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## An Empirical Analysis of the Preferences of Consumers towards the Purchase Decision of High End Bikes in the Geographical Region of Nagpur

By

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### Abstract

#### *Purpose*

This study aims to investigate the factors influencing customers' purchasing decisions for high-end bikes in the Nagpur region of India. Specifically, it focuses on the brands Harley Davidson, Kawasaki, and Royal Enfield. The study also provides recommendations to high-end bike manufacturers and dealers based on its findings.

#### *Design*

The study follows an empirical research approach to examine the key parameters that impact customers' buying behavior in the high-end bike market. It specifically targets the geographical region of Nagpur, India, and concentrates on the aforementioned brands.

#### *Methodology*

The research employs a quantitative methodology to gather data and analyze the factors influencing customers' purchase decisions for high-end bikes. It involves collecting relevant information through surveys or questionnaires distributed to potential customers in Nagpur. The collected data is then statistically analyzed to determine the significance of different factors affecting customers' buying behavior.

#### *Findings*

The two-wheeler segment in India, particularly high-end bikes, has experienced substantial growth due to various factors. These include the country's overall economic growth, the need for improved means of transportation, the development of road infrastructure, and the availability of better finance and credit options. Additionally, the introduction of new and enhanced bike models, attractive designs, increased availability of dealers and service centers, and evolving consumer preferences have significantly influenced customers in their purchasing decisions.

#### *Implications*

The findings of this study have important implications for high-end bike manufacturers and dealers operating in the Nagpur region. They shed light on the factors that hold significance in customers' decision-making processes, allowing industry stakeholders to better understand and cater to consumer preferences. Based on these insights, manufacturers and dealers can make informed decisions regarding product development, marketing strategies, and customer service improvements to enhance their competitiveness in the high-end bike market.

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## Analytical study of HRM practices in industry 5.0

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**Abstract.** The industry 5.0 is the new revolution in which transition is going right now from industry 4.0. While industry 4.0 consisted of technological developments in the fields of data analytics, cyber physical systems and huge exposure to Artificial Intelligence, Machine Learning, IoT etc., Industry 5.0 is all about mass customisation or personalization of these existing technologies. While the world is going through this transition the current Human Resource Management of the organizations also has to go through this transition. The present research analyses certain factors affecting the HRM practises during this process. There are hypotheses formed on factors such as better performance, emotional intelligence, automation, and cross disciplinary workforce. The authors also try to propose certain possible and suitable suggestions based on analysis of these hypotheses towards smooth processing of the transition.

### 1. Introduction

The term Industry 5.0 was first used in 2015 in an article on LinkedIn entitled “Industry 5.0 – from virtual to physical” which highlighted the idea of Industrial Upcycling. The basic idea behind the article was to make people understand that it is necessary for the world to go towards industry 5.0 leaving 4.0 behind and the motive that machines are not “Working For Us” rather “Working With Us.”

The industry 5.0 gives the personal touch of human beings to the technologies, machines and robots which will be a big part of this revolution. As these technologies or machines will be working collaboratively with human beings this will bring forward new challenges to the Human Resources Management in the organization.

The present research paper has certain hypotheses designed based on various factors which are identified through various research paper and articles published and also testing is conducted on them.





# An Empirical Study on Use of Innovative ICT Pedagogies and its Challenges Faced by Management Teachers of Nagpur City

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**Abstract:** *The world today has become techno savvy & the individuals have become technophile. From ordering grocery for our day to day requirements to booking an appointment with a doctor is now easily been possible only because of technology. In last two years the education sector has also experienced the tremendous need of technology to be in the race. The Covid-19 had made many of us unassisted due to lack of knowledge of using technology. The pandemic has set back learning of many students across the globe. As a saying goes Necessity is the Mother of invention, many new tools were used to fill in the gap between a teacher and a students. Today there is barely any field left where technology is not being used. Seating at one location, it has become easy to acquire knowledge & skills from other distinct place with one click. ICT based learning tools has made the learning and understanding process easy from the primary level to the higher education courses. This paper focuses on the different ICT tools used in 21st century, the challenges faced by the teachers and the outcome of this learning.*

**Keywords:** ICT Tools, Quality Education, Technology

## I. INTRODUCTION

Education has the power to change anyone & a good teacher can change everything. Teachers are like a Compass to show the right path in life. Education is our passport for future. Right education can turn weakness into once strength. Internet has connected people globally. Everyone is participating the communication process and give their inputs in the form of text messages, videos, photos or charts. The biggest beneficiaries of this is the student community. As the ICT tools as more preferred by the students group, it is likely found that they are taking the ownership of learning what they want to. This can enhance the teaching & learning experience and deliver a quality education.

### 1.1 Meaning of ICT

Information & Communication Technology word itself implies that this is a platform where enormous information about many things can be easily communicated to any person seating at any corner of the globe. IOT has been the integral part of every one's life. From the time we wake up till the time we go to bed in night we all are associated with the gadgets. ICT gadgets includes from digital infrastructure like laptops, printers, computers, tablets to software tools like google classroom, spreadsheets, blackboard etc.

It has been proved by many researchers that visual learning will have long memory impact on the learners. It is observed that human tends to keep intact memory of what has been visualized by them in comparison to the audio learning. These tools help the student to visually experience the topic or the subject and help them to think accordingly. It also helps in developing the imagination power in student and as well as taking initiatives. So many animated study material are available now a days which helps the students to acquire knowledge with different IQ levels. Advanced explanations are also available for the students who want to research more about a particular topic. Concept wise things get clearer & interest to learn more gradually develops in the students.

Some commonly used tools for teaching & learning methodology are as under.

**“A STUDY ON AWARENESS, PERCEPTION AND ACCEPTANCE OF  
CRYPTOCURRENCY IN INDIA”**

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**Abstract**

The significant development in information and communication technology has shifted most of our daily activities online thus making them more flexible, effective, and easy to access. Also, a large number of growth in the internet and online services users in the last decade has promoted digital platforms for various transactions. Such a business phenomenon has created a new online transactional platform 'cryptocurrency', also called digital currency, which is used to facilitate financial activities such as buying, selling, and trading. The use of digital currency has become quite popular over the past few years in many countries. But virtual money is not fully controlled and regulated, hence most countries have not admitted cryptocurrency in their economic activities. This paper investigates the current cryptocurrency scenario in India, its awareness, perception and acceptance, trend, legality as well as the impact of government decisions on its market in India to regulate it.

Keywords- Cryptocurrency, Financial activities, Digital currency, the impact of government decisions.

**1.1-Introduction**

All the countries in the world use an official form of currency for various types of financial transactions. Each country has a specific type of currency and it has its international market value. Nowadays online transactions have become quite popular in India and cashless transactions have gained people's faith. It was in 2009 when the world's first decentralized cryptocurrency, Bitcoin, was created by pseudonymous developer 'Satoshi Nakamoto'. Crypto transactions are verified by network nodes through cryptography and recorded in a public distributed ledger called a blockchain. They can be exchanged for other currencies, products, and services. Various cryptocurrencies have been developed over years, namely Ethereum, Dogecoin, Cardano, Binance coin, etc. The Indian cryptocurrency market has been growing remarkably over the last few years and is said to cross Rs.15 billion by 2030 in India and Rs.170 billion by 2026 globally. The current market capitalization of Bitcoin in India is around Rs 92.4T.

Cryptocurrency is laden with advanced and latest technologies and has set up a significant position in the global market, but still even after a decade, it has not achieved an established image as a new age currency system. Despite the fact that more countries are adopting its use in daily business transactions, some countries are regulating its use in financial investments, like digital assets, by devising rules and regulations, but countries like India and China have not yet adopted them.

Cryptocurrency, or Crypto is a collection of binary data that serves as a medium of exchange. Each coin's ownership record is stored on a computerized ledger. Strong cryptography is used to safeguard transaction records, control, and access privacy.. Cryptocurrency adoption differs from a country to another due to economic and technological factors. The cryptocurrency industry has evolved at a high speed in recent years. It is considered an innovation in the virtual currency and financial industry as well. It is intended to substitute the existing printed currency to provide a peer-to-peer medium of exchange. It embraces the main characteristics of money to some extent.

## ISSUES AND TRENDS IN THE MANAGEMENT EDUCATION OF INDIA, SKILL SETS REQUIRED FOR INDUSTRY 4.0 IN MANAGEMENT GRADUATES AND IMPROVISATION IN TEACHING PEDAGOGY AS PER THE GLOBAL REQUIREMENTS

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### Abstract

This research paper aims to examine the current teaching and learning methodologies employed by management institutes, as well as the trends and technological developments aligned with Industry 4.0. It also focuses on identifying the skill sets required for management graduates to successfully adapt to roles at the management level in modern organizations. The goal is to provide recommendations for enhancing the quality of education in alignment with the principles of Education 4.0. The study acknowledges that the rapidly evolving landscape of Industry 4.0 necessitates more developed and advanced skill sets among business management and administration graduates. These graduates must be equipped to thrive in various managerial roles within organizations. By analyzing the existing educational practices and emerging technological trends, this research aims to propose actionable recommendations for enhancing the quality of education and better preparing management graduates for Industry 4.0. The ultimate objective is to ensure that students are well-prepared to meet the challenges and opportunities of the evolving job market, contributing to the overall competitiveness of their respective countries in the global economy.

**Keywords:** Teaching and Learning Methodology, Higher education system, Management Education, Industry 4.0, education 4.0.

### Introduction

Educational institutions and universities worldwide are deeply concerned about the effectiveness of their education systems in preparing students for suitable job opportunities. Policymakers in each country are particularly interested in the correlation between a nation's education level and its gross domestic productivity. Higher education is commonly associated with better career prospects for individuals and communities in the long term. To maintain competitiveness in

the global economy, countries must ensure that their educational outcomes remain globally competitive. This requires students to graduate with the necessary skills to meet the demands of increasingly competitive workplaces, especially in light of the latest technological advancements in Industry 4.0.

Industry 4.0 is the industrial revolution marked by the extensive utilization of the digital resources for converting inputs into the desired outputs. Industry 4.0 generally includes the use of computers, networks, mobile devices, internet connectivity, data, robotics, 3D technologies, Internet of things, cloud computing, cyber physical systems, automated vehicles and the host of other digital developments that are changing the working scenario of the industry. In order to handle these technological developments, industries implementing the changes today require those human resources who are having the skill sets to manage the work according to these technological developments. Of course, the industrial training will be provided to the management graduates regarding managing the work in the technological development scenario but it is always expected from the industry that the graduates should at least have the basic knowledge regarding the field in which they will be working in an organization.

Management education revolves around acquiring various skills related to organizational

**Navigating the Digital Divide: Integrating Industry 4.0 Technologies in Modern Management Practices**

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**Abstract**

As Industry 4.0 continues to shape the global industrial landscape, the integration of advanced technologies into modern management practices becomes crucial for sustainable growth and competitive advantage. This research paper explores the challenges and opportunities associated with adopting Industry 4.0 technologies in management, emphasizing the need for a seamless digital transformation. Through a comprehensive literature review, case studies, and expert insights, the paper sheds light on innovative strategies for harnessing the power of Industry 4.0 to optimize decision-making, foster collaboration, and drive organizational success. By examining the evolving role of leaders, the impact on corporate culture and the potential for disruptive innovation, this study aims to offer a roadmap for effectively navigating the digital divide in the context of management and Industry 4.0.

