems, structures, technologies, and methodologies, among other things. The people involved would have to give the process of change the appropriate significance. This study elucidates how an organization's culture affects how it develops its workforce based on psychological perception of humans. In order to comprehend the research pertinent to this topic, a variety of literature and studies are addressed along with an overview of the subject. People who are relevant to the practices of human resource development and training are surveyed for this study. The findings demonstrate the relationship between organizational culture and human resource development as well as the factors that function as mediators between these elements within an organization.

Keywords: Organizational Culture, Human Resource Practices, Training and Development, HRD Programs.

1. INTRODUCTION

Organizational practitioners and policymakers face scopes and problems today. Many studies have examined how "organisational culture" affects a company's HRD programmes. How do these programmes work? Corporate culture helps employees acquire new technical and behavioural abilities, say experts. Kotter and Heskett, Hofstede, 1980, Magee, 2002, and Hofstede, 1980) suggest this because it helps employees acquire new abilities. Ethics motivate individuals to do good. Ethical business practises may affect how a company's workers behave. Cultural traits may help a firm succeed since they are hard to pinpoint as the source of a company's success (Barney, 1991; Peters and Waterman, 1982). New technology changes "human resource development programmes" as the world evolves, so do organisations. Firms have various trust, attitude, and assumption arrangements. A company's culture evolves throughout time to fulfil its demands and remain ahead of the competition in every position. This study focuses on the following research questions:

Does organisational culture affect recruiting and selection?

Organizational culture affects training and development?

Does corporate culture affect compensation management?

Are a company's performance management functions and culture intrinsically tied for success?

Ramifications of ICT in Teacher Education: A Study on Behavioural Attitudes of Students

¹Dr. Dinesh Kumar Pandey, ²Ms. Sangeetha Prasad, ³Dr. Jayanti Lal Jain, ⁴Dr. Swati Saxena, ⁵Dr. Vipul Jain

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Economics, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 16-September-2022

Revised: 22-November-2022

Accepted: 10-December-2022

ABSTRACT

Incorporating information and communication technologies into educational settings is extremely necessary everywhere in the world. The use of technology in teaching could be advantageous. New technology introduced into educational environments has the potential to enhance learning possibilities in terms of both quantity and quality. The use of information and communications technology (ICT) in educational settings is growing in popularity because it improves learning, provides a positive environment, and stimulates the development of critical thinking and self-assurance in students. Effective instruction now faces additional obstacles as a result of ICT integration in education. People's typical daily routines have been disrupted as a result of this. The purpose of this study was to examine the potential effects of using technology in the classroom on the standard of education and student retention while taking into account the participants' behavioural and mental attitudes. This study used a method of research called a systematic literature review. Lessons that are aided by information and communication technologies are typically more successful. The advantages that curriculum technology integration can have are emphasised. The findings of this study indicate that managing change in the teacher education industry requires comprehension, worry, caution, and reflection. Modifications to the way the teacher education programme is run are required for effective school reform.

Key Words: *ICT, impact of ICT, sustainable education, solution and problem, teaching and learning process.*

1. INTRODUCTION

UNESCO's goals for education include expanding the range of subjects and instructional strategies as well as promoting experimentation, innovation, information sharing, and policy debate. Our perspective and way of life have changed as a result of the growth of ICTs. This phenomena updates and improves our way of living for the modern era. ICT is revolutionising global education (Achari, and Agrawal 2021). This revolution needs to be strengthened in order to spread to more people because it isn't very broad. A multidisciplinary and integrated strategy is essential for the long-term growth of the economy and society because there are so many aspects that affect how people utilise and integrate ICTs (Mac-Ikemenjima, 2005).

Today's civilization, especially in industrialised nations, definitely requires the use of ICTs. Communities and cultures have adapted as a result of the information era's onset. The spread of information and communications technology has accelerated the process of social, political, economic, and technological change. The widespread usage of ICT has had an impact on education. ICTs have an effect on all three of the foundational elements of teacher education: teaching, learning, and research. ICT enables student instructors, academics, and non-academic workers to communicate with one another more efficiently during both formal and informal instances of teaching and learning (Yusuf, 2005b, pp. 316-321). All teachers must complete basic computer skills training as well as teaching on how to use different educational apps effectively (Ololube, 2006).

An Assessment of Positive and Negative Aspects of Organisational Politics: A Systematic Literature Review on Psychological Wellbeing of Employees

**¹Dr. Dinesh Kumar Pandey, ²Ms. Sangeetha Prasad,
³Prof. KVSM Krishna, ⁴Dr. Swati Saxena, ⁵Dr. Vipul
Jain**

Received: 21-September-2022

Revised: 20-November-2022

Accepted: 10-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha
Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan
University, Itanagar-Arunachal Pradesh

³Professor, Department of Economics, Mangalayatan University, Aligarh, Uttar
Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University,
Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional
University, Gangtok, Sikkim

ABSTRACT:

Organisational politics is a social phenomenon since citizens do not always care about it. Co-workers develop informal alliances and majorities. Work involvement may be seen as a sign of a positive subjective norm that supports management or as a personality trait that hinders organisational goals. This research aims to understand corporate politics' pros and cons. This research used a systematic literature review. Organisational politics may be excellent or negative, the study found. Poor business elections are hated because of the ethical issues they imply and the worker confrontations they engender. Team member attitudes may be regarded as an indication of subjective solid norm that benefits the corporation or as a personality function that resists organisation's ideals. Contextual performance may help or hinder enterprises and organisations. Total of 20 papers were analysed and out of which 16 reviewed papers were found effective in deriving the analysis that organizational politics has negative impact on the employees performance. It was found that organizational politics has impact on psychological wellbeing of the employees.

Keywords: People psychology and perception, Organisational Politics, Organisational Behaviour, Power in Organisations

1. INTRODUCTION:

Corporate governance is crucial because it facilitates our knowledge of the informal conflict and collaboration processes that take place in businesses, rather than how the employees' motivation works (Vigoda-Gadot & Drory, 2006). In his studies on the importance of fairness, religion, and employment equivocation, Othman (2008) highlights two elements of shared leadership: the negative side, which includes simple and illegal actions, and the positive side, which should be a fundamental ability required for organisations to grow. Favorable organisational economics has traditionally been the act of promoting cooperation and having common goals; in contrast, damaging workplace sports are despised because of the moral quandaries they necessitate or the operational issues they cause.

1.1 POSITIVE FACTORS IN ORGANISATIONAL POLITICS:

Procedures and work engagement are sometimes misunderstood as corporate defences that limit and modify actual data. Organizational politics hardly ever involve internecine conflict, deceit, or covert objectives. Organizational politics has advantages that extend beyond the few wealthy individuals. In Vigoda-Gadot & Drory's 2006 book, Rosen et al. take a feminist social constructivist perspective. According to empirical research, corporate partisanship does not always have negative effects because people have various political

Critical Evaluation of GST's Impact on the Functioning of Small Companies: Evaluation of People Psychology and Perception

¹Md. Saifullah Khalid, ²Ms. Sangeetha Prasad, ³Prof. KVSM Krishna, ⁴Dr. Swati Saxena, ⁵Dr. Amit Srivastav,

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Economics, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 11-September-2022

Revised: 14-November-2022

Accepted: 05-December-2022

ABSTRACT

One emerging topic of study in India is the effect of indirect taxes like the Goods and Services Tax (GST) on SMEs. Relevant works, both domestic and international, up to the year 2020 were researched; this includes both publicly accessible and privately held materials. Appropriate resources were chosen after considerable deliberation. Themes that might vary widely but are based on a common thread of tracing back to the original material have been investigated, explored, and presented. One significant emerging fact is that GST would have different implications for politically sensitive industries and SMEs in different sectors in different states. This study is conducted with the aim of identifying peoples psychology towards GST and its impact on their businesses. The research study is conducted using secondary and primary data. The data is analysed through frequency distribution method and it is explored that GST has impact on the small businesses.

Keywords: GST, Small business, small companies, indirect tax effect, perception of people.

1. INTRODUCTION

By taxing people, corporations, and other organisations, the government collects income. It's a major source of government money, helping a nation achieve wealth and stability. Consumers face upfront and hidden fees. Stagnant tax collection would limit national development and cause a budget gap. The planned GST might radically change the complicated tax structure since 2015. In India, taxes are complicated and indirect, with several necessary levies overlapping and the help of the federal government and states. All indirect taxes will be integrated under GST, which might simplify the national marketplace. France introduced a general sales tax in 1954, which 140 other countries have since implemented. India has proposed a double GST scheme.

Tax simplification reduces the domino effect. The government sets rates using reciprocity, although they can't exceed 14%. Alcohol, electricity, and petroleum are exempt from GST, hence the effective taxes are lower (5%, 12%, 18%, and 28%). Because alcohol is exempt from GST, it accounts for more than half of the revenue in certain states. Electricity is fundamental to human existence and must be affordable and accessible. Political parties' promises to provide cheaper electricity may increase public discontent. Most difficult was convincing the country's citizens accept tax system. Mittal, V., and A., Agrawal, (2021) Clearly classifying commodities and services has addressed most problems. Early price increases for products and services caused inflation. Due to widespread ignorance, civility has risen. Many occupations lack the training, management re-skilling, and Startups found GST compliance difficult due to inexperience and the new tax regime. Some say GST boosted tax clarity and provided a bigger tax platform. Even if corruption is entrenched, it can be prevented.