**Introduction**

Industry 4.0 has revolutionized the industrial world with the kind of technologies that is being included in its umbrella. Industry 4.0 technologies are a suite of advanced digital and physical systems that are driving the fourth industrial revolution. These technologies are transforming traditional manufacturing and industrial processes, leading to increased efficiency, productivity, and innovation. These technologies essentially include internet of things, Big Data and Advanced Analytics, Cyber-Physical Systems (CPS), Additive Manufacturing (3D Printing), Artificial Intelligence (AI) and Machine Learning, Cloud Computing, Robotics and Automation, Augmented Reality (AR) and Virtual Reality (VR), Block chain and Edge Computing to name a few. These Industry 4.0 technologies are interconnected and often used in combination to create smart, interconnected, and data-driven manufacturing and industrial ecosystems. Together, they drive innovation, improve efficiency, and pave the way for the factories and businesses of the future.

These technologies can help the management of the organization in effective decision making as there are little chances of errors in finalizing the decision with the help of above mentioned technologies. Industry

4.0 technologies offer numerous benefits to organizational management, ranging from data-driven decision-making and improved efficiency to enhanced customer experience and sustainability initiatives. By embracing these technologies, organizations can stay competitive, innovate, and thrive in the modern digital era. Further, there are several other advantages of implementing the technologies of industry 4.0 but there are challenges too. Organizations are finding it difficult to implement the technologies of industry 4.0 owing to several factors related with the management of industry itself.

**Research methodology:**

For the identification of challenges associated with the implementation of the technologies associated with Industry 4.0, researchers conducted an empirical analysis through the use of primary data which was being collected from the industry professionals of India. Survey has been conducted over the online platform through the use of Google forms. The sample of respondents included 70 industry professionals out of which 50 has responded to the survey. All industry professionals were at the managerial level in their organization. A one way ANOVA test was used for the analysis of the data and proving the hypothesis.

**Objectives:**

1. To determine the implementation status of industry 4.0 in the firms of India.
2. To determine the challenges posed to the implementation of the technologies of industry 4.0 within Indian firms.
3. To provide possible solutions for overcoming the challenges posed to the implementation of industry 4.0 within Indian firms.

**Hypothesis:**

H0: There are little challenges to the implementation process of industry 4.0 within Indian firms.

H1: There are increased numbers of challenges to the implementation of industry 4.0 within Indian firms.

**Data interpretation:**

In this section, the data relevant to the analysis has been presented. The data that would not be helpful for proving the hypothesis has been deliberately excluded from presentation.

1. Implementation status of Industry 4.0 in respondent's organization

Professionals	No strategy exists	Pilot initiatives launched	Strategy in development	Strategy formulated	Strategy in Implementation	Strategy implemented
Managers	21	8	8	4	7	2

## Workers' Participation in Management at Western Coalfields Limited, Nagpur

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### Abstract:

*With a view to promoting participative culture in consonance with the announcement of the scheme of workers' participation in Management by the Government of India, periodical meetings of Steering Committee at Apex level comprising of senior leaders of Central Trade Unions and Management representatives are held to review production, productivity, economics of operation, safety, welfare and environment etc. Vital decisions affecting operations of the Company is taken after joint consultation.*

*Other issues concerning calamities faced by the nation/areas adjoining our coalfields are also discussed for which special meetings are convened depending upon the exigency of situations so as to bring out solutions and the parties involved jointly shoulder responsibilities for effective implementation of the decisions taken in this forum.*

*Welfare of employee and his family members is an effective advertising and also method of buying the gratitude and loyalty of employees. Employee welfare includes the various facilities and services given by the employer or company. The basic purpose of workers welfare is to enrich the life of employees and keep them happy and contented. Such welfare facilities makes employees to feel more satisfied, it improves the standard of living and the various burdens of money related issues which spend on acquiring such facilities. Workers welfare is an important aspect in every organization with some added incentives which enable the workers to lead a decent life.*

*In today's world the number of facilities like medical services is provided to not only to the employee but their family members also. Normally trade union representative on behalf of all workers take initiative to solve the problems of workers and handling grievances. Trade union representative represents their workers in meetings conducted by management. Management takes some decision for solving the problems of the workers*

**Keywords:** Employee welfare, workers engagement, organizational effectiveness

### Introduction:

The involvement in the management by the workers is very important as concern the Indian industries democracy. The idea of employee involvement in management is founded on the human relations approach to management, which introduced new values to both labour and management. The term "Workers' Participation in Management" (WPM) traditionally refers to the involvement of non-managerial employees in the organisational decision-making process. Workers' participation is also known as 'labor participation' or 'employee participation' in management.



## An analytical study of service quality of management education in Nagpur region

Dr. Yogita Sure  
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**Abstract:** *Now a day's management education is very much in demand in India. The young students believe that it is a sure way to get a high profiled & well paid job having prospect for career advancement. This results in entry of large number of institutions across the India offering MBA program. The service quality provided by a management institute is key factor for its student satisfaction. The focus of this study was to analyze the service quality of management education in Nagpur region, to find out the service quality gap. The research instrument was developed using SERVQUAL model. 452 students from the various management institute participated in the survey. The factors explaining service quality have been examined through factor analysis, correlation analysis. . The study reveals that there exists the service quality gap, there is difference between the student's expectations & perception in the management education in Nagpur region.*

**Keywords:** *SERVQUAL, service quality, management education.*

### Introduction

From the last two decade, the management education is changing throughout the world. Since 1990, there is unprecedented growth in the number of institute providing management education in India. Number of private B-schools emerged, the intake capacity of management institute increased. In India management education throughout the country vary in terms of course content, pedagogy, infrastructure, placement, quality of faculty available, etc. This mushrooming of institutes created the structural weaknesses & challenges for the institute like good quality faculty, input of students of poor quality, curricula are not matching with industry. Hence most of the institutes are facing the problem of employment. Employability of the students is the major issue. The management institutes are developing their strategies in line with the marketing practices of other industries. The success of the service industry depends upon the skills & ability of service providers to fulfill the expectation of the customer. The evidence of the service quality is the customer satisfaction. Since in education sector students are the most important stakeholder, the feedback from the students will help to judge the service quality and provide opportunity for the development (Hill, Lomas and MacGregor (2003). According to Zeithmal, (1987), perceived quality shows consumer's judgment towards overall excellence of the services. Quality of service implies an overall evaluation of services. Keeping all these perspectives in mind, the present study tries to analyses the service quality of management institute in Nagpur.

### Literature review

The term „quality“ can be defined from various respective.

## UNEARTHING THE FINANCIAL ALCHEMY: LEVERAGING SUCCESS IN INDIA'S CEMENT INDUSTRY

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### ABSTRACT

Leverage is when a corporation uses borrowed money to fuel its operations or investments. Leverage may boost a company's profits, but it also raises the stakes for those profits. Therefore, the effect of leverage on profits is nuanced and context-dependent. The idea of financial leverage, which refers to the use of debt financing to raise the potential returns to shareholders, is useful for understanding the effect of leverage on profitability. The rewards to shareholders may be amplified via the use of financial leverage. Companies that borrow money to invest in their operations or assets often get greater returns than those that use just stock financing. In contrast, interest payments on debt become a bigger percentage of total expenditures if the company's profits drop, which might reduce its profitability. The purpose of this research is to examine how using leverage affects the bottom lines of a few different cement firms in India. Secondary data from chosen cement businesses' annual reports throughout the course of five years (2018-2022) are used for the analysis in this research. Both market share and data availability played roles in selecting the organisations. The correlation between leverage and earnings is investigated using a regression analysis in this research. Return on assets (ROA) and return on equity (ROE) were used to assess company profitability. The level of leverage was calculated by dividing debt by equity.

**KEYWORDS :** Leverage, Profitability, Cement, ROA, ROE

### INTRODUCTION

Leverage is when a corporation uses debt to fund its operations or expansion. It's crucial for businesses to use to get funding for things like expansion and new initiatives. But leverage

## Critical Review of Post-COVID Cost Analysis in General Wards of Selected Private Hospitals in Nagpur City

Dr. Krunal Parekh  
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### Abstract

Globally, the COVID-19 pandemic has had a significant impact on healthcare systems, posing hitherto unheard-of difficulties for many hospitals in terms of patient care, resource allocation, and financial administration. It is crucial to assess the financial effects and implications for healthcare institutions as the world progresses past the acute phase of the epidemic. This critical study concentrates on the post-COVID cost analysis in the general wards of several private hospitals in Nagpur, India.

This review's main goal is to investigate the financial effects of caring for COVID-19 patients in general wards, with a focus on contrasting the price structures of private healthcare facilities in Nagpur City. To do this, a thorough research of the literature is carried out in order to collect information and understanding regarding

As they navigate the intricacies of healthcare management in a post-COVID environment, stakeholders, legislators, and healthcare administrators should pay close attention to the conclusions of this critical review. The healthcare system may better plan for future health crises and strive toward achieving fair, cost-effective, and high-quality patient care by knowing the financial consequences of general ward care in private institutions.

Keywords: COVID-19, cost analysis, general wards, private hospitals, healthcare resource allocation, patient outcomes, healthcare policy, Nagpur City.

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- 2. CRITICAL REVIEW OF POST-COVID COST ANALYSIS IN GENERAL WARDS OF SELECTED PRIVATE HOSPITALS IN NAGPUR CITY**  
Dr. Krunal Parekh  
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## UNEARTHING THE FINANCIAL ALCHEMY: LEVERAGING SUCCESS IN INDIA'S CEMENT INDUSTRY

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**KEYWORDS :** Leverage, Profitability, Cement, ROA, ROE

### INTRODUCTION

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### **Critical Review of Post-COVID Cost Analysis in General Wards of Selected Private Hospitals in Nagpur City**

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#### **Abstract**

Globally, the COVID-19 pandemic has had a significant impact on healthcare systems, posing hitherto unheard-of difficulties for many hospitals in terms of patient care, resource allocation, and financial administration. It is crucial to assess the financial effects and implications for healthcare institutions as the world progresses past the acute phase of the epidemic. This critical study concentrates on the post-COVID cost analysis in the general wards of several private hospitals in Nagpur, India.

This review's main goal is to investigate the financial effects of caring for COVID-19 patients in general wards, with a focus on contrasting the price structures of private healthcare facilities in Nagpur City. To do this, a thorough research of the literature is carried out in order to collect information and understanding regarding

As they navigate the intricacies of healthcare management in a post-COVID environment, stakeholders, legislators, and healthcare administrators should pay close attention to the conclusions of this critical review. The healthcare system may better plan for future health crises and strive toward achieving fair, cost-effective, and high-quality patient care by knowing the financial consequences of general ward care in private institutions.

**Keywords:** COVID-19, cost analysis, general wards, private hospitals, healthcare resource allocation, patient outcomes, healthcare policy, Nagpur City.

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# Entrepreneurship Education in Higher Education Institutions in Nagpur: Issues and Challenges

Anup Suchak, Krunal Parekh

Central Institute of Business Management Research and Development, Nagpur  
anupsuchak@gmail.com, perfect.kp@gmail.com

## Abstract:

**Introduction :** To meet the aspirations of its young population, a developing country like India need large-scale job creation. Entrepreneurship Educations (EEs) in Indian (HEIs) are still in their infancy. Given the need for large-scale job creation across all industries, the recent increase in entrepreneurship in the economy is commendable, but it does not appear to be particularly related to EEs at our HEIs.

**Purpose :** The purpose of this study was to answer three research questions: (a) What are the key challenges faced in the development of EEs in HEIs, (b) What are the perceptions of the direct stakeholders regarding the challenges, and (c) what factors influence the development and growth of EEs in Indian HEIs.

**Research Design :** A quantitative research design was employed for this study to explore the perceptions of all types of direct stakeholders, including students, alumni, teachers, and entrepreneurs. The primary data was gathered using a semi-structured questionnaire, and the information gathered was analysed using univariate analysis and ANOVA to see whether there was a significant difference in the perceptions of different stakeholders on the challenges faced by EEs in HEIs.

**Finding and Conclusions :** The study helps to a better understanding of the issues that higher education institutions in India confront when creating entrepreneurship ecosystems.

**Implication :** Further research to empirically assess the efficacy of the suggested model and its extensions in practice can lead to additional value addition in this critically important field of knowledge.

**Keywords :** Entrepreneurship Education, Higher Education Institutions, Challenges, growth and development, etc.

## 1.1 Introduction:

Education is crucial in bridging socioeconomic gaps in a growing nation like India. Higher education becomes a second step to raise one's station in life while school education serves to provide its residents with a fundamental degree of social and economic standing. It is a higher education degree that promotes social mobility and increases financial security. Due to the



## Are AI and Chat Bots Services Effects the Psychology of Users in Banking Services and Financial Sector

Dr. Shailesh O. Kediya<sup>1</sup>, Dr.Sunita Dhote<sup>2</sup>, Dr. Dileep Kumar Singh<sup>3</sup>, Dr. Vijaykumar S. Bidve<sup>4</sup>, Shabana Pathan<sup>5</sup>, Rahul V. Mohare<sup>6</sup>, Satyajit S. Uparkar<sup>7</sup>, Priti C. Golar<sup>8</sup>, **Dr. Anup Suchak<sup>9</sup>**

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### Abstract:

Artificial intelligence (AI) will enable financial institutions and banks to radically reimagine their processes, provide customer oriented products and services, and, above all, endure user experience disruption. Help of fintech corporations in the machine age period will challenge banks by augmenting or even restoring the working human with sophisticated algorithms. To compete, banks will have to grow Artificial Intelligence and incorporate this into their operations and strategy. This study looks into the subtleties of ecosystems of AI and how this is quickly becoming the most important disruptor in the banking and finance industries. As AIs become a reality, their ramifications and relevance in the banking and financial services industry's operational environment can be regarded through various lenses.

**Key Words:** -Artificial Intelligence, Banking and Financial Industry, Chat bots, Machine Learning,

### 1. Introduction:

"Necessity is the Mother of Invention," as the saying goes. People's mindsets are being influenced by the evolution of universal technology. People's mindset has loosened from cabled network to online networks, progressively allowing the globe to adopt the new era technology of Artificial Intelligence (AI). John McCarthy, in 1956, coined the phrase AI, and it will soon govern the globe. Because they deal with a lot of data, businesses today use it as a smart technology. The data pattern business has fueled the demand for AI. Because AI can comprehend data patterns faster than humans, it appears to be a valuable tool for organisations, as it improves consumer understanding and insight. In banking and financial services, artificial intelligence (AI) is a process monster (Ayushman Baruah, 2019). AI and Blockchain are only now being recognised by the banking industry. Traditional financial institutions are reaching out to fin-tech firms to offer new services to their customers (Ashish Anantharaman, 2019).

### 2. Objectives:

- To identify disruptive technology usage in the India's Banking and Financial Sector
- To analyze the role of disruptive technologies like AI in in Banking and Financial Sector



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##### Abstract:

The stock market is an area where the stock prices are not constant; however, they are dynamic, nonlinear and volatile in nature. The prediction of the stock price is a challenging task with the factors such as the financial performance of the organization, politics, unexpected natural and man-made causes, and worldwide economic conditions. In concern to these issues, several analytic techniques are being developed by researchers, financial analysts, and data scientists for exploring the nature of stock market trends a novel approach is known as the Heuristic optimization-based hybrid approach for the pre-processing of data collected from the stocks. The GANN square technique for the prediction of stock price exactly. The data pre-processing involves four stages (i) ignoring the data with missing values of features, (ii) data imputation initialization, (iii) detection and deletion of outliers, and Hybrid Archimedes-based SALP Swarm Algorithm based future selection. Thus the stated approach effectively removes the unwanted noises and features from the dataset. this made it easier for the GANN square technique the prediction of stock prices effectively

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# An Empirical Analysis of Performance of Selected Textile Companies in India due to COVID-19 using Altman Z-Score

*Anup Suchak*

Central Institute of Business Management Research and Development, Nagpur

## ABSTRACT

India is one the largest producers of cotton and jute in the world. Indian Textile Industry is the major contributor to the country's GDP. The textile industry's share is approximately 2% of the overall GDP of the country. The textile industry ranks second in terms of generating employment opportunities in India. The outbreak of COVID-19 has affected many industries of the world economy, and the Indian Textile Industry was no exception; many textile companies in India went into bankruptcy during this period. This research aims to analyze and compare the performance of selected textile companies during pre and post-pandemic periods. For this research, the model used to calculate the performance of the selected textile companies is Altman Z-Score. 'PROWESS,' a cloud database, was used to gather secondary data from certain organizations. The data was separated into two periods: the pre-pandemic era, which ran from 2016–17 to 2018–19, and the post-pandemic period, which ran from 2019–20 to 2021–22. The paired sample t-test has been used to examine the substantial differences in the financial positions of businesses before and after the epidemic. It is found from the analysis that there is a significant difference in the bankruptcy position of companies post-pandemic. The Altman Z-score obtained is closer to the bankruptcy score standards. This paper will help the companies to design a strategy to improve

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—ममता चौधरी, डॉ. सपना गहलोत

# Entrepreneurship Education in Higher Education Institutions in Nagpur: Issues and Challenges

Anup Suchak, Krunal Parekh

Central Institute of Business Management Research and Development, Nagpur  
anupsuchak@gmail.com, perfect.kp@gmail.com

## Abstract:

**Introduction :** To meet the aspirations of its young population, a developing country like India need large-scale job creation. Entrepreneurship Educations (EEs) in Indian (HEIs) are still in their infancy. Given the need for large-scale job creation across all industries, the recent increase in entrepreneurship in the economy is commendable, but it does not appear to be particularly related to EEs at our HEIs.

**Purpose :** The purpose of this study was to answer three research questions: (a) What are the key challenges faced in the development of EEs in HEIs, (b) What are the perceptions of the direct stakeholders regarding the challenges, and (c) what factors influence the development and growth of EEs in Indian HEIs.

**Research Design :** A quantitative research design was employed for this study to explore the perceptions of all types of direct stakeholders, including students, alumni, teachers, and entrepreneurs. The primary data was gathered using a semi-structured questionnaire, and the information gathered was analysed using univariate analysis and ANOVA to see whether there was a significant difference in the perceptions of different stakeholders on the challenges faced by EEs in HEIs.

**Finding and Conclusions :** The study helps to a better understanding of the issues that higher education institutions in India confront when creating entrepreneurship ecosystems.

**Implication :** Further research to empirically assess the efficacy of the suggested model and its extensions in practice can lead to additional value addition in this critically important field of knowledge.

**Keywords :** Entrepreneurship Education, Higher Education Institutions, Challenges, growth and development, etc.

## 1.1 Introduction:

Education is crucial in bridging socioeconomic gaps in a growing nation like India. Higher education becomes a second step to raise one's station in life while school education serves to provide its residents with a fundamental degree of social and economic standing. It is a higher education degree that promotes social mobility and increases financial security. Due to the



## An Empirical Study on the Evolutionary Phase of Industry Vis-À-Vis Evolutionary Phase of Management Education in India

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Central Institute of Business Management and Research Development, Nagpur.

<sup>2</sup>Assistant Professor

Central Institute of Business Management and Research Development, Nagpur.

### Abstract:

There are several skills that are desired among the students for working in the industry 4.0 environments but the question that arises is whether the management education that is being offered to the students has evolved in line with the industrial evolutions. This research paper analyzes the evolution of industry in terms of technology and the skills desired by the industry among the management education students for working in the environment of Industry 4.0. This research paper also analyzes whether management education has evolved along the lines of Industry 4.0 and provides recommendations for the same.

**Keywords:** Industry 4.0, Management education, industrial evolutions.

### Introduction:

The progression of technology requires the similar evolution in the skills that are being inculcated among the students who would be the future managers of such companies. If the students would lack the needed skills, it would be difficult for them to work in the environment of Industry 4.0. For this, it is very necessary that the management curriculum should be designed in accordance with the skills that are necessary in the scenario of industry 4.0. The current management education is aligned in accordance with the second and third industrial revolutions and is inadequate in imparting the skills along the lines of industry 4.0 scenario. Specifically, the management education should focus on providing the training to the students for the technologies that are being introduced in the present scenario.

### Objectives:

1. To analyze the skills desired by the industries among the management education students for working in the environment of Industry 4.0
2. To analyze the evolution of management education
3. To determine whether the management education is imparting the skills along the lines of industry 4.0

### Hypothesis:

#### *First hypothesis:*

H0: Management education is yet to match the standards required to impart the skills along the lines of Industry 4.0

H1: Management education has evolved along the lines of Industry 4.0

#### *Second hypothesis:*

H0: Management education failed to impart the skills along the lines of industry 4.0

H1: Management education is imparting the skills along the lines of industry 4.0

### Research methodology:

In this research paper, secondary data has been used to determine the evolution of the management education and the primary data has been considered for determining the skills that are desired by the industries among the future management students.