To Study the Technology Adoption among the Marketers: Psychological Perception and Attitude of Marketing Professionals

¹Md. Saifullah Khalid, ²Dr. Nyarik Geyi, ³Dr. Sidharth Jain, ⁴Dr. Ankit Khare, ⁵Dr. Amit Srivastav

Received: 10-September-2022

Revised: 16-November-2022

Accepted: 06-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT

Adoption of internet marketing is fundamentally a process that involves a variety of evolving innovations and an increasing number of different applications. In the current research has made an effort to quantify the technology adoption among the marketers The primary data is questionnaire based on the likely experience that the consumer had when purchasing the items online. For this study researcher try to reaches 200 respondents but only from 117 respondents, responses come. So, the actual number of respondents for this study is 117 marketing professionals. According to the findings of electronic commerce adoption score, there are a total of five significant factors. Association between profile of marketers and their state of electronic commerce adoption is significant for all factors except number of products dealt. Impact of antecedents of electronic commerce adoption on the state of electronic commerce adoption is significant for organization, innovation, communication and F – statistics. Thus, this study helps in conclude that, marketers are interested in technology adoption and almost 77 marketers are adopting technologies and further it is concluded that there are various factors that effects the technological adoption among marketing professionals.

Keywords: Internet adoption, online marketing and e-commerce, people perception and attitude

INTRODUCTION

The process of adopting new technology consists of three stages: the adoption stage, the implementation stage, and the post-implementation stage. Adoption refers to the process of deciding whether or not to use internet marketing strategies. If the choice is made to go forward with the adoption, then it will entail the practice of implementing internet marketing applications or procedures inside the company. Adoption of internet marketing is fundamentally a process that involves a variety of evolving innovations and an increasing number of different applications. This process may be thought of as a continuum. Online marketing should be seen as a collection of innovations that vary in sophistication and complexity along a continuum, requiring different levels of commitment at different points along the spectrum. It is not "one easy or single invention" that a firm adopts or does not accept.

The degree to which marketers are prepared to use new technologies is the most critical aspect that determines the level of acceptance of internet marketing. The degree of optimism, level of curiosity, adjudication level, and level of comfort linked with new technology among marketers is the whole total of what is known as the technological readiness. Thus, in the current research has made an effort to quantify the technology adoption among the marketing professionals.

An Analytical Study on the Influence of Consumer Loyalty Programs on the Small and Medium Size Business based on Consumer Psychology

¹Dr. Anupama Verma, ²Dr. Nyarik Geyi, ³Dr. Sidharth Jain, ⁴Dr. Ankit Khare, ⁵Dr. Amit Srivastav

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 18-September-2022

Revised: 21-November-2022

Accepted: 08-December-2022

ABSTRACT:

Recent exchanges between businesses and consumers have highlighted the importance of loyalty programmes. On the question of whether or not customer loyalty programmes in small and medium-sized businesses are successful at retaining consumers, industry experts are divided. Customers who join a loyalty programme after making a purchase from the program's store are eligible for rewards. Promotions frequently include benefits like discounts, cash back, free gifts, and other presents of various types. The effectiveness of customer loyalty programmes depends on rewarding customers for their steadfast allegiance. This study examines the level of dedication displayed by SMEs to their individual clients. The main goal of this study is to evaluate customer loyalty programmes using descriptive research as a lens. We use primary data for this specific investigation. A questionnaire and specific criteria for scoring responses were used to help assemble the information needed for the survey. Data from surveys are described by descriptive statistics. several smaller companies At various points during the entire process of drawing inferences from the data, mathematical approaches and techniques were used. According to the research's findings, the majority of firms utilise a variety of promotions to attract new clients. Small and medium-sized businesses may find it difficult to expand their consumer base, but loyalty programmes can support them. A company can promote client loyalty in three different ways: through e-commerce, portals, and referral programmes.

Keywords: Customer Loyalty Program, marketing management, e-commerce, small and medium size business.

INTRODUCTION

Programs designed to reward loyal customers. It is a sales tactic. Customer loyalty programmes can give discounts for referring friends or customers, based incentive systems, freebie programmes, or both. To improve customer connections, a membership card tracks customers' purchases (Mulhern & Duffy, 2004). Retail loyalty and incentive programmes strengthen already-existing bonds, forge new ones, and turn one-time consumers, buyers, and prospects into committed, long-term members. "An integrated and interactive marketing strategy to increase consumer loyalty through personalization" is what a loyalty programme (LP) is. LPs assist in marketing (Malthouse & Mulhern, 2008). Why is customer loyalty crucial? First, loyal customers are worth more. Sales and profitability are boosted by customer loyalty. Corporate success is driven by customer pleasure. Customer pleasure is impacted by the experiences they purchase and use. Consumer expectations for goods and services are set through marketing. Data on customer satisfaction is crucial (Berman, 2006).

Customer costs are higher. Customers who are loyal won't go. Customer loyalty is increased by design and sourcing. By taking into account consumer wants, cultivate loyalty. Repeat customers develop loyalty. A corporation must behave in a wider environment since a strong relationship with its customers fosters customer

Attitude of People towards Importance of HRM in Public Sector Organizations and Employee Wellbeing

¹Dr. Anupama Verma, ²Dr. Nyarik Geyi, ³Dr. Ashok Kumar Purohit, ⁴Dr. Ankit Khare, ⁵Dr. Amit Srivastav

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Associate Professor, Department of Commerce, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 09-September-2022

Revised: 12-November-2022

Accepted: 04-December-2022

ABSTRACT

The study analyses people attitude and their perception towards the role of HRM in the public sector enterprises. This essay delves into how current human resource management practises relate to the transformation efforts in the public sector. It examines the changes among the public sector's long-standing bureaucratic structure and the more aligned towards HRM practises of today. This paper takes a close look at how recent changes in legislation, executive orders, and administrative structures have ushered in a new era of public service management. The purpose of this article is an examination of attitude of people towards importance of HRM in public sector organizations. To achieve this study's objectives, a descriptive methodology was used. Primary data is acquired via interviews and polls, whereas secondary data may be accessed on institutional websites. The results of the research study said that people think that HRM has its important role in employee engagement and employee motivation in public sector organizations, which further leads to employee mental wellbeing

Keywords: Organizational effectiveness, human resource management, People Attitude, employee wellbeing.

1. INTRODUCTION:

HRM affects public sector productivity, says this report. HRM made this possible. Public HR experts discuss employment and government. Institutional, policy, and organisational changes affecting public sector employment and working conditions were analysed.

Human resource management is more important than ever in today's dynamic and demanding business climate. Therefore, HRM is now focused on the flexibility of businesses (Wright and Snell 1998). Groups should be able to adapt to chaotic situations and provide higher quality output if they are well-run and closely supervised.

Public sector organisations have a lot of work to do to simplify people's access to income, payment systems, and employment opportunities. However, HRM as a planned strategy in fulfilling organisational competitiveness may not operate effectively in the public sector because of the sector's peculiarity. This is because government agencies are more likely to prioritise public good above private gain.

In order to expand our government agencies, we must upgrade our methods of human resource management. This means we need to work on raising individual productivity and effectiveness. For administration to be rehabilitated and become citizen-based, accountable, and provide the highest quality service at the most affordable price, this key asset must be recognised. This research is important because it pinpoints the functions that should be integrated into human resource management to foster progress in the public sector.

Analysing People Perception and Attitude towards the Significance of BA or Business Analytics in Fostering Agility and Performance of Organizations

¹Ms. Neha Kumari, ²Dr. Nyarik Geyi, ³Dr. Ashok Kumar Purohit, ⁴Dr. Neeta Deepaware, ⁵Dr. Amit Srivastav

Received: 12-September-2022

Revised: 15-November-2022

Accepted: 05-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Associate Professor, Department of Commerce, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT

Business Analytics (BA) is becoming increasingly popular as a means of improving a company's performance. BA has the potential to influence performance in a variety of ways. It examines how business agility is affected by the quality of the company's knowledge and its capacity to come up with new ideas. In addition, environment turbulence, both technical and market-related, is studied for its moderating effect. Data from almost 30 companies and almost 180 employees at managerial level, was used to test the proposed methodology. Our findings show that a firm's agility can be improved by enhancing the superiority of its data and its measurements to come up with new ideas, which further enhances business performance. Market and technological upheaval both decrease the impact of enterprises' adaptability on their performance, as well, as we point out in our paper.