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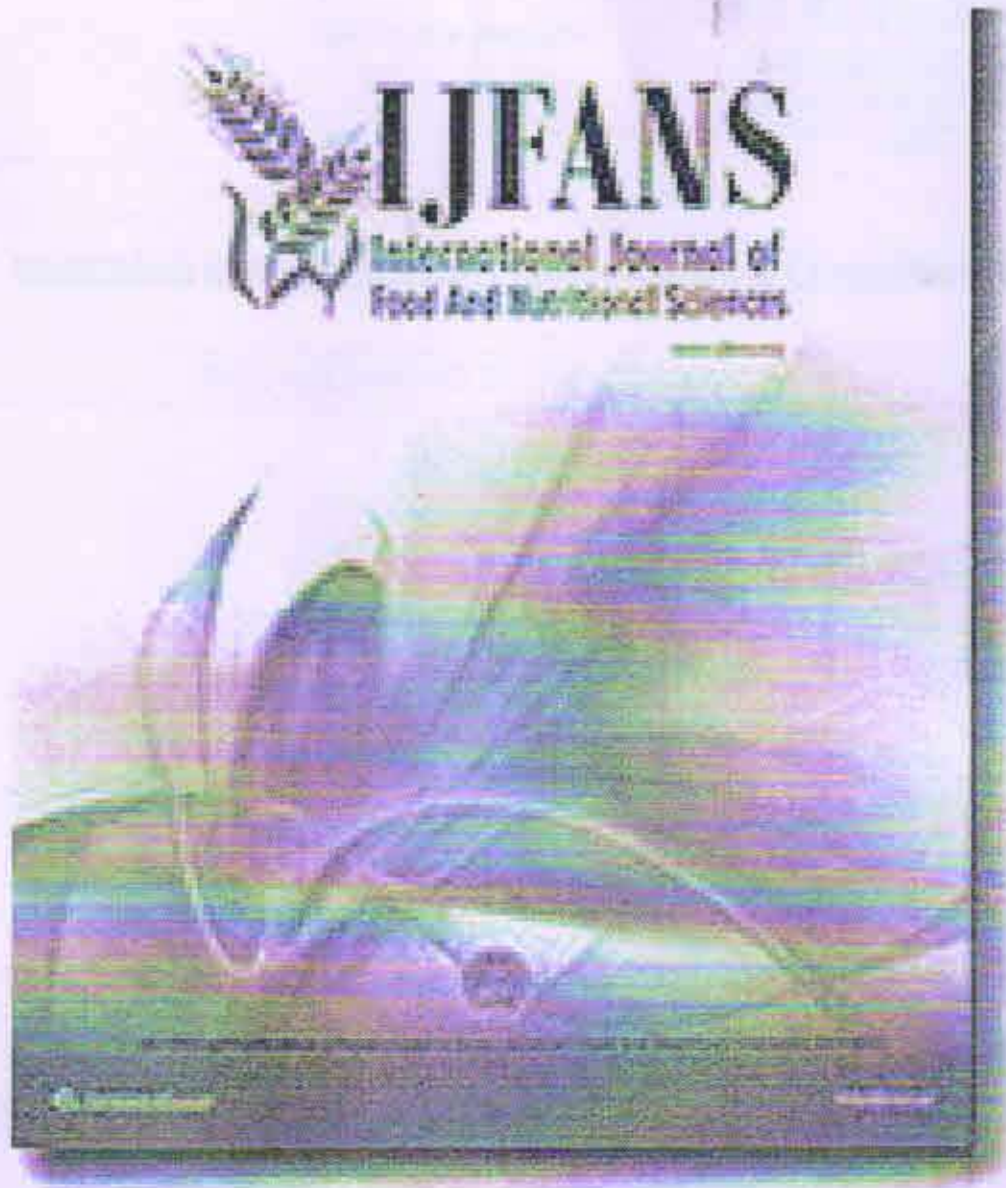
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## Evaluation of E-Payment Process Embraced By Micro and Small Enterprises of Nagpur City

PDF (<https://www.ijfans.org/uploads/paper/ebdf9d9928fb5422c851400fdbf3fb51.pdf>)

### Keywords:

EPS; Cashless Society; e-Payment; SMEs; Social Media

**Tejal Mendhekar, Dr. Amishi Arora**

### Abstract

This study presents the findings from interviews with 25 Small and Medium Enterprises (SMEs) in Nagpur's various industry sectors that now use an electronic payment system (EPS). From the viewpoints of owner-managers in various business sizes and industries, this study explores how Nagpur SMEs adopt and develop the EPS process, as well as its prerequisites that would aid them with such adoption. Each participant in this study underwent semi-structured interviews, and the interview transcripts were then thematically analysed. The results of this study show that SMEs were embracing EPS at an early stage, assisted by unofficial decision-making procedures. The results demonstrate that the introduction of the current EPS was mostly ad hoc and unsupported by a formally stated plan. Owner-manager expertise, abilities, and experience with technology are a factor influencing SMEs' adoption of EPS. Observing the EPS operations of other companies in their industry sector and then copying and adapting them for their own use is the approach that SMEs typically utilise to acquire this expertise. The age of owner-managers and a lack of leadership expertise are two issues that come with adopting and implementing EPS.



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## E-PAYMENTS SYSTEM AND IT'S PROLIFIC ROLE IN ENSURING FLAWLESS FINANCIAL TRANSACTIONS: AN EVALUATION OF MANUFACTURING SECTOR'S MICRO AND SMALL ENTERPRISES

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**Dr. Amishi Arora**

Principal, Central Institute of Business Management Research and Development Nagpur,  
India, Mail: aroraamishi@yahoo.com

### ABSTRACT

The e-payment system has grown in importance as a means of payment all around the world. E-payment systems not only make it more convenient, but they also make it more efficient to provide financial services to the "unbankable" people, especially to microbusiness owners. The amount of e-payments made per person in Nagpur has significantly increased from 14.3 transactions in 2013 to 82 transactions in 2021. Financial institutions, notably microfinance institutions, should play their parts in promoting widespread e-payment adoption among microentrepreneurs in light of the growing importance of e-payments. Malaysia has seen the establishment of 645,136 small and medium-sized businesses up till 2011, with 77% of those being classified as micro-enterprises. The introduction of an e-payment system can improve financial inclusion by focusing on microentrepreneurs. This study examines the adoption of micro-entrepreneurs and offers recommendations for the adoption of e-payments in order to analyse the e-payment services provided to microenterprises. In order to accomplish these goals, the study evaluates the body of knowledge on the adoption of e-payments and underlines the problems with that adoption, particularly for microbusiness owners. The results of this study are anticipated to add to our understanding of the uptake of digital financial services, notably e-payment, and to help service providers continuously enhance their offerings.

**Keywords:** E-Payment, Microenterprise, Muslim Micro-Entrepreneurs, Financial Inclusion

### INTRODUCTION

The rise of information and communication technology (ICT) had fundamentally altered both the daily lives of people and the operations of organisations. According to Slozko and Pello (2015), ICT and digital technologies have significantly evolved in the fields of finance, economics, and operational expenses. They have also improved organisational performance (Ali, 2010). With the advent of ICT and digital advancements, the global business environment has undergone a dynamic change, with commercial transactions increasingly moving from cash-based to electronic-based ones (Mohamad, Haroon, & Najiran, 2009). Additionally, the

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**AN ANALYTICAL STUDY ON IMPACT OF COVID-19 ON BEHAVIOR OF EMPLOYEES WORKING IN COAL MINING INDUSTRY****MR. AVINASH PRASAD AND DR. AMISHI ARORA****ABSTRACT**

*Behaviour and the productivity of the employees are more affected by the stress level an employee carries at work place. Covid-19 pandemic has caused lot of stress among the employees working in coal mining industry. For the purpose of study, the factors affecting stress level of employees working in coal mining industry and also to find the impact of Covid-19 on behaviour of employees the present research has been carried out. It is found that majority of the employees are not able to manage their work as efficiently as they were doing before Covid-19. Majority of the employees are facing the issue of concentrating on their job.*

*Keywords: Behaviour, Stress, Pandemic, etc.*

**1.1 INTRODUCTION**

At the beginning of 2020, COVID-19, a novel coronavirus had vigorously spread around the world and was declared as 'Pandemic' on March 11th 2020 by World Health Organization (WHO). The virus first emerged in China and is now considered as one of the major global health threats (Wang et al. 2020). By 30th January, 2020, the virus had spread to 147 countries, killed more than 7800 thousands, and affected hundreds of thousands of people in a short time (Gostin, et al., 2020). The virus has mortality rate of 1-2% with other genetic variants of the virus leading to 4-6% mortality in areas like New York, Spain and Northern Italy (Szabo 2020). The deadly virus has strongly influenced the people by increasing fear, frustration, stress and anxiety. It is documented that pandemics have huge impact, for example, the Avian and pandemic Influenza in 2004, impacted the United States, Australia and the world with its disastrous impact (Taylor, et al. 2008). This Covid-19 pandemic has created a crisis in all aspects of our lives.

The outbreak of COVID-19 in the current time has led to a crisis situation and made a major switch in the regular working conditions worldwide correlated with high public uncertainty (Kanupriya 2020). In addition to the stress associated with Covid-19 disease, media speculation have caused this psychological disturbance more severe. The current situation with lockdown and work from home (WFH) has become stressful for many of us. Past studies have found that high work load with unrealistic deadlines, work-family imbalance and job insecurity are the main stressors for employees (Krantz et al. 2005; Sullivan & Mainiero 2008; Sahni 2016).

Stress is known to have a negative influence on employee's performance, productivity and overall satisfaction. Stress may make people more susceptible to the vulnerable COVID-19 virus infection (Anderson 2020). This needs to be tackled as an urgent occupational health issue. Stress is a complex problem and misunderstood by many people (Defrank & Ivancevich 1998). The term 'stress' has generally a negative connotation in the form of threat and lack of resources. It was first identified by Hans Selye as having both negative (distress) and positive (eustress) aspect to it (Selye 1976). He described stress as "the non-specific response of the body to any demand made upon it". However, prolonged stress has been associated with many reasons of death like, heart attack, cancer suicide etc. (Schneiderman et al. 2005; Jha et al. 2019).

**LITERATURE REVIEW**

According to Sahni, D.J. (2020), the continuing crisis of Coronavirus-19 disease (COVID-19) has changed our lives considerably; imposing the need for various modifications for organizations and individuals to cope up in this testing time. This study is undertaken to have an insight on how organizations and individuals adapt to these changes and challenges. The impact of coronavirus on human body is well known and more research is underway but what it does to the human behavior and the psychosocial effects are yet to be unraveled. To dive deep into the behavioral consequences of such pandemic, 23 in-depth interviews (Male 12; female 13, average age of 39 years) were conducted with middle level managers in public and private service industry of Riyadh, Saudi Arabia. Using the Conservation of resource theory (COR), this paper explores the employee's perception of different types of stressors and examine a variety of coping mechanisms including the type of organizational support provided during this crisis. The findings of the interview suggest that the stress levels were moderate to high among all the participants. The main themes emerged from the interviews were categorized into five; (i) Triggers of stress (ii) Organizational support (iii) Coping strategies & resources (iv) Blurred boundaries during WFH and (v) Positivity in this crisis. The study presents an integrated Stress Model with key triggers, coping strategies

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## Relevance of Chanakya Niti in today's Management teachings

Dr. Amishi Arora\*

### Abstract

Modern day management has a lot to learn from ancient knowledge in India. One such source of knowledge is from kautilyas 'Arthshastra' from which key principles and strategies can be learned for sound governance.

Chanakya wrote one of the earliest books on the subject of governance called 'Arthshastra'. It outlines the details of the duties of the king and the means by which he can maintain the balance between power and keeping his subjects happy & prosperous. His vision and thoughts were so ahead of times that it is relevant even today and can be consider as a holy book of management and Chanakya Niti.

**Key words:** Chanakya Niti, Arthashastra, relevance in management, Management Principles

### 1.1 Introduction:

Born in 3 B.C, Chanakya, also known as Vishnugupta or kautilya is known as the world first economist, master strategist and management guru. He was responsible for pulling down the Nalanda Dynastry and also for the defeat of Alexender in India.

Today as never before, more and more businessman and management gurus are talking about the importance of ethics. Since times unmemorial the Indian thinker have highlighted as "Arthshastra Dharma". Chanakya has a lot to say on ethics & good governance. Chanakya has been the author of a full treatise on governance. He practiced what he taught and all his teachings are not only relevant but eternal.

### 2. Research Methodology:

The researcher has used hermeneutics as research design. Hermeneutics deals with the study of interpretation of biblical texts, philosophical texts and wisdom literature. The researcher or has used stratified random sampling method as sampling design. A structured questionnaire was issued. Data obtained from the study is analysed using percentage analysis.

### 3. Literature of Review:

1. **Coprporate Chanakya, 10th** edition, authored by Radhakrishnan Pillai. The book contains 6000 sutras.

**It is divided into 3 parts** Leadership, Management & training. The author has simplified the age old formula of success for leaders of the corporate world. One learns that the management lesson of Chanakya are not only relevant but eternal.

2. **A comparative study on Chanakya Niti and Henry Fayols 14 principles of management** Ranjithaa K.C, Dr. R. Gayatri; 2018 JETIR October 2018 volume 5, issue 10.

In this paper, the researchers have tried to compare and contrast aphorisms from Chanakya

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# **An Empirical Investigation of the Role of AI-Powered Personalization in Enhancing Consumer Engagement in Perfectly Competitive Online Markets**

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## **Abstract:**

In the era of perfectly competitive online markets, where firms offer homogeneous products at identical prices, the quest for differentiation and consumer engagement becomes paramount. This study delves into the transformative potential of artificial intelligence (AI)-powered personalization in shaping consumer engagement dynamics within such markets. The research explores the multifaceted implications of AI-driven marketing strategies on consumer behaviour, competitive advantage, and market equilibrium. Findings of this study offer insights into the acceptability of AI technology for enhancement of consumer engagement in perfectly competitive markets.

**Keywords:** Perfectly competitive markets, artificial intelligence, AI algorithms, consumer experiences.

## **Introduction:**

In today's business landscape, perfectly competitive markets pose a distinctive challenge for companies striving to make a mark and distinguish themselves. These markets are defined by numerous firms selling identical products or services at the same prices, making it difficult to employ the conventional methods of product differentiation or pricing strategies to attract and retain customers. In such an environment, where intense price competition prevails and products appear virtually indistinguishable, the pursuit of consumer engagement takes center stage as a critical strategic objective.



# **The Impact of Kaizen Practices on Inventory Management in Supply Chains : A Comprehensive Review of Performance Metrics**

**Athar Javed Ali**

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**Shriya Kalbande**

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Real Institute of Management & Research

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Assistant Professor

Swaminarayan Siddhanta Institute of Technology

## **Abstract:**

This research study delves into the profound impact of implementing Kaizen principles and practices in supply chain management putting a specific focus on the optimization of inventory management. Organizations, in today's fast-paced business environment, are continuously seeking ways to enhance efficiency and reduce costs within their supply chains. The research explores the strategies and outcomes associated with integrating Kaizen practices into supply chain inventory management. The research methodology encompasses an extensive review of existing literature, comprehensive case studies of organizations that have embraced Kaizen for inventory management, and the development of performance metrics to assess the effects of Kaizen initiatives. The findings of this study provide valuable insights for organizations aiming to optimize their inventory management processes and overall supply chain performance.

**Keywords:** Kaizen, Inventory Management, Supply chain management, Supply chain performance.


## **Introduction:**

In an era of global competition and dynamic market landscapes, supply chain management plays a pivotal role in the success of organizations across various industries. As companies strive to achieve operational excellence, reduce costs, and enhance customer satisfaction,

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# Navigating the Digital Divide: Integrating Industry 4.0 Technologies in Modern Management Practices

[PDF](#)

Prof. Athar Javed Ali, Dr. Amishi Arora, Dr. Janvi Rathi

## Abstract

As Industry 4.0 continues to shape the global industrial landscape, the integration of advanced technologies into modern management practices becomes crucial for sustainable growth and competitive advantage. This research paper explores the challenges and opportunities associated with adopting Industry 4.0 technologies in management, emphasizing the need for a seamless digital transformation. Through a comprehensive literature review, case studies, and expert insights, the paper sheds light on innovative strategies for harnessing the power of Industry 4.0 to optimize decision-making, foster collaboration, and drive organizational success. By examining the evolving role of leaders, the impact on corporate culture and the potential for disruptive innovation, this study aims to offer a roadmap for effectively navigating the digital divide in the context of management and Industry 4.0.

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# An Empirical Study on the Evolutionary Phase of Industry Vis-À-Vis Evolutionary Phase of Management Education in India

PDF

Amishi Arora, Athar Ali

## Abstract

There are several skills that are desired among the students for working in the industry 4.0 environments but the question that arises is whether the management education that is being offered to the students has evolved in line with the industrial evolutions. This research paper analyzes the evolution of industry in terms of technology and the skills desired by the industry among the management education students for working in the environment of Industry 4.0. This research paper also analyzes whether management education has evolved along the lines of Industry 4.0 and provides recommendations for the same.

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## ISSUES AND TRENDS IN THE MANAGEMENT EDUCATION IN INDIA, SKILL SETS REQUIRED FOR INDUSTRY 4.0 IN MANAGEMENT GRADUATES AND IMPROVISATION IN TEACHING PEDAGOGY AS PER THE GLOBAL REQUIREMENTS

**Dr. Amishi Arora**

*Director, Central Institute of Business Management, Research & Development, Nagpur*

**Prof. Athar Ali**

*Assistant Professor, Central Institute of Business Management, Research & Development, Nagpur*

### Abstract

This research paper aims to examine the current teaching and learning methodologies employed by management institutes, as well as the trends and technological developments aligned with Industry 4.0. It also focuses on identifying the skill sets required for management graduates to successfully adapt to roles at the management level in modern organizations. The goal is to provide recommendations for enhancing the quality of education in alignment with the principles of Education 4.0. The study acknowledges that the rapidly evolving landscape of Industry 4.0 necessitates more developed and advanced skill sets among business management and administration graduates. These graduates must be equipped to thrive in various managerial roles within organizations. By analyzing the existing educational practices and emerging technological trends, this research aims to propose actionable recommendations for enhancing the quality of education and better preparing management graduates for Industry 4.0. The ultimate objective is to ensure that students are well-prepared to meet the challenges and opportunities of the evolving job market, contributing to the overall competitiveness of their respective countries in the global economy.

**Keywords:** Teaching and Learning Methodology, Higher education system, Management Education, Industry 4.0, education 4.0.

### Introduction

Educational institutions and universities worldwide are deeply concerned about the effectiveness of their education systems in preparing students for suitable job opportunities. Policymakers in each country are particularly interested in the correlation between a nation's education level and its gross domestic productivity. Higher education is commonly associated with better career prospects for individuals and communities in the long term. To maintain competitiveness

global economy, countries must be innovative. This requires students to be in a highly competitive workplace.

Industry 4.0 is the industrial revolution for converting inputs into outputs, networks, mobile devices, cloud computing, cyber platforms that are changing technological developments, industries who are having the skill requirements. Of course, the industry is managing the work in the industry that the graduates will be working in an

Management education revolves around management and applying them to organizations alike. Its primary objective is the utilization of human resources and the unpredictable nature of the business. It is imperative that management education addresses the challenges posed by technological developments of businesses and industrial infrastructure, equipment, and management education. This will benefit organizations and the nation as a whole along a set of challenges and the best, the academic standard.

### Objectives of the Study

1. To analyze the various skill sets required for management roles in the scenario of Industry 4.0.
2. To analyze the present methodologies employed in management education.
3. To analyze the best methodologies for management education.
4. To provide recommendations for the globe engaged in the process of Industry 4.0.

### Research Methodology

This research paper is a descriptive study of the current teaching trends in the

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# Machine Learning Algorithms for Unbalanced Dataset Promotion Prediction for Employees

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### Abstract

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- I. Introduction
- II. Machine Learning
- III. Results
- IV. Conclusion

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#### Figures

### Abstract:

The practice of giving and accepting promotions is one of the most important in human resources. Management can keep morale and productivity high with the use of a merit-based, open promotion system inside the company. The prospect of a promotion is one of several extraneous reasons that drives many employees, maintaining the worker engaged and committed to the organization is crucial to maintaining his current productivity levels intact. It's a vital tool for motivating workers and monitoring their output. The promotion process takes into account a wide range of factors, including an employee's seniority, performance, competencies, age, awards, training score, and organizational devotion. Workers' promotion needs will be evaluated using Machine Learning methods such Support Vector Machine, Artificial Neural Network, and Random Forest, and a prediction strategy will be explored based on the findings. Accuracy, precision, and recall all improved by 1%, and the f1-score reached a perfect 98% when the RCS technique was combined with the Random Forest algorithm. Human resource professionals and business leaders might use the findings of this study to make more accurate predictions about who and when promotions will occur.

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# Problems and Prospects of E-Market in India: An Analytical Study

*Ravindra Gharpure*

Central Institute of Business Management Research and Development, Nagpur

## ABSTRACT

E-Markets' emergence has reshaped the commerce landscape, redefining traditional market structures and creating novel opportunities for businesses and consumers. This paper delves into the comprehensive concept of E-Markets, investigating their significance in fostering dynamic interactions among producers, consumers, intermediaries, and sellers within the Indian context. To provide an encompassing understanding, the paper meticulously examines the varied definitions and underpinning systems that constitute E-Markets. Through an analytical lens, it navigates the intricate webs of information technology that drive these digital marketplaces, elucidating their role in transforming essential economic activities. From pricing to contracting, payment mechanisms, and the logistics of goods and services, the paper illustrates the pivotal role of E-Markets in streamlining these fundamental transactions. Notably, the paper accentuates the diverse definitions of E-Market proffered by esteemed entities such as the European Commission, Gartner Group, and Timmers, underscoring the nuances encapsulating this evolving domain. While the methodology remains exploratory, the findings unveil the multifaceted nature of E-Markets, emphasizing their function as facilitators of global network-based economic activities. The primary focus is offering a nuanced overview and varied definitions of E-Markets, spotlighting their imperative role in catalyzing efficient and effective stakeholder interactions. The novelty of this paper lies in its comprehensive overview of E-Markets within the Indian context, shedding light on their significance in transforming the

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## Exploring Customer Perceptions Of E-Banking Services In Rural Madhya Pradesh: A Comparative Analysis Of Public And Private Sector Banks In Chhindwara District

Vivek Raut<sup>1,3</sup>, Ravindra Gharpure<sup>2</sup>, Sagar Khursange<sup>3</sup>

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### Abstract:

At present, banks and financial institutions are using strategic planning to attract and retain customers, as well as to boost their long-term satisfaction; consequently, banks would do well to emulate these practises if they want to succeed. To keep its customers from leaving for a competitor, banks need to design and execute customer-centric initiatives in a consistent manner. Dimensions such as E-banking services, motivating factors, and identifying the challenges associated with E-banking services are necessary for understanding consumer impression of the banking industry. Finding out where customers stand in terms of satisfaction is the focus of the present study. Independent sample t-testing in SPSS 23 was used to look at the responses of 169 people drawn at random from customers of public and commercial banks in Chhindwara. This test is designed to evaluate whether there is statistical evidence that the population means of two separate groups are substantially different by a comparison of their means.

Keywords: Customer perspective, Internet Banking, Financial Services Industry, Influencing Factors.



# An Empirical Analysis of the Preferences of Consumers towards the Purchase Decision of High End Bikes in the Geographical Region of Nagpur

By

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## Abstract

### *Purpose*

This study aims to investigate the factors influencing customers' purchasing decisions for high-end bikes in the Nagpur region of India. Specifically, it focuses on the brands Harley Davidson, Kawasaki, and Royal Enfield. The study also provides recommendations to high-end bike manufacturers and dealers based on its findings.