1. INTRODUCTION

Business analytics (BA) are changing how companies collect and use data (Ramanathan, Philpott, Duan, & Cao, 2017). Because of their operational and strategic possibilities across a broad variety of industries—from financial services to retail to healthcare—and their capacity to enhance millions of lives, more scholars and practitioners are focused on them. (2016) Business analytics (BA) is a technique for organising, processing, and analysing data to help firms predict market changes and respond quickly. BA systems acquire, analyse, and interpret data (Santiago Rivera & Shanks, 2015). Professional and academic studies relate BA to organisational success. BA's effect on performance isn't clear. The question of whether and to what extent market and technical upheaval moderates the relationship between business agility and performance when BA is enabled is an intriguing one.

2. Literature review

Ji-fan Ren et al. (2017) discovered that system and information quality improve business value and firm performance. According to their research, BA tools provide business value and data quality links big data to corporate success. Big data skills and business success are linked, with process-oriented dynamic skills mediating. Tores, Sidorrova, and Jonnes (2018) suggest using BA capabilities to boost firm performance. In addition, according to Sherehiy, Karwowski, & Layer (2007), a company's agility is not a goal but a tool for achieving an edge in a changing market. To understand how agility and company success are connected, we must consider technical and market volatility (Jaworski & Kohli, 1993).

Furthermore, Popovi et al. (2014) identified a link between BI tool maturity and data quality. Talon and Pineseault (2011) discovered that agility boosted firm performance in a volatile setting. Delen and Demirkan devised BA taxonomy (2013). They stated BA helps decision-makers gain business knowledge and take more

An Analytical Study on the Association between Organization Culture and Sustainability of an Organization: A Behavioural Study of Employees

¹Ms. Neha Kumari, ²Mr. Yibom Bagra, ³Dr. Venkata VPRP, ⁴Dr. Neeta Deepaware, ⁵Dr. Somya Bansal

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³ Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 19-September-2022

Revised: 23-November-2022

Accepted: 11-December-2022

ABSTRACT

The set of guiding ideas, norms, and customs that determine how individuals on a team conduct their work is referred to as the organisational culture. The principles of sustainability can be incorporated into the culture of any organisation, resulting in the formation of sustainability cultures. Some types of businesses are better at utilising sustainable business practises than others. The culture of a corporation may have an effect on the efforts it makes toward sustainability. The purpose of this study is to establish what aspects of organisational culture contribute to its long-term viability. This study investigates the connection between a company's culture and its ability to remain environmentally responsible. This study investigates the relationship between organisational culture and the viability of businesses using descriptive studies. The correlation method was utilised throughout the study to investigate the relationship between organisation culture and long-term viability. The survey was used to acquire the primary topic information. The investigation looked at 141 different participants. Culture within an organisation and environmental responsibility were related. The findings pointed to a connection between culture and ecological sustainability.

Keywords: Organizational culture, Leadership, sustainability, employee's empowerment.

INTRODUCTION

Organisational culture is the philosophies, presumptions, values, and social standards that define a person's psychological and social surroundings. (2018) Adams-Martin-Boom Organizational culture changes as a corporation combines its values and vision to attain its cultural goals. Organization culture is expressed in unique ways, foundations, connections, and future expectations. It includes a company's goals, achievements, ethos, and behaviour rules. Culture is based on genuine shared feelings, ideas, traditions, and legal and informal norms. Organizational sustainability aims to equip firms to prosper in the 21st-century global economy. Environmental responsibility includes having the management, competence, global knowledge, and evolving management strategies to address corporate challenges. Elg, Hultman, & Welinder(2020). Technical solutions, corporate sustainability reports, and staff performance evaluations include sustainability indicators. Changes in employee attitudes and ideas promote sustainability (Allahar, 2018). Implementing business sustainability principles demands shifting attitudes about human and ecological interdependence. Others see leadership relationally or behaviorally. Wahjoedi, Harjanti, & Kesumawatie (2020) see leadership as a characteristic. Leadership is studied qualitatively and quantitatively in small groups, therapy groups, and major enterprises. Taken together, the results of leadership research in each of these subfields explain and apply a wide variety of unique leader behaviours and show a process that is much more intricate and comprehensive than the

A Psychological Study of the Efficiency of Knowledge Management in the Management of Human Resources Influenced by the Mediating Factor

¹Ms. Shabana Bano, ²Mr. Yibom Bagra, ³Dr. Venkata VPRP, ⁴Dr. Neeta Deepaware, ⁵Dr. Somya Bansal

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Assistant Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³ Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 20-September-2022

Revised: 24-November-2022

Accepted: 05-December-2022

ABSTRACT

Organizational innovation has long been known as a comparative advantage in tomorrow's irritable environment. New goods and procedures must be developed by Indonesian manufacturing enterprises if they want to transition from using only physical labour to a knowledgeable and experienced financial model. Good HRM overall organisational practises can support organisational innovation. Investigated was how various aspects of HRM (such as assessing performance, talent management, learning, deployment of compensation software, and acquisition) affected innovativeness (product innovation, process innovation, and administrative innovation). The study examines the role that good knowledge management played in closing the gap. The study used information from well-known manufacturers. According to regression analysis, HRM practises frequently foster organisational innovation. Three different types of training are related to organisational innovation (product innovation, process innovation, and administrative innovation). Performance evaluation helps administrative innovation. According to the study, there is a connection between successful information management training and evaluation. Intellectual capital ties review and organisational innovation together inexorably.

Keywords: New product development, innovation strategy, entrepreneurial orientation, and expertise quality of management are all examples of management approaches.

1. INTRODUCTION: Since ICT evolves so quickly, organisational innovation is crucial. Many organisations strive for innovative methods to improve their products, services, platforms, and software. Singapore's neighbours are still rivals. Malaysians built a new business framework to shift market participants from manufacturer manufacturing to experience and understanding industry. Businesses must understand the core reasons of business to produce fresh product ideas for today's altering industry. [1]. People management (HRM) methods are crucial in evoking outstanding employee work patterns that lead to growth. Increasing staff knowledge and enthusiasm may boost a company's long-term competitive advantage. [2]. HRM practises don't affect corporate results like innovation. HRM practises influence workers' attitudes and behaviours toward knowledge management, which favourably impacts organisational innovation. [3]

However, compared to Burma's innovation inquiry is young compared to the U.S. and Europe. [4] Uganda focuses on technology and developing it for business. Because creativity is so vital to industrial rivalry, several studies looked for antecedents of originality, including independent variables. External and internal factors affect an organization[5]. To establish which organisational practises encourage creativity, further research is required. How a firm manages HRM impacts innovation. [6]. Well-implemented HRM operations may increase an organization's expertise, which can be leveraged to find and explore intriguing issues. A good management information system helps individuals keep details inside their region of activity, yet knowledge transfer fosters innovation. As a result, study looked at HRM methods (formative assessment, employment administrations,

Improving the Contribution of Leadership to Organizational Development: A Systematic Study based on the Human Perceptions towards Leadership

¹Ms. Shabana Bano, ²Dr. Jai Prakash Singh, ³Dr. Arsalan Ahmad, ⁴Dr. Prakash Mishra, ⁵Dr. Somya Bansal

Received: 15-September-2022

Revised: 25-November-2022

Accepted: 09-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT

An organisation is a social and economic group that assigns duties to achieve a common objective. It is systematically organised and run to continuously seek group objectives. Each and every business has a management structure that establishes the connections between roles and responsibilities, divides and delegated roles, responsibilities, and authority to carry out certain tasks. The function of leadership in facilitating and carrying out knowledge management activities is examined in this study. This study used a comprehensive literature review as its technique. Since knowledge workers' expertise is needed, leading through a knowledge lens has several unique characteristics. Only those with firm beliefs, convincing arguments, and open minds can lead them. It is necessary to have a healthy ego and social abilities in order to have deep relationships with others. This study suggests that in order to achieve the organization's knowledge and business goals, knowledge organisations' leaders must cultivate a climate of trust and commitment.

Keywords- *Leadership, Organization, Company, Growth, Organizational Development.*

1. INTRODUCTION

P. Drucker said, "modern culture is gradually amassing specialised and nationalised bodies of knowledge" (2001). In the near future, specialists will dominate the workforce. Tunick Morello et al. (2001) suggest categorising knowledge workers based on the information they create or apply. Information workers wear white shirts, according to popular belief. Internet problems.

Gartner classifies knowledge economy workers as task-based (waiters), innovation-focused (composers), or skill-based (programmers) (Tunick Morello & Caldwell, 2001). As a company's obligations grow, so do its competency requirements. As a result of significant computerization and the need to please all customers, staff are continually under pressure to analyse and retrieve data and make quick judgements based on long-term economic repercussions. "The organisation needs knowledge workers more than they need the organisation" say Drucker, Shakyra, and co-authors (2021). (2001). This drastic transformation requires us to reevaluate and adjust our management approaches. Then critical personnel may be motivated and retained. 2002's Davenport et al. segmented model "context-based framework solutions Knowledge workers may be happier if they can choose their own work schedules and priorities "efficient (Davenport et al. 2002). According to research, knowledge workers need a location to study, collaborate, feel empowered, and generate original material (Kulkarni and Yadav, 2021). We assume you agree that a robust culture of knowledge support is vital. The organisational development can be illustrated in figure 1.

An Analysis of the Development of Human Resource Management: Focusing on Employee Involvement and Emotional Wellbeing

¹Ms. Sephalika Sagar, ²Dr. Jai Prakash Singh, ³Dr. Arpit Mohan Srivastava, ⁴Dr. Prakash Mishra, ⁵Dr. Somya Bansal

Received: 14-September-2022

Revised: 17-November-2022

Accepted: 07-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT

Human resource management practises (HRMPs) and employee engagement have attracted a lot of attention from researchers. For that reason, this research study is conducted based on the primary survey on 230 employees. Human Resources Management (HRM), Employee Engagement, and Human Resource Management Processes (HRMP) are all studied to illustrate how our understanding of the connection between HRMP and employee engagement has evolved through time. Recent studies have shown the positive effects that HRM plans may have on employee involvement and emotional wellbeing. This term suggests a structure. As a conclusion, we discuss the research issues and potential future paths.

Keywords: Employee Involvement, Emotional Wellbeing HRM Practices, Organizational Persistence, employee perception

INTRODUCTION

Global study has been done on the association between HRM programmes and employee morale. These studies aim to clarify the link between HRM programmes and effective employee involvement. By exploring this link, we may better understand how it contributes to the lifespan, growth, and excellence of organisations. Several authors and scholars feel that HRMP are crucial to a successful firm and increase worker performance (Alfes et al., 2013). Khan (1990) is credited with creating "Employee Engagement." "engagement" replaced "agreement" to do anything "for" employees. "engagement" refers to recruiting and employing individuals via HRM.

A comprehensive HRM system requires great HRMP. Talent development and use to attain business goals. Our review found no HRMP approach (Armstrong, 2000). Some customs are universal. Human resource management practises (HRMP) were initially recognised as 16, but have subsequently been refined to 7: employment stability, targeted recruiting, self-managed teams/teamwork, high compensation connected to organisational success, thorough training, low status discrepancy, and open communication (McConville, 2006). Motivated and engaged employees are vital to increasing the firm's production and profitability. Effective HRMP implementation is key to a flourishing staff. Businesses with ambitious aims hire line managers who, owing to rigorous training, can supervise their workers quickly and effectively. These activities affect HRM and help workers develop their abilities. An organization's workforce is one of its most important assets, therefore it's important that organisations discover the appropriate individuals, recruit them, train them, and help them develop professionally. Improving public sector personnel' skills is another challenge. The graphic showed how HRMP's innovation leads to diverse employee productivity outcomes, which affects business performance.

Impact of Microfinance on the Insurance Industry: A Study on Human Psychology and Attitude

Ms. Sephalika Sagar¹, Dr. Jai Prakash Singh², Dr. Niyati Sharma³, Dr. Prakash Mishra⁴, Dr. Somya Bansal⁵

Received: 08-September-2022

Revised: 10-November-2022

Accepted: 02-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Abstract

The financial sector in India has seen its share of ups and downs in recent years, but its significance to the country's economy remains outstanding. Due to the existence of microfinance institutions, even those with little to no credit history are able to get access to credit and have a say in the insurance industry. The effects of microfinance on the Indian insurance industry are the focus of this research. The study includes survey responses from 155 people working in the microfinance industry and 138 have responded back. The effects of microfinance on the insurance sector are laid bare in the paper. The study concludes that the insurance industry may benefit from microfinance and investment. impact of micro finance on insurance companies is significant.

Keywords: Micro-finance, finance, Insurance industry, people attitude, perception of people.

1. Introduction

Investors require more market understanding to increase their financial security every year. Investors often seek advice from bank and financial specialists. Personal finance advice and planning includes prioritising and achieving long-term financial goals using existing and future resources. Comprehensive financial planning entails maximising intangible assets like insurance, stocks, and bonds. Changes allow practically everybody in India to invest. Previously, only government and institutional treasuries could participate. Bank and financial professionals' actions affect their own and others' wealth. It's hard to define what financial product designers and sellers do. Professional financial advisers should prepare for this fast-growing business (Agarwal, 2007). In 16th-century Britain, the modern insurance business was born. (Khan and Kumar 2021) The most common types of insurance are marine, life, and fire. Queen Elizabeth I created the Chamber of Assurance at the Royal Exchange in 1575 to monitor maritime commerce. A 1601 law addressed marine insurance issues. British pioneered modern marine insurance in India about 1700. The Sun Insurance Office opened in Calcutta in 1710. Current stationary property insurance dates to the Great Fire of London in 1666, which destroyed 13,200 homes. Nicholas Barbon founded a structure-focused insurance business following the disaster. In 1680, he founded the "Fire Office" the first fire (universal) insurance business in England (Agiomirgianakis et al, 2003). Once the maritime insurance market evolved, captains, crew, and merchants were covered. Early insurance coverage only covered a few years. William Gibbons acquired a 12-month London-based life insurance policy in 1583. 18th-century Britain saw the rise of life insurance societies. West Minster Society (1689), Equitable Assurance Society (1762), and Amicable Society (1705) were examples (1792). Two British expatriates founded The European and the Albert, India's first life insurance firm, in 1870. This is when Bombay Mutual Assurance Society Ltd. began (1870). Life insurance firms proliferated across.

A Study of How Families of Children with Learning Disabilities Perceive Their Children and the Disorder

Mr. Bikram Mazumdar¹, Dr. J. Rukumani², Dr. Rahul Tiwari³, Hishey Lamu Bhutia⁴

¹Associate Professor, School of Nursing, Usha Martin University, Ranchi-Jharkhand

²Associate Professor, Department of Nursing, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Institute of Nursing & Paramedical Sciences, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Principal-in-Charge, Collage of Nursing, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

Abstract

Parents impact academic and social success. Most parents lack reliable ideas for helping their children, affecting both. Few studies on learning disabled parents (LD). Current study examines how LD families saw their children. A family LD interview-based study was conducted. 100 LD parents participated. Everyone has LD. After permission, an open-ended 45-60minutes interview was conducted. Parents lacked LD symptomatology and treatment guidelines. After their child's LD diagnosis, they rejected, denied, overprotected, and despaired. Child care strained most parents physically, personally, socially, economically, and emotionally. The research shows the hardships and ignorance of LD parents.

Keywords: *Family, Burden, Learning disorder, Perception*

INTRODUCTION

Primary caregivers may help children prosper. Stress-free, loving households aid learning-challenged kids (LD). Family-focused LD educational treatment is recommended [1,2]. Many parents miss LD because to lack of knowledge and awareness. Slow action is criticised. Parents dispute instructors' claims that their children have learning challenges. After a child's diagnosis, parents may deny, reject, and self-blame [3–6]. Unhappy, resentful, or overprotective parents don't make reasonable demands. Failure or poor performance despite effort and expertise can upset parents. Financial problems and decreased living quality may occur [7–9].

Study design

To learn about the family's perspectives and experiences with LD, we conducted interviews. There were 100 LD parents in this research. All of the children of the parents were found to have LD. The interview started with open-ended questions after receiving consent and lasted 45-60 minutes.

Participants

100 parents with LD were examined. All of the kids have LD. Parents living with a child with a learning disability and seeking therapy for them (ages 5-7) were eligible for the research if they were between the ages of 27 and 45 and provided written consent.

Procedure

The objective and confidentiality of the study were explained to all screened parents. After receiving consent, the interview lasted between 45 and 60 minutes and started with open-ended questions.

Ocular Anomalies in Learning-Disabled Offspring at Special Education Institutions

Ms. Regina Kujur¹, Dr. Balwinder Kaur², Mr. Netrapal Singh³, Ms. Pema Wangden Bhutia⁴

¹Associate Professor, School of Nursing, Usha Martin University, Ranchi-Jharkhand

²Professor, Department of Nursing, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Institute of Nursing & Paramedical Sciences, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Collage of Nursing, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

ABSTRACT

Lifelong eyesight. 25% of our population is school-aged. 90% of squint may be cured or avoided, say experts. Parents, teachers, and children must be educated to do this. WHO recommends simplifying medical terminology and educating the public fundamental health care principles (2001). Parents must learn about early strabismus identification. Orthoptists should screen children with a family history of squints. If affirmative, the kid must see an ophthalmologist for a complete eye, refractive error, and mobility assessment. This research analyses learning disabled children's imbalanced visual capabilities. **Methods** The survey included 200 urban and rural special schools. This research included 100 parents and 100 special education instructors. The 10,000 youngsters in this study's sample included 100 with learning difficulties, most aged 5 to 7 Students at different schools. **Findings** The results showed that children's eye look, conduct, and work concerns altered. Children with learning difficulties should be checked routinely, and their parents and caregivers should be trained on the necessity of screening and addressing visual abnormalities. This will improve children's development and health.