### *Design*

The study follows an empirical research approach to examine the key parameters that impact customers' buying behavior in the high-end bike market. It specifically targets the geographical region of Nagpur, India, and concentrates on the aforementioned brands.

### *Methodology*

The research employs a quantitative methodology to gather data and analyze the factors influencing customers' purchase decisions for high-end bikes. It involves collecting relevant information through surveys or questionnaires distributed to potential customers in Nagpur. The collected data is then statistically analyzed to determine the significance of different factors affecting customers' buying behavior.

### *Findings*

The two-wheeler segment in India, particularly high-end bikes, has experienced substantial growth due to various factors. These include the country's overall economic growth, the need for improved means of transportation, the development of road infrastructure, and the availability of better finance and credit options. Additionally, the introduction of new and enhanced bike models, attractive designs, increased availability of dealers and service centers, and evolving consumer preferences have significantly influenced customers in their purchasing decisions.

### *Implications*

The findings of this study have important implications for high-end bike manufacturers and dealers operating in the Nagpur region. They shed light on the factors that hold significance in customers' decision-making processes, allowing industry stakeholders to better understand and cater to consumer preferences. Based on these insights, manufacturers and dealers can make informed decisions regarding product development, marketing strategies, and customer service improvements to enhance their competitiveness in the high-end bike market.

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# Comparing the Accuracy of Various Predictive Models to Evaluate Employee Turnover

Ravindra Gharpure<sup>1</sup>, Sagar Khursange<sup>3</sup>,  
Virendra Disawal<sup>3</sup>, Rahul Mohare<sup>4</sup>

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<sup>4</sup>Assistant Professor, Shri Ramdeobaba College of Engineering and Management

## Abstract :

The aim of this research is to address employee turnover issues in organizations, which can hinder their ability to achieve goals and lead to difficulties in finding skilled employees in certain regions. The study aims to identify employee attributes that contribute to attrition prediction, with a focus on comparing the accuracy of different predictive models using the software 'Orange'. The findings of this study can help identify appropriate feature variables and models for predicting employee attrition, and thus aid organizations in better managing their workforce. The originality of study focuses on comparing the accuracy of different predictive models, which can provide valuable insights into the effectiveness of various approaches. The scope of research is limited to the use of the 'Orange' software and the specific employee attributes and models analyzed.

**Keywords :** Employee Attrition, Data Mining, Predictive Models, Orange, Accuracy of predictive models.

## Introduction :

Nowadays, employee churn poses a significant problem for many organizations. The process of attrition not only costs businesses a lot of money in terms of hiring and training new employees (Y. J. Cho 2018), but also results in the loss of valuable staff (Aydin 2019). To mitigate this problem, organizations need to understand the factors that influence employee attrition and develop effective management strategies to reduce it and retain their employees (Shetty 2019). In this research paper, various predictive models are compared for their accuracy in analyzing employee attrition.

Employee attrition is a natural process that occurs when employees quit their positions for reasons other than being quickly replaced, such as resignation, retirement, death, etc. (Bhatia 2020). There are five main forms of attrition that might occur: internal attrition, attrition caused by internal processes, attrition caused by demographic factors, and attrition connected to retirement (Cho 2017). But if a sizable chunk of the staff leaves at the same time, attrition could happen (Sun 2020). Voluntary attrition is the most typical kind of attrition

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# **An Explorative Study to Develop Boosting Employability Skills and Techniques (BEST) Model for Technical Human Resources in Context of Industry 4.0**

**Ashish Taywade**

Research Scholar

Central Institute of Business Management and Research, Nagpur

**Dr. Yogita Sure**

Research Supervisor

Central Institute of Business Management and Research, Nagpur

## **Abstract :**

The introduction of Industry 4.0 technology and the need to meet the requirements of businesses, the job market, and, in reality, environmentally friendly growth has created significant challenges for workers in the industrial sector, particularly in terms of their abilities and expertise. Changes in technology and production methods have always had an effect on employment and education levels during industrial revolutions. The specific challenges presented by the advent of a digitally enhanced environment mean that the next industrial revolution, known as Industry 4.0, also depends largely on the human element. Our research aimed to identify the capabilities necessary for employees to thrive in an Industry 4.0 setting. We conducted polls with both faculty and students. Comparative analyses of these groups' digital, technical, social, and personal abilities were conducted. The research showed us the top-performing talents and skills in each area. The technologically driven industrial change of the present day need both technical and soft abilities, as we have shown.

**Keywords :** Employability skills, Human Resource Management, Industry 4.0, Technical Skills, IT Skills

## **Introduction**

The development of a Boosting Employability Skills and Techniques (BEST) Model for Technical Human Resources is crucial in preparing technical professionals to meet the difficulties and seize the opportunities presented by Industry 4.0. Here is a condensed description of the steps used to create the BEST Model: Capabilities and Proficiencies Industry 4.0 can't get off the ground unless the necessary technical, soft, and digital skills and competencies are identified. Robotics, data analytics, cyber security, and the ability to manufacture high-tech goods are all examples of such skills. Locating Information Deficits -

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## EXPLORE THE IMPACT OF MBA ALUMNI ON THE DEVELOPMENT AND GROWTH OF ALMA MATER AN OVERVIEW

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**Dr. Yogita Sure**

Assistant Professor, Central Institute of Business Management Research & Development, Nagpur

A student has a unique connection to their alma mater. The support and contributions of alumni are more important for institutions for advancement and improvement. This study gives an overview of the crucial part that MBA alumni towards the advancement and expansion of the institution. The study explores the various role played by the MBA alumni which supports the expansion and improvement of the institution. They offer advice and assistance to students through networking events, guest lectures, and career counseling, assisting them in navigating the challenging job market and cultivating a strong alumni network. MBA graduates help to improve the institution's reputation, financial stability, student support, and community engagement by utilizing their knowledge, networks, and resources. Building a sustainable and thriving educational institution depends on comprehending and utilizing this symbiotic link between students and their alma mater.

**Keywords:** Alumni network, Alma mater, Contribution, Growth, MBA alumni.

The first management education correspondence course was launched in the early 1840s by Amos Bronson Alcott. There are many changes in today's management education since its introduction to the market. The emerging changes in the industry requirement are proving to be a challenge for the schools to thrive in the market. Other factors like the effects of global development, rising costs, changing student requirement, and the economic variability are placing increasing pressure on business schools to make significant adjustments. These factors are affecting the quality and delivery of management education programs.

*The best way to predict the future is to create it!* Peter Drucker (quoting Abraham Lincoln). A significant change is taking place higher education especially the management education to student

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## Working Women and Investment Awareness: An Empirical Investigation

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**Abstract:**

Today working women's are growing rapidly in all sectors around the globe. Besides the stereotypes culture many women's are leaving their marks in their chosen fields & supporting the families. It's also important for women to achieve a sense of financial equality and independence. They need to acknowledge that managing own and the family's finances is not a rocket science. There are lot of avenues available in India for investment. In fact investing is one of the best way for women to ensure that they have the potential to accumulate the same amount of wealth as men. It can be mastered with a little patience and knowledge. The goal of this study is to determine the awareness level of working women towards different investment options for that One-Way ANOVA test has been applied using MS-EXCEL.

The study reveals that in case of modern investment options like mutual fund, National pension fund, shares, debentures the awareness level is found to be low among working women of Nagpur. However the working women in Nagpur prefer the traditional method of investments and mainly the objective behind investment is wealth creation and for higher education for themselves or their children.

**Keywords:** Awareness level, investment behavior, objective of investment, working women.

**INTRODUCTION:**

Now a days we have many investment options available, but the decisions to choose the best one depends on the level of knowledge and the risk taking capacity of an individual. The

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# An Exploratory Research on Impact of Covid-19 on Organizational Culture with Special Reference to IT Professionals

Dr. Yogita Sure, Assistant Professor, Central Institute of Business Management Research & Development, Nagpur. [yogita.sure@cibmrd.edu.in](mailto:yogita.sure@cibmrd.edu.in) 9923038591

## Abstract

Organizational cultures are the signs and symbols, shared practices and underlying assumptions of an organizations (Meyerson and Martin, 1987). Covid-19 has profoundly transformed the organizational culture. The companies are shifting and adopting the new norms of working and re-establishing the business in this new normal. This profound change represents a major challenge for manager. As they adjust to operating during a pandemic and prepare for the recovery, organizational leaders need to consider which culture changes they want to retain and which they must counteract. In this research, researcher has made an attempt to study the impact of pandemic on IT professionals & the trends which have emerged as a result of remote working.

A descriptive survey of 160 IT professionals was conducted with the help of Google forms. The exploratory simple random sampling was used for the study. The researcher found that more than 80% of the respondents preferred Work from Home as they get the opportunity to balance their professional & personal life and they have got accustomed to this way of working and gradually their productivity has also increased. The companies have realized that if they want to retain their competitive edge, they will have to ensure that learning and development of their employees will have to continue. Also, if the organizations wants to remain competitive and successful for a very long term then it must have an engaged workforce.

**Key words: Organizational culture, remote working, covid-19**

## INTRODUCTION

Organizational culture is an important part of why employees choose to work for a company – and what keeps them there for the long-term too. More specifically, the culture of an organization is exactly what makes employees feel as though they ‘fit’ within a workplace, which can affect happiness, motivation and ultimately, productivity.

As we traverse through the new normal, it is quite evident that the COVID-19 era has given the IT industry an opportunity to learn more about their people, workplace, processes, and organisation’s culture," says Kulmeet Bawa.

To control the spread of virus during pandemic several precautionary measures were suggested by the health authorities. This led to the significant change in cultural, social and the day-to-day ways of living behaviours. Physical distancing, wearing masks in public places, frequent hand washing, avoiding visit to any mass gathering places like theatres, school/colleges, workplace, mall, religious places became integral part of life (Bavel, et al). Adapting to the changed scenario has huge impact on working culture. The new ways of living are disrupting our work, home and travel schedules, momentarily but with high impact. Many employees across various industries are fearful of job losses as the ‘new normal’ demands new tactics for managing with an ambiguous future (Watkin). Suddenly many people started working from home, it is expected that working from home will become a norm. It is anticipated to witness significant changes in how people work, shop, live, play, communicate and work across every organisation (Merriman).

There are plenty of tools available to enable an IT professional work from home and makes life much easier. Starting from Google Docs, MS Teams, Hangouts, Zoom and Skype for regular interaction. But it is furthermore important to be emotionally and culturally ready for the new world.

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# A Review: "Future Ready Workforce — Strategies for Technical Human Resources Post-COVID-19 in the Context of Industry 4.0"

*Ashish Taywade ,and Dr. Yogita Sure*  
Central Institute of Business Management, Research and Development, Nagpur, India

## ABSTRACT

The current technical education system challenges preparing graduates for the Industry 4.0 revolution. It has been found that the main reason applicants are rejected for employment is the lack of the right skills. This paper addresses the employability of human resources in the technical field to cope with the impact of the COVID-19 pandemic. Fundamentally, employers are looking for skilled and educated professionals with the competencies to succeed in this new environment. To meet the demands of Industry 4.0, employability is an essential and mandatory criterion for technical human resources. In Industry 4.0, technical skills as well as communication skills, critical thinking and analysis skills, problem-solving skills, and, in addition, important skills such as self-management, active learning, resilience, stress tolerance, and flexibility are required. To have a chance in the era of Industry 4.0, unemployed people need to focus on communication by training and maintaining communication skills through discussions in groups or forums. Improving critical thinking and analysis skills to first analyze the most relevant data and then interpret that data to create actionable solutions, authoritatively present the results, and reach a fruitful solution. Problem-solving skills are enhanced through depth and awareness, analysis, and evaluation of work. However, active learning, resilience, stress tolerance, and flexibility





# An Exploratory Research on Impact of Covid-19 on Organizational Culture with Special Reference to IT Professionals

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# An Empirical Study on Use of Innovative ICT Pedagogies and its Challenges Faced by Management Teachers of Nagpur City

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**Abstract:** *The world today has become techno savvy & the individuals have become technophile. From ordering grocery for our day to day requirements to booking an appointment with a doctor is now easily been possible only because of technology. In last two years the education sector has also experienced the tremendous need of technology to be in the race. The Covid-19 had made many of us unassisted due to lack of knowledge of using technology. The pandemic has set back learning of many students across the globe. As a saying goes Necessity is the Mother of invention, many new tools were used to fill in the gap between a teacher and a students. Today there is barely any field left where technology is not being used. Seating at one location, it has become easy to acquire knowledge & skills from other distinct place with one click. ICT based learning tools has made the learning and understanding process easy from the primary level to the higher education courses. This paper focuses on the different ICT tools used in 21st century, the challenges faced by the teachers and the outcome of this learning.*

**Keywords:** ICT Tools, Quality Education, Technology

## I. INTRODUCTION

Education has the power to change anyone & a good teacher can change everything. Teachers are like a Compass to show the right path in life. Education is our passport for future. Right education can turn weakness into once strength. Internet has connected people globally. Everyone is participating the communication process and give their inputs in the form of text messages, videos, photos or charts. The biggest beneficiaries of this is the student community. As the ICT tools as more preferred by the students group, it is likely found that they are taking the ownership of learning what they want to. This can enhance the teaching & learning experience and deliver a quality education.

### 1.1 Meaning of ICT

Information & Communication Technology word itself implies that this is a platform where enormous information about many things can be easily communicated to any person seating at any corner of the globe. IOT has been the integral part of every one's life. From the time we wake up till the time we go to bed in night we all are associated with the gadgets. ICT gadgets includes from digital infrastructure like laptops, printers, computers, tablets to software tools like google classroom, spreadsheets, blackboard etc.

It has been proved by many researchers that visual learning will have long memory impact on the learners. It is observed that human tends to keep intact memory of what has been visualized by them in comparison to the audio learning. These tools help the student to visually experience the topic or the subject and help them to think accordingly. It also helps in developing the imagination power in student and as well as taking initiatives. So many animated study material are available now a days which helps the students to acquire knowledge with different IQ levels. Advanced explanations are also available for the students who want to research more about a particular topic. Concept wise things get clearer & interest to learn more gradually develops in the students.

Some commonly used tools for teaching & learning methodology are as under.

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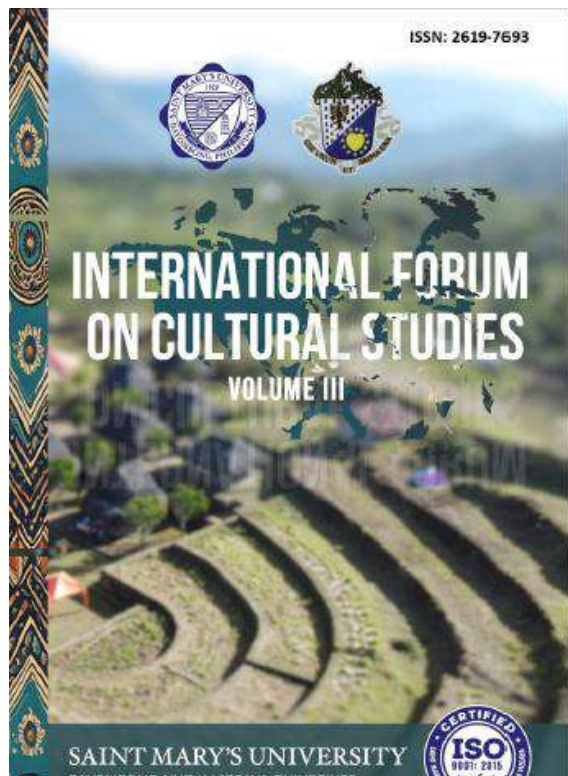


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## Impact of COVID-19 on Working Women's Investment Behaviour in Nagpur City

Aarti Kulkarni  
Central Institute of Business Management Research and Development, Nagpur

### ABSTRACT

The Covid-19 pandemic had created havoc worldwide, and all the activities were stopped. The economies of many countries were badly hit due to the prolonged lockdown imposed by the respective governments as a precautionary measure. Hospitality and aviation were the worst-hit sectors and are still struggling to return to normalcy. Overall, many sectors were affected due to the outbreak, which directly impacted the investment behavior of investors. It was observed, especially among women investors, that their investment pattern was towards more risk-free investment options like fixed deposits, P.F., etc. They were more concerned about safe returns than higher returns. This study examined the impact of covid 19 on the investment behavior of working women in Nagpur city. For conducting this study, an empirical research design has been primarily used. Primary data was collected through a structured questionnaire. Analysis revealed that working women in cooperative societies prefer investing in traditional options like bank deposits, P.F., and Insurance post covid. The study also observed that the respondent's age and risk-taking factors also affect the investment behavior of the working women. This paper will help financial institutions arrange financial literacy sessions for working women and encourage them to invest to secure their future.

**Keywords:** Empirical research design, impact, investment behavior, Nagpur City, pandemic, working women

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## EXPLORE THE IMPACT OF MBA ALUMNI ON THE DEVELOPMENT AND GROWTH OF ALMA MATER AN OVERVIEW

**Aarti S. Kulkarni**

Assistant Professor, Central Institute of Business Management Research & Development, Nagpur

**Dr. Yogita Sure**

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A student has a unique connection to their alma mater. The support and contributions of alumni are more important for institutions for advancement and improvement. This study gives an overview of the crucial part that MBA alumni play towards the advancement and expansion of the institution. The study explores the various roles played by the MBA alumni which support the expansion and improvement of the institution. They offer advice and assistance to students through networking events, guest lectures, and career counseling, assisting them in navigating the challenging job market and cultivating a strong alumni network. MBA graduates enhance the institution's reputation, financial stability, student support, and community by utilizing their knowledge, networks, and resources. Building a sustainable and thriving educational institution depends on comprehending and utilizing this symbiotic link between students and their alma mater.

**Keywords:** Alumni network, Alma mater, Contribution, Growth, MBA alumni.

The first management education correspondence course was launched in the early 1840s by Amos Bronson Alcott. There are many changes in today's management education since its introduction to the market. The emerging changes in the industry requirements are proving to be a challenge for the schools to thrive in the market. Other factors like the effects of global development, rising costs, changing student requirements, and the economic variability are placing increasing pressure on business schools to make significant adjustments. These factors are affecting the quality and delivery of management education programs.

*The best way to predict the future is to create it!* Peter Drucker (quoting Abraham Lincoln). A significant change is taking place in higher education, especially in management education, to student

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## Working Women and Investment Awareness: An Empirical Investigation

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**Abstract:**

Today working women's are growing rapidly in all sectors around the globe. Besides the stereotypes culture many women's are leaving their marks in their chosen fields & supporting the families. It's also important for women to achieve a sense of financial equality and independence. They need to acknowledge that managing own and the family's finances is not a rocket science. There are lot of avenues available in India for investment. In fact investing is one of the best way for women to ensure that they have the potential to accumulate the same amount of wealth as men. It can be mastered with a little patience and knowledge. The goal of this study is to determine the awareness level of working women towards different investment options for that One-Way ANOVA test has been applied using MS-EXCEL.

The study reveals that in case of modern investment options like mutual fund, National pension fund, shares, debentures the awareness level is found to be low among working women of Nagpur. However the working women in Nagpur prefer the traditional method of investments and mainly the objective behind investment is wealth creation and for higher education for themselves or their children.

**Keywords:** Awareness level, investment behavior, objective of investment, working women.

**INTRODUCTION:**

Now a days we have many investment options available, but the decisions to choose the best one depends on the level of knowledge and the risk taking capacity of an individual. The

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## Exploring Customer Perceptions Of E-Banking Services In Rural Madhya Pradesh: A Comparative Analysis Of Public And Private Sector Banks In Chhindwara District

Vivek Raut<sup>1</sup>, Ravindra Gharpure<sup>2</sup>, Sagar Khursange<sup>3</sup>

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Research and Development.

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Research and Development.  
Email: ravigharpure@gmail.com

### Abstract:

At present, banks and financial institutions are using strategic planning to attract and retain customers, as well as to boost their long-term satisfaction; consequently, banks would do well to emulate these practices if they want to succeed. To keep its customers from leaving for a competitor, banks need to design and execute customer-centric initiatives in a consistent manner. Dimensions such as E-banking services, motivating factors, and identifying the challenges associated with E-banking services are necessary for understanding consumer impression of the banking industry. Finding out where customers stand in terms of satisfaction is the focus of the present study. Independent sample t-testing in SPSS 23 was used to look at the responses of 169 people drawn at random from customers of public and commercial banks in Chhindwara. This test is designed to evaluate whether there is statistical evidence that the population means of two separate groups are substantially different by a comparison of their means.

Keywords: Customer perspective, Internet Banking, Financial Services Industry, Influencing Factors.