Keywords: *Ocular Anomalies, Disability, Education Institutions, Children's development, vision.*

INTRODUCTION

Visual input helps develop language, facial motions, and hand-eye coordination. Uncorrected distance visual deficiencies hinder vision recovery in children aged 10–12 years. [1] Vision issues affect children's decision-making and learning. Cognitively handicapped people's opto-visual issues have been examined. 6.-8th graders had a 1.12% disability rate, with 10.36% having a learning handicap (U- DISE, NIEPA, 2017). In Delhi, 20.15 percent of special needs pupils in primary schools (1st-5th grade) and 20.08 percent in elementary schools (6th-8th grade) were learning disabled (U-DISE, NIEPA, 2017). [2] LD, historically called mentally challenged or retarded, takes more time, skills, and tools than average youngsters (see chart below). LD causes refractive errors, strabismus, and nystagmus. [3-5] WHO estimates that 2% of under-18s and 3% of adults have mental impairments. Unbeknownst to healthcare practitioners, millions are affected. Seven disabilities may double a person's life. [8] Perinatal stress causes eye abnormalities in children. [9–12] Visual problems in learning disabled children (defined by WHO as students aged 16 years or younger).

MATERIALS AND METHOD

Instead of a control group, a questionnaire was used to perform this study at special schools for children with learning difficulties (100 parents and 100 teachers) The study designed a questionnaire for parents and special school teachers to evaluate the participant's sensory skills, especially visual acuity, through sight therapy and visual efficiency training to alleviate the complaints, unwanted behaviours, and eye problems of the selected

Personality among Nurse Staff in Hospitals

Ms. Shilza Nimmi Guria¹, Dr. Amandeep Kaur², Mr. Shivrinarayan Goswami³, Ms. Srijana Mishra⁴

¹Assistant Professor, School of Nursing, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Nursing, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Institute of Nursing & Paramedical Sciences, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Nursing, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022

Revised: 20-September-2022

Accepted: 28-September-2022

Abstract

A unique type of individual is required for the profession of nursing, whose personality and personal values may enable them to handle the difficult tasks of being important medical care providers. The main goal in this paper is to study the personalities of the hospital nurses who work there. In this research the respondents are nurses working in general hospitals of Delhi and NCR region. The respondents are selected through convenient method and total number of respondents are 200. Compassion, fairness, caring, trustworthiness, emotional stability, communication, and commitment were all rated as extremely significant characteristics of a nurse's personality by the majority of respondents. Therefore, those who want to make a career out of nursing must develop these qualities inside themselves are the personality attributes of nurses.

Keywords: Nurses, Personality Traits and Healthcare.

Introduction

By its very nature, nursing is a noble and humane vocation that is not only a task with dignity for humankind but also one that is subject to intense work-loads that are associated with poor physical and mental health. Patients entering hospitals are also under a great deal of stress and are frequently unpleasant, scared, and resentful. Hospital staff nurses must learn to respond with an increasing sense of anger and frustration. In the absence of medical professionals, patients and family members may verbally abuse nurses for reasons that may not even be related to their line of work. Patients and their loved ones are becoming more violent and hostile physically. Demanding patients and their family members may get into arguments and become more stressed. In a hospital context, patients' demands of nurses are occasionally irrational and frequently hostile. Staff nurses who suffer from stress might easily become pessimistic, cynical, and sad. Characteristics that affect nursing care perfectionism, self-esteem, extra-involvement with patients, purpose in life and professionalism are a few personality traits that can affect one's behaviour. Other personality traits include low educational attainment, a lack of work experience, social status, and financial hardships. This suggests that compared to someone who has high self-efficacy, a person with low self-esteem, inadequate training, and low competence perception may be more likely to experience stress.

Divinakumar et al., (2019) suggested that in the group of female nurses polled, qualities of extraversion, agreeableness and conscientiousness were protective against perceived stress as well as burnout, whereas trait neuroticism enhanced the accountability to perceived stress as well as burnout. Ang et al., (2016) suggested that in nurses who are young in profession has more burnout and personality is very helpful in cope up the burnout' sensation. Yao et al., (2013) suggested that there were notable differences in psychological acceptance between male and female nurses. Age, marital status, ethnicity, hospital department and rank, in addition to psychological acceptance, were risk factors for burnout. Dizaji et al., (2021) suggested that the standard of patient care as well as nurse recruitment and retention are significantly influenced by the nurses' work-life

Work-Life Balance, Personality, Burnout and Stress Factor among Nurse Staff in Hospitals

Ms. Shradha Alka Soreng¹, Ms. Nada Oka², Dr. Rahul Tiwari³, Ms. Reena Thapa⁴

¹Assistant Professor, School of Nursing, Usha Martin University, Ranchi-Jharkhand

²Assistant Professor, Department of Nursing, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Institute of Nursing & Paramedical Sciences, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Nursing, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

Abstract

The main purpose of the study is to get understanding the about the work-life balance, personality, burnout as well as stress factors among nurse staff in hospitals. In this research the respondents are nurses working in general hospitals of Delhi and NCR region. The respondents are selected through convenient method and total number of respondents are 200. Majority of respondents strongly agreed and agreed that work-life balance satisfaction, personality, burnout and stress are among the nurse's factors which affect nurse staff in hospitals. Therefore, those individuals who desire to pursue nursing must have to deal work-life balance, personality, burnout and stress factors in hospitals in efficient way.

Keywords: *Nurses, Personality Traits and Healthcare.*

Introduction

Stress has been classified as an interaction, as an outcome or response, and as an antecedent or stimulus. Stress is a specific interaction between an individual and their surroundings that they see as exhausting or beyond their capabilities and harming their well-being. However, stress need not be bad. Each individual interprets and gives meaning to events based on their cognitive evaluation, perceptions, as well as interpretations, which also affects whether they are viewed as threatening or helpful. Because what may be too difficult for one person may be exciting for another, personality traits can affect the stress equation. In fact, it has been noted that job stress is a serious health issue. Based on the physical labour, suffering, staffing, working hours, as well as interactions that are essential for nurses, the role of the nurse seen stressful.

The "burnout" term describesthe employees' respond against the stress they faced whichare related to job. The syndrome of burnout is frequently thought of as being marked by emotional weariness, depersonalization, and a decrease in self-achievement. However, family life and work life are not completely separate; they may even conflict. The duties which they have to perform for their employment, marriage, as well as children may cause stress. Rarely have the consequences of both nonwork and job relatedstresses on nurses been researched. However, being a profession dominated by women, nursing may be one where non-work stress is particularly relevant. Women continue to balance a variety of responsibilities, including family or house related, for which are their primarily responsible. Burnout and work stress are still very critical issues in nursing, affecting both people as well asorganisations. Except this stress is perceived adversely or positively by the nurse individually and the response associate with neuroendocrine results in changes in physiological that may eventually cause sickness. Working place stress can cause turnover as well as absenteeism in the healthcare industry, both of which have a negative impact on the standard of treatment. Particularly hospitals are experiencing a workforce shortage. The demand for care services is rising along with expectations in career among prospective healthcare

An Investigation to Determine How Effective an Intensive Nursing and Rehabilitation Programme for Patients

Ms. Sasmita Donald Kinny¹, Dr. Balwinder Kaur², Mr. Netrapal Singh³, Muna Subba⁴

¹Assistant Professor, School of Nursing, Usha Martin University, Ranchi-Jharkhand

²Professor, Department of Nursing, Himalayan University, Itanagar-Arunachal Pradesh

³Assistant Professor, Institute of Nursing & Paramedical Sciences, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Assistant Professor, Collage of Nursing, Sikkim Professional University, Gangtok, Sikkim

Received: 18-June-2022
Revised: 20-September-2022
Accepted: 28-September-2022

Abstract:

The purpose of the study was to determine the impact that aIntensive nursing and rehabilitation programme for patients had on the overall one's standard of living of post-acute stroke patients who were treated at a selection of multi-specialty hospitals between the months of 2016 October and 2017 June.

The study's main goal was to identify the factors, such as coping abilities, top motor control, and everyday activities, that improved following participation in a Comprehensive Nursing Rehabilitation programme (Dr. J. Rukumani et al. 2014). Meenakshi Multispecialty Hospital served as the location for the study's control group, while KSDC Hospital was the site of the primary research (Experimental group).

The samples were chosen by employing a method known as purposive sampling within the population of people who satisfied the sampling criteria. The experimental group received aintensive nursing and rehabilitation programme for patients consisting of routine treatment for thirty minutes, five days per week, for a total of two weeks. The control group, on the other hand, did not receive any intervention. Data were collected using a scale that was specific to stroke survivors' one's standard of living. The information that was gathered is subjected to both descriptive and inferential statistical methods of analysis, and the results are interpreted with reference to the goals of the study.

Keywords: *Comprehensive Nursing Rehabilitation programme, stroke survivors' one's standard of living, post-acute stroke patients*

Introduction:

Background

Stroke, also known as a cerebrovascular accident (CVA), is a problem that affects people all over the world. In India, stroke is the third most common cause of death due to illness. In India, there are almost 130 incidences of stroke for every 10,000 persons every year. Around the world, it is responsible for nearly 5 million deaths each year. Only 0.25% of the total population is affected by stroke. Every year, 15 million people all over the world suffer from a stroke, and of those, 5 million are permanently disabled as a result.