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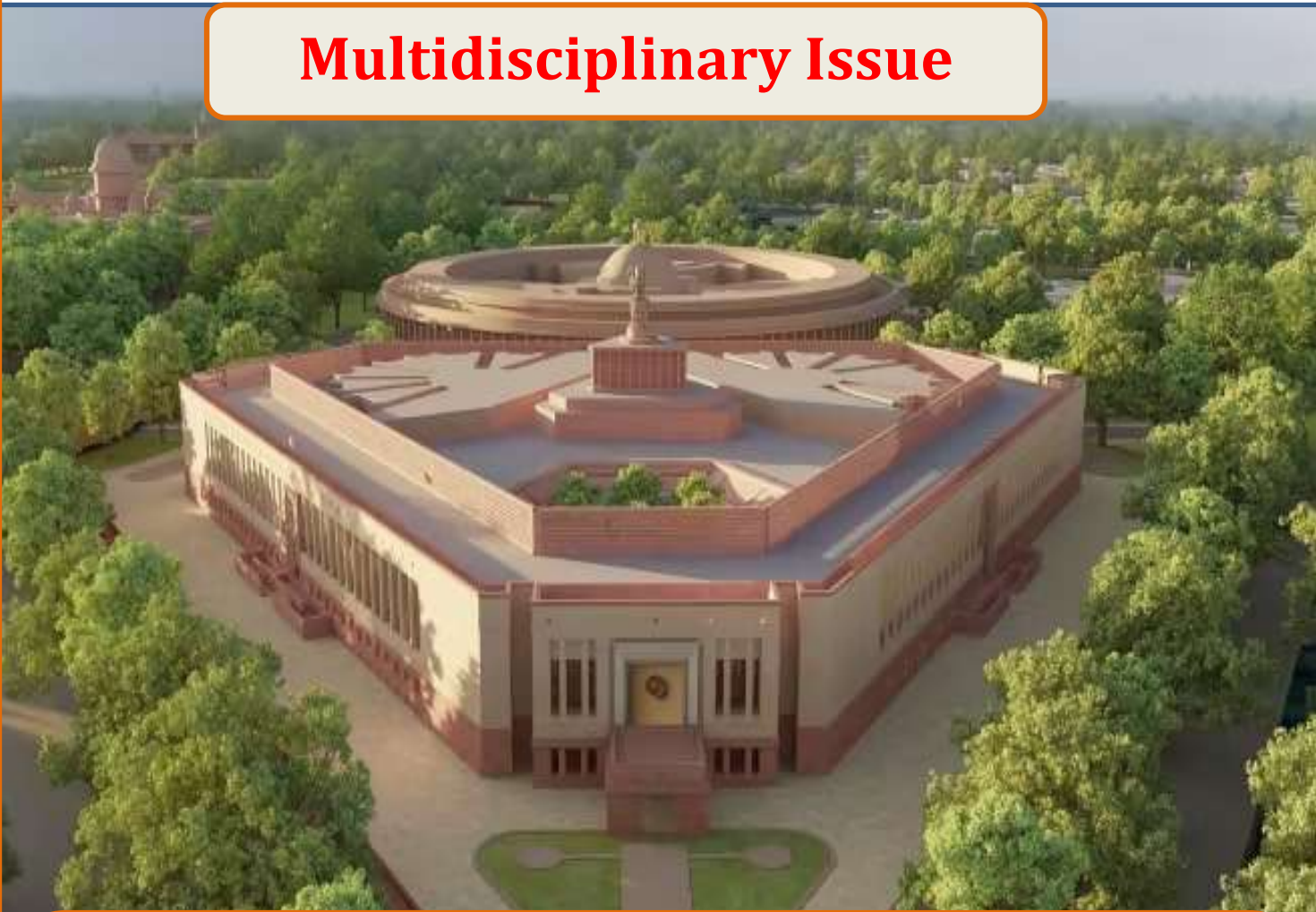
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## "A STUDY OF CONSUMER PERCEPTIONS TOWARDS FAST FOOD INDUSTRY IN NAGPUR CITY OF MAHARASHTRA"

Dr. Sagar Khursange

PhD. MBA

Assistant Professor,

Central Institute of Business Management Research and Development,

Nagpur

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### ABSTRACT

*The aim of this paper is to study the consumer perceptions towards fast food industry in Nagpur city of Maharashtra state. For this study survey has been carried out during January-March of 2022 after the Covid-19 Pandemic situation on a sample of 100 respondents. Reliability test, factor analysis and descriptive statistics were used to find out preferences of consumers after pandemic in case of fast food industry. This study finds that quality of services and ambience, pricing policy, customer satisfaction, service quality, brand name and price are main factors for attracting more consumers in fast food shop. Further, the paper goes on to discuss some of the policy suggestions for better service quality and more hygienic practices for consumers, more profit for the fast food industry owner and better food quality management in fast food industry. Finally, limitations of the study also spelt out.*

*Keywords: Consumer Perceptions, Fast Food Industry, Nagpur City and Service Quality*

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### INTRODUCTION

Fast food is very important to people nowadays, especially the younger generation. The sale of food and beverages for immediate consumption, whether on the premises, in designated dining areas shared with other food service providers, or for consumption elsewhere, is referred to as fast food. Burgers, pizza, chicken, ice cream, fish, and bread products are the specialties of fast food restaurants. Food that can be cooked and served very rapidly is referred to as fast food. While any meal that requires little preparation can be categorized as fast food, the word often refers to food that is served to customers in a packaged form for takeout or takeaway and is sold in a restaurant or store with preheated or precooked ingredients. The fast food industry in India has been expanding quickly as a result of recent advances and significant investments. At the moment, the growing young population, working women, busy schedules, and increased disposable income of middle-class households are the main drivers of market expansion. Fast food is becoming very well-liked among the populace due to some of its distinctive qualities, such as quickly supplied, cost effectiveness, etc. India thus has significant prospects for both domestic and foreign players.

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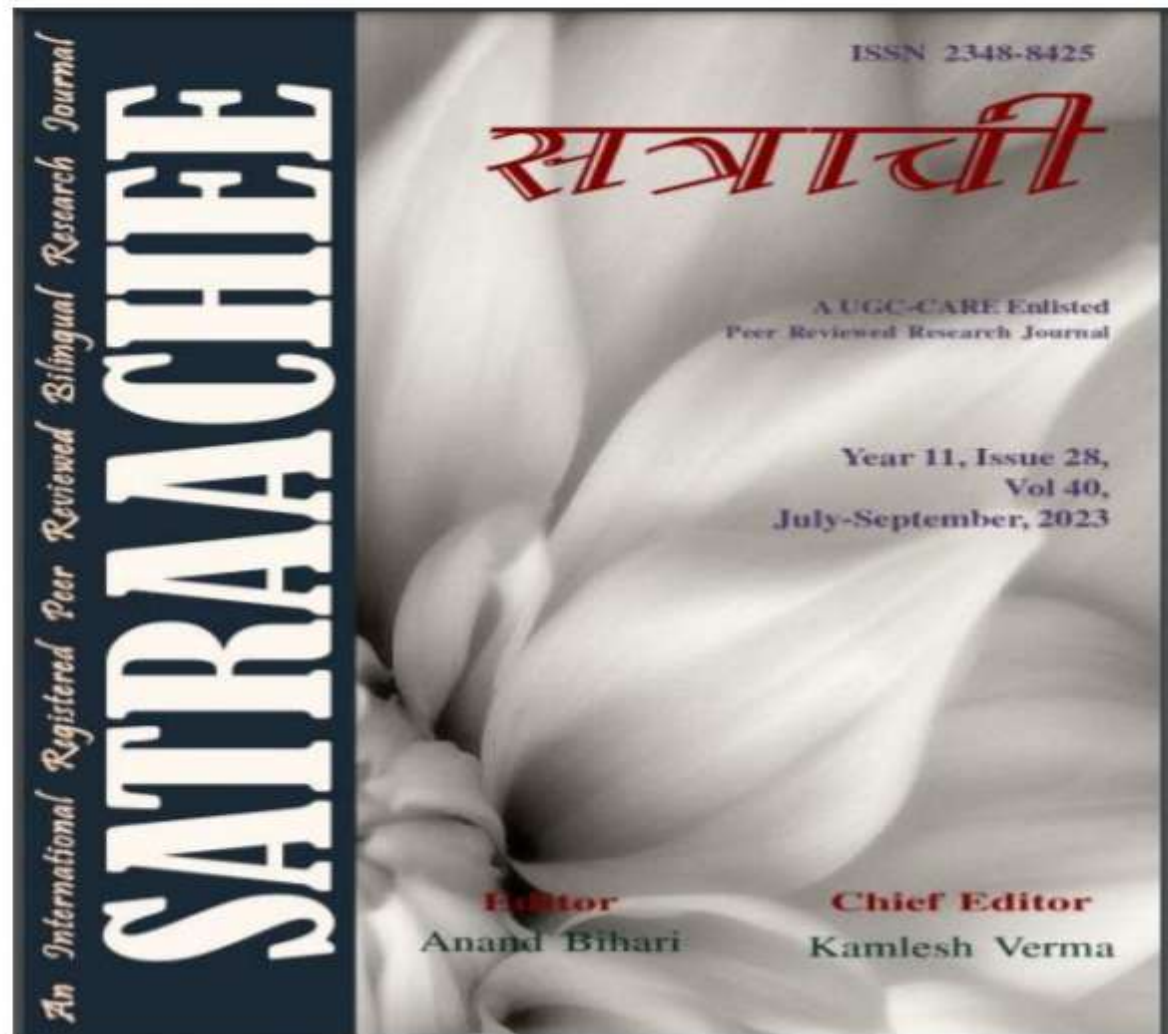
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-Dr. Jaspal Gidwani, Avinash Belekar

# Comparing the Accuracy of Various Predictive Models to Evaluate Employee Turnover

Ravindra Gharpure<sup>1</sup>, Sagar Khursange<sup>3</sup>,  
Virendra Disawal<sup>3</sup>, Rahul Mohare<sup>4</sup>

<sup>1,2,3</sup>Assistant Professor, Central India Business Management,  
Research and Development

<sup>4</sup>Assistant Professor, Shri Ramdeobaba College of Engineering and Management

## Abstract :

The aim of this research is to address employee turnover issues in organizations, which can hinder their ability to achieve goals and lead to difficulties in finding skilled employees in certain regions. The study aims to identify employee attributes that contribute to attrition prediction, with a focus on comparing the accuracy of different predictive models using the software 'Orange'. The findings of this study can help identify appropriate feature variables and models for predicting employee attrition, and thus aid organizations in better managing their workforce. The originality of study focuses on comparing the accuracy of different predictive models, which can provide valuable insights into the effectiveness of various approaches. The scope of research is limited to the use of the 'Orange' software and the specific employee attributes and models analyzed.

**Keywords :** Employee Attrition, Data Mining, Predictive Models, Orange, Accuracy of predictive models.

## Introduction :

Nowadays, employee churn poses a significant problem for many organizations. The process of attrition not only costs businesses a lot of money in terms of hiring and training new employees (Y. J. Cho 2018), but also results in the loss of valuable staff (Aydin 2019). To mitigate this problem, organizations need to understand the factors that influence employee attrition and develop effective management strategies to reduce it and retain their employees (Shetty 2019). In this research paper, various predictive models are compared for their accuracy in analyzing employee attrition.

Employee attrition is a natural process that occurs when employees quit their positions for reasons other than being quickly replaced, such as resignation, retirement, death, etc. (Bhatia 2020). There are five main forms of attrition that might occur: internal attrition, attrition caused by internal processes, attrition caused by demographic factors, and attrition connected to retirement (Cho 2017). But if a sizable chunk of the staff leaves at the same time, attrition could happen (Sun 2020). Voluntary attrition is the most typical kind of attrition

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# Smart Supply Chain Management and Big Data Analysis Using Machine Learning in Industry 4.0

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Shailesh Kediya ; Raghavan Santhanam; Ravindra A. Kayande; ... All Authors

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## Abstract

### Abstract:

The manufacturing sector has been significantly influenced by the area of machine learning (ML) within the framework of the sector 4.0 concept. The concept of Industry 4.0 promotes the use of intelligent sensors, gadgets, and machinery in order to facilitate the development of intelligent factories that consistently gather production-related data. Machine learning approaches facilitate the production of practical insights by analyzing the gathered data in order to enhance industrial efficiency while minimizing the need for substantial resource modifications. Moreover, the utilization of machine learning (ML) techniques has facilitated the identification of intricate manufacturing patterns and presents an opportunity for the development of an intelligent decision support system in various manufacturing domains. These domains include intelligent and continuous inspection, predictive maintenance, quality enhancement, process optimization, supply chain management, and task scheduling. Various machine learning (ML) techniques have been employed in diverse manufacturing applications previously. However, numerous unresolved inquiries and difficulties persist in this domain. These include the curation, storage, and