ANALYSIS OF E-COMMERCE USABILITY AND SECURITY FACTOR BASED ON MULTIMODAL BUSINESS DIMENSION IN PHARMACEUTICAL SUPPLY CHAIN AND CBIR BASED TEXTILE RECOMMENDATION SYSTEM

Biresh Kumar¹, Sharmistha Roy², Anurag Sinha³, Namit Garg⁴, Hassan Raza Mahmood⁵, Muneeb Hashmi⁶

¹⁻²Department of Computing and Information Technology, Usha Martin University, Ranchi, Jharkhand, India.

³Department of Computer Science, IGNOU, New Delhi, India.

⁴Department of Maths and Computing, Indian Institute of Technology, Kanpur, Uttar Pradesh, India.

⁵Department of Computer Science, FAST NUCES CFD Campus Faisalabad, Punjab, Pakistan.

⁶Department of Computer Science and Engineering, National University of Science and Technology, Islamabad, Pakistan.

¹bireshmtech@gmail.com, ²sharmistha@umu.ac.in, ³anuragsinha257@gmail.com, ⁴namitg16@gmail.com,

⁵hassanraza999@hotmail.com, ⁶muneebhashmi10@gmail.com.

Corresponding Author: Biresh Kumar, Department of Computing and Information Technology, Usha Martin University, Ranchi, Jharkhand, India.

Email: bireshmtech@gmail.com

DOI: 10.47750/pnr.2022.13.507.336

Abstract

The usability testing is a complex procedure with many components for those wishing to improve their websites' usability to the fullest. There is no rocket science involved; all you need to know is some basic assumptions. The most obvious one is that if you want your website to be fantastic, you must test. The key usability issues that are pertinent to e-commerce websites are linked to the trouble spots during the purchasing process. Consequently, the following inquiries are covered by the exam objectives: Is it simple for customers to locate the items they need? Do they have access to enough information to make a well-informed purchasing decision? What challenges arise? A carefully defined aim would have a quantifiable outcome to be attained (such as work completion rate, duration, accuracy, etc.), a particular. In this hypothetical article, a theory that hasn't been confirmed is presented, and usability testing and security testing are briefly contrasted. Despite the absurdity of making comparisons between these occupations, the result is surprising. Testing may not be as different between usability and security as it first seems. More research on usability testing may yield fresh security testing ideas.

Keywords: E-commerce, usability testing, security testing, machine learning, supply chain, CBIR.

Introduction

It could be challenging to define usability. A system's usability, which is a distinct aspect of software quality, relates to how well it communicates with its users. Usability is typically defined in terms of the sub-aspects that it includes, i.e., by its position in a conceptual tree or as a superset of more specific aspects. Usability is a general concept that encompasses learnability, efficiency (of the interface), memorability, a low error rate, and subjective user enjoyment [2]. Security might be difficult to describe. Security, which may be divided into a variety of smaller variables including dependability, availability, confidentiality, integrity, and the absence of particular flaws, is another element that affects the quality of software. During the testing procedure, many other problems

Article

E-Commerce Website Usability Analysis Using the Association Rule Mining and Machine Learning Algorithm

Bires Kumar ¹, Sharmistha Roy ¹, Anurag Sinha ² , Celestine Iwendi ^{3,*}  and Ľubomíra Strážovská ⁴¹ Faculty of Computing and Information Technology, Usha Martin University, Ranchi 835103, Jharkhand, India² Department of Computer Science, IGNOU, New Delhi 110068, India³ School of Creative Technologies, University of Bolton, Bolton BL3 5AB, UK⁴ Faculty of Management, Comenius University in Bratislava, Odbojárov 10, 82005 Bratislava, Slovakia

* Correspondence: celestine.iwendi@ieee.org

Abstract: The overall effectiveness of a website as an e-commerce platform is influenced by how usable it is. This study aimed to find out if advanced web metrics, derived from Google Analytics software, could be used to evaluate the overall usability of e-commerce sites and identify potential usability issues. It is simple to gather web indicators, but processing and interpretation take time. This data is produced through several digital channels, including mobile. Big data has proven to be very helpful in a variety of online platforms, including social networking and e-commerce websites, etc. The sheer amount of data that needs to be processed and assessed to be useful is one of the main issues with e-commerce today as a result of the digital revolution. Additionally, on social media a crucial growth strategy for e-commerce is the usage of BDA capabilities as a guideline to boost sales and draw clients for suppliers. In this paper, we have used the KMP algorithm-based multivariate pruning method for web-based web index searching and different web analytics algorithm with machine learning classifiers to achieve patterns from transactional data gathered from e-commerce websites. Moreover, through the use of log-based transactional data, the research presented in this paper suggests a new machine learning-based evaluation method for evaluating the usability of e-commerce websites. To identify the underlying relationship between the overall usability of the eLearning system and its predictor factors, three machine learning techniques and multiple linear regressions are used to create prediction models. This strategy will lead the e-commerce industry to an economically profitable stage. This capability can assist a vendor in keeping track of customers and items they have viewed, as well as categorizing how customers use their e-commerce emporium so the vendor can cater to their specific needs. It has been proposed that machine learning models, by offering trustworthy prognoses, can aid in excellent usability. Such models might be incorporated into an online prognostic calculator or tool to help with treatment selection and possibly increase visibility. However, none of these models have been recommended for use in reusability because of concerns about the deployment of machine learning in e-commerce and technical issues. One problem with machine learning science that needs to be solved is explainability. For instance, let us say B is 10 and all the people in our population are even. The hash function's behavior is not random since only buckets 0, 2, 4, 6, and 8 can be the value of $h(x)$. However, if $B = 11$, we would find that 1/11th of the even integers is transmitted to each of the 11 buckets. The hash function would work well in this situation.

Keywords: big data analytics; web mining; e-commerce usability; hashing; machine learning; association rule; collaborative filtering; KMP algorithm

MSC: 68T09



Citation: Kumar, B.; Roy, S.; Sinha, A.; Iwendi, C.; Strážovská, Ľ. E-Commerce Website Usability Analysis Using the Association Rule Mining and Machine Learning Algorithm. *Mathematics* **2023**, *11*, 25. <https://doi.org/10.3390/math11010025>

Academic Editors: Massimiliano Ferrara, Zhao Kang, Natalia Kryvinska and Michal Greguš

Received: 21 October 2022

Revised: 29 November 2022

Accepted: 15 December 2022

Published: 21 December 2022



Copyright: © 2022 by the authors. Licensee MDPI, Basel, Switzerland. This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>).

1. Introduction

Any software's usability is a crucial component, and online shopping portals are no exception. Usability refers to a user interface that is straightforward to use, enabling



Article

Usability Evaluation and Classification of mHealth Applications for Type 2 Diabetes Mellitus Using MARS and ID3 Algorithm

Kamaldeep Gupta ¹, Sharmistha Roy ¹, Ayman Altameem ², Raghvendra Kumar ³ ,
Abdul Khader Jilani Saudagar ^{4,*} and Ramesh Chandra Poonia ⁵

¹ Faculty of Computing and Information Technology, Usha Martin University, Ranchi 835103, India; kamal.sxcranchi@gmail.com (K.G.); sharmistha@umu.ac.in (S.R.)

² Department of Computer Science and Engineering, College of Applied Studies and Community Services, King Saud University, Riyadh 11533, Saudi Arabia; aaltameem@ksu.edu.sa

³ Department of Computer Science and Engineering, GIET University, Rayagada 765022, India; raghvendra@giet.edu

⁴ Information Systems Department, Imam Mohammad Ibn Saud Islamic University (IMSIU), Riyadh 11432, Saudi Arabia

⁵ Department of Computer Science, CHRIST (Deemed to be University), Bangalore 560029, India; rameshchandra.poonia@christuniversity.in

* Correspondence: aksaudagar@imamu.edu.sa



Citation: Gupta, K.; Roy, S.; Altameem, A.; Kumar, R.; Saudagar, A.K.J.; Poonia, R.C. Usability Evaluation and Classification of mHealth Applications for Type 2 Diabetes Mellitus Using MARS and ID3 Algorithm. *Int. J. Environ. Res. Public Health* **2022**, *19*, 6999. <https://doi.org/10.3390/ijerph19126999>

Academic Editors: José-Victor Rodríguez, Andrés Ortiz García and Ignacio Rodríguez-Rodríguez

Received: 23 April 2022

Accepted: 2 June 2022

Published: 8 June 2022

Publisher's Note: MDPI stays neutral with regard to jurisdictional claims in published maps and institutional affiliations.



Copyright: © 2022 by the authors. Licensee MDPI, Basel, Switzerland. This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution (CC BY) license (<https://creativecommons.org/licenses/by/4.0/>).

Abstract: The rapid growth of mHealth applications for Type 2 Diabetes Mellitus (T2DM) patients' self-management has motivated the evaluation of these applications from both the usability and user point of view. The objective of this study was to identify mHealth applications that focus on T2DM from the Android store and rate them from the usability perspective using the MARS tool. Additionally, a classification of these mHealth applications was conducted using the ID3 algorithm to identify the most preferred application. The usability of the applications was assessed by two experts using MARS. A total of 11 mHealth applications were identified from the initial search, which fulfilled our inclusion criteria. The usability of the applications was rated using the MARS scale, from 1 (inadequate) to 5 (excellent). The Functionality (3.23) and Aesthetics (3.22) attributes had the highest score, whereas Information (3.1) had the lowest score. Among the 11 applications, "mySugr" had the highest average MARS score for both Application Quality (4.1/5) as well as Application Subjective Quality (4.5/5). Moreover, from the classification conducted using the ID3 algorithm, it was observed that 6 out of 11 mHealth applications were preferred for the self-management of T2DM.

Keywords: MARS; ID3; mHealth applications; T2DM; usability; decision making

1. Introduction

Millions of people's lives have been transformed by mobile technology [1]. Smartphones offer the perfect balance of user-friendliness and high-functioning customizable content. The accelerated development of several mHealth applications has resulted from the increased use of smartphones. The term "mHealth" relates to services associated with clinical and public healthcare that are accessible via smartphone devices and provide health-related data and activities to people from anywhere and at any time [2]. Users of mHealth applications are encouraged to participate in their own healthcare management strategy, especially when it comes to the prevention and/or self-management of chronic conditions [3]. The term mHealth is considered as the use of mobile technology to enhance health care performance and effectiveness. It has emerged as a viable approach for diabetic patients to enhance self-management and healthcare-related performances [4–6]. These mHealth applications make it possible for users to stay in touch with healthcare professionals in ways that were not possible before [7]. The rising frequency of T2DM (Type 2 diabetes



A Review on Government's role in communicating science about disasters

Dr. Shahnaaz Zabi

Assistant Professor, Deptment of Journalism and Mass Communication, Usha Martin University, Ranchi, Jharkhand, India

Abstract

This review compiles established work on science communication for emergency risk reduction as well as science communication for disaster management and capacity building. The literature will deliver rationales regarding the significance of science communication in disaster management. Explanations of practical uses of science communication and the issues in the way of implementing in the area of disaster risk reductions have been studied before.

Communicating science to the public improves their scientific understanding about natural disasters which benefits them in acting right during, pre and post disaster situation. Additionally, science communication for disaster management also benefits the government in building better strategies and improved infrastructure to safeguard more life and property, thus reducing the mortality rate. Presently, the government of India has recognized the importance of science communication in disaster management and is carrying various projects to ensure the applicability of it. India has also been participating in the projects of Sendai Framework for disaster risk reduction. Media channels including newspapers, television, radio or the new media are being used intensely for this purpose and more organizations are adopting the concept of science communication in disaster management because of its dynamic use.

Keywords: science communication, natural disaster, risk reduction, review

Introduction

Literature review is a vital starting point for the research as it gives an insight of the studies carried in the past and the researcher gets to know the issues and challenges that might come in the way of this study. This paper is an overview of the meaning of disaster, disaster mitigation, preparedness, and the progress in disaster management practices. Besides, it will discuss prior research activities on disaster management monitoring and awareness practices. It will also identify the gaps in literature devoting deliberations on the domain of the role of Science Communication in Disaster Management awareness and mitigation and also the use of modern technological tools and their influence on the performance of Disaster Management. A number of sources have been consulted to develop a strong literature review to study the role of government in communicating science for disasters.

Government's role in Communicating Science about Disasters

Use of Media in communicating disasters

Disaster management in India mainly concentrates on preparedness, response and recovery arrangement. Preparedness is viewed as "actions taken in advance of an emergency to develop operational capabilities and to facilitate an effective response in the event an emergency occurs" (Godschalk, 1991, p. 136)^[6]. Mileti (1991, p. 215) states, "preparedness includes such activities as formulating, testing, and exercising disaster plans; providing training for disaster responders and the general public; and communicating with the public and others about disaster vulnerability and what to do to reduce it." However, 'people do not have extensive knowledge about the hazards in there are' due to which they lack interest or concern in the planning and preparedness activities. (Kreps, 1991)^[9] Concentrating on the tourism industry, Brent W. Ritchie (2004) in "Chaos, Crises and Disasters – A Strategic Approach to Crisis Management in the Tourism Industry" concludes the requirement of strategic, holistic and proactive approach to crisis management through developing proactive scanning and planning, implementing strategies when crises or disasters occur, and evaluating the effectiveness of these strategies to ensure continual refinement of crisis management strategies.

According to Ritchie, understanding and subsequently dealing with the disaster in a holistic manner may improve the disaster management theory and benefit the mitigation process. In India, the process of disaster management, mitigation tends to be an implicit requirement. To achieve successful mitigation practices in India, Bhimaraya A Metri (2006) discusses the concept of Quality Circles. 'A QC is a small group of individuals working in an organization or living in the same area coming together voluntarily to solve their work-related problems or improvement of their work environment, relations or even their personal problems inside their organizations.'



Research Article

Effect of Pulmonary Rehabilitation on the Health-Related Quality of Life (Hqol), Activities of Daily Living (ADL) and mental health among COVID-19 patients; A systematic review

Javid Ahmad Dar* and Shagufa Amber

Centre for Physiotherapy and Rehabilitation Sciences, Jamia Millia Islamia Central University, New Delhi, Delhi, India

Received: 04 March, 2022

Accepted: 16 March, 2022

Published: 17 March, 2022

*Corresponding author: Dr. Javid Ahmad Dar, Centre for Physiotherapy and Rehabilitation Sciences, Jamia Millia Islamia Central University, New Delhi, Delhi, India, Tel: +917006302051; E-mail: drjavidsultan@gmail.com

Keywords: COVID-19; Pulmonary rehabilitation; HQoL; ADL; Coronavirus; Anxiety; Depression; Mental health

Copyright License: © 2022 : Dar JA, et al. This is an open-access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

<https://www.peertechzpublications.com>



Abstract

Objective: It is a systematic review on the COVID-19 and its post complication by using pulmonary rehabilitation as an intervention. This review paper aims at collecting, focusing, and presenting the current evidence and information on pulmonary rehabilitation to patients with COVID-19 and also its effect upon the HRQoL, ADL and mental health.

Design: It is a systematic review, where 3756 studies were searched on the web of science, Scopus, PubMed, PEDro, and google scholar. published from 18th Jan 2020-19th Sep 2020. We searched the reference lists of selected studies, registries, international clinical trials, and respiratory conference abstracts to look for qualifying studies. Selection criteria; Randomised controlled trial, case reports, cohort and cross-sectional studies in which pulmonary rehabilitation as an intervention in COVID-19 patients and its effect on the HRQoL, ADL and mental anxiety depression health were included.

Result: Eleven, out of 3765 studies were included, consisting of 4 RCTs, 4, cross-sectional, 2 case reports, and one cohort the studies evaluated effects of PR on HQoL, ADL, mental health, anxiety, and depression. In COVID-19 patients. The 11 studies included evaluated HQoL, ADL and mental health. among these Four studies reported using SF-36, IE (impact of the event) scale, and VAS. Three studies evaluated ADL through the FIM scale and Barthel index. Five studies evaluated mental health, depression, and anxiety using SDS (Self-Rating Depression Scale), SAS (Self-Rating Anxiety Scale), STAI (State-Trait Anxiety Scale), PHQ-9 (physical health questionnaire), MHLS(Mental Health Lifestyle Scale) and HADS(hospital anxiety and depression scale).

Conclusion: The studies included in this systematic review showed that PR is an effective treatment option for patients with COVID-19, its post complications, and the effects upon HQoL, ADL, mental health, depression, and anxiety. There is a future need for more studies of a high methodological quality addressing PR effects on COVID-19 patients.

Trial registration number: PROSPERO CRD42020209619.

Summary

What is known: It is known that the COVID-19 is detrimental to humans and it has worsened the condition of people with chronic lung diseases. There have been new and numerous studies to find out the appropriate method to rehabilitate such patients. There is a need for new studies regarding the effectiveness of Pulmonary rehabilitation and its effect.

What is new: This systematic review throws light on the COVID-19 pandemic? Pulmonary rehabilitation is an intervention that includes exercise training and is beneficial for patients with any chronic lung conditions. Studies included in this review showed that PR is an effective treatment option for patients with COVID-19, post complications, and its effects upon the HQoL, ADL, mental health, anxiety and depression.

Digital HRM Prospects and Challenges: Role in the Improvement of Worker Behavior

¹Dr. Arvind Hans, ²Dr. Prakash D Achari, ³Dr. Ankur Kumar Agrawal, ⁴Dr. Jai Anand Shukul, ⁵Salima Bhattarai

Received: 20-September-2022

Revised: 28-November-2022

Accepted: 12-December-2022

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

ABSTRACT

The study's goal is to learn how HRM is impacted by the advent of digital technology. The idea is to examine the expanding responsibilities of HRM in a period of fast technological development. Human capital, along with intangible resources and expertise, is gaining recognition among researchers as an important factor in establishing a competitive advantage via digital transformation. When a firm has ownership of its assets, such assets are seen as commodities or in-house expertise that may be used to gain a market advantage. One hundred people working in Bangalore's IT sector were chosen using a basic random selection method. Qualitative methods were used in conducting the survey. The survey asked respondents to weigh the pros and cons of HRM's increasing digitization. The data may be subjected to a content analysis in order to help us identify the overarching concepts at play here. Despite digitalization's extensive effect on regular operations and practises, especially in terms of potential, HR's participation in supporting the digitization plan gets less focus.

Keywords: HRM, digitisation, digital transformation, prospects, challenges

INTRODUCTION

"Digital transformation" adapts company methods, activities, and structures to the digital domain to take advantage of technology improvements. Digitalization is vital in India. Some estimates say Indian companies are ready for the information age. Digital transformation might boost Indian corporate income by \$16.9 billion between 2022 and 2025. Studies show (Cabral, 2017). Human resource management (HRM) and employee working lives (which will be altered by digital technologies) will play increasingly essential roles as they gain significance (Parry & Strohmeier, 2014). Digital transformation initiatives should be described by their corporate effect. New technology changes goods, operations, and other elements of a company. Digital transformation initiatives affect business practises greatly (Matt et al., 2015). HRM is vital to an organisation since it advocates for employees and acts as a strategic partner, like commercial partnerships and administrative experts. Bengtsson and Bloom (2017) remark that digitization is affecting organisations and HR, but very little study has been done on how HR managers see digitalization. This study adds HR managers' insights to the previous literature. This report adds to the discourse by highlighting the most significant digitalization issues. This region hasn't had enough study (Liu et al, 2011).

E-HRM is regarded as the finest method for executing HR policies and plans within a company while utilising all available web-based channels. E-HRM has grown in popularity as a result of its use of web technologies as opposed to conventional HR processes. E-HRM is a new area of technology that is rapidly gaining traction in businesses all around the world. E-primary HRM's goal is to transform HR operations into transactions that are paperless, more adaptable, and resource-efficient. With the state of IT in the world today, HRM has improved through the use of E-HRM

Utilizing GSCM for Waste Management in Green Building Operations & Analysis of Psychology Differences between Turkish and EU Rules

¹Dr. Arvind Hans, ⁵Salima Bhattarai, ⁴Dr. Jai Anand Shukul, ³Dr. Ankur Kumar Agrawal, ²Dr. Prakash D Achari,

¹Assistant Professor, Faculty of Business Management & Commerce, Usha Martin University, Ranchi- Jharkhand

²Professor, Department of Business & Management, Himalayan University, Itanagar-Arunachal Pradesh

³Professor, Department of Management, Mangalayatan University, Aligarh, Uttar Pradesh

⁴Associate Professor, Department of Management, Mangalayatan University, Jabalapur, Madhya Pradesh

⁵Assistant Professor, Department of Management, Sikkim Professional University, Gangtok, Sikkim

Received: 15-September-2022

Revised: 18-November-2022

Accepted: 08-December-2022

ABSTRACT

From site selection to design, construction, operation, maintenance, repair, and destruction, green buildings are resource- and environmentally-conscious. Sometimes referred to as green construction or sustainable construction. Current environmental concerns and the need for sustainability urge the use of existing energy, water, and material resources in a more effective and efficient manner. In addition, they ensure that trash is kept to a minimum, implement environmentally responsible and eco-friendly building design, and practise environmental sensitivity throughout the construction process. The management of construction waste through green supply chain management (GSCM) has gained prominence in recent years due to environmental concerns and the expansion of the construction sector. At each stage of the project, the design team, architects, engineers, and client must work closely together. By reducing energy consumption and waste, GSCM protects against any concerns that can impact the environment or people's health. This paper combines the green building operations of architects with the green supply chain management of engineers in order to reduce material consumption, promote more effective and efficient use of the energy, water, and materials currently in use, ensure the prevention of any type of waste, perform environmentally responsible and eco-friendly building design, and be able to reuse, recycle, or recover waste. In 2008, the European Union Council issued a waste management guideline to manage construction waste and reduce its environmental impact. The amount of recycled, repurposed, and recovered building and demolition waste (CDW) will be reduced by 70% by 2020. The objective of this research is to investigate cost-benefit and social-benefit reflections by combining these two approaches. The literature review and Turkish case study examples are utilised to establish a model from which recommendations for GSCM and reverse logistics operations for green building are derived.

Keywords: Waste management, GSCM, green buildings; psychology

INTRODUCTION

The proliferation of several businesses has contaminated the way people live nowadays. As a direct consequence of this, the well-being of future generations, as well as our own, is placed in jeopardy. At this time, there is a significant market demand for goods and services that are less harmful to the environment. Using the improved manufacturing processes, we are able to respond in a timely manner to the requirements that are outlined by our clients. Even within the sphere of building, every stage needs to be handled, from the very first concept to the very last demolition. One must take into consideration, in addition to the aesthetics and the functionality, the extent to which resources are utilised in an effective manner. When constructing a building that is environmentally friendly, the construction process makes use of a less amount of the available raw materials at the outset and a greater proportion of recyclable components. When a structure is still in the design phase, "greening" it is only permitted to be done by trained experts who have education and experience in architecture and civil engineering. The various suppliers as well as the subcontractors make up the various



Analysis of Evapotranspiration Models for Estimating reference Evapotranspiration in Sub-tropic region

Yadvendra Pal Singh¹ H.K. Mittal² P.K. Singh², S.R. Bhakar², Syed Danish Yaseen Naqvi¹, Akanksha Singh¹, Manjri Singh¹, Vikas Yadav¹, Lopamudra Satapathy³

¹Department of Agriculture, Mangalayatan University, Aligarh, UP

²Department of Soil and Water Engineering, College of Technology, Maharana Pratap Technical, University, Udaipur, Rajasthan

³Department of Agriculture, Usha Martin University, Ranchi, Jharkhand

*Corresponding author. E-mail: yadvendrapalsingh@gmail.com

ABSTRACT

This study aimed to assess the Performance of the different evapotranspiration models. The objective was to determine the most accurate model for estimating reference evapotranspiration (ET₀). Performance Evaluation of all the ET₀ models, on the limited weather data basis is prerequisite for selecting an alternative approach in accordance with available weather data such as maximum air temperature, minimum air temperature, mean relative humidity, solar radiation and wind speed. Therefore, standard recommended, FAO-56 Penman Monteith (FAO56-PM) model locally calibrated FAO-56 P-M model, Hargreaves-Samani (H-S) model, Jensen-Haise (J-H) model, Rohwerand Travert ET₀ based model, were used to estimate monthly reference evapotranspiration (ET₀) at Gwalior (Madhya Pradesh), India. Further, the performance of all these ET₀ methods were evaluated, by error analysis between observed ET₀ value using FAO-56 PM model and ET₀ values estimated using all other ET₀ models. The result showed that the Hargreaves-Samani, Rohwer and Trabert model systematically underestimated ET₀ in all months. Jensen-Haise (J-H) model was found lower value of RMEA, MAE and MAPE (1.056), (0.852), (19.299). Travert model, with highest value of R² (0.980) RMEA (4.326), MAE (4.183) and MAPE (80.596) and H-S model with lower value of R² (0.820). J-H model best performed on the basis of RMSE. Based on overall results it was concluded that the ET₀ based model provides average monthly accurate estimate of reference evapotranspiration compared to other models.

Key words: Reference evapotranspiration, Sub-tropic, Madhya Pradesh

Received 18.06.2021

Revised 26.09.2021

Accepted 16.11.2021

INTRODUCTION

Reference evapotranspiration is play significant role in irrigation scheduling, water resource management, and hydrology, water balance models. The of Food and Agricultural, Organization of the United Nations [10] [4] proposed a methodology for computing, crop coefficient (K_c) and crop evapotranspiration (ET_c). These coefficients [2] depend on several factors including stage of crop growth, canopy height density and crop type. To irrigation schedule properly, an accurate and standard method by several authors [3], [8] and [1] to estimate ET_0 to predict, crop water requirements was stated. A great number of different models were developed [5] to estimate ET_0 for use in environments that lack direct ET_0 measurements. A major problem in ET_0 estimation, using these models is the requirement for meteorological, weather data that may not be easily available. This restriction at times prohibits use of more accurate models, and necessitates, the use of models that have less demanding data requirements.

An international scientific community (ISC) has accepted the FAO56, Penman-Monteith (FAO56PM) modeless, the most precise one for its good results when compared with other models in various, regions of the entire world [5], [9] and [10]. Estimation of reference evapotranspiration (ET_0) by globally accepted FAO-56 Penman Monteith [2] requires, the all metrological parameters like maximum and minimum temperature, wind speed, relative humidity and solar radiation,. However, for many locations, as is the case Madhya Pradesh, such meteorological variables are often incomplete and/ or not available. The proposed methodology uses temperature data for estimating the other climate parameter required by the standardized FAO-56, Penman Monteith. The procedure has been applied around the world for estimating ET_0 from limited weather data billability the studies using the FAO missing data estimation procedure done in north china environment [6], [8] and [7]. The procedure has been, reported with good alternative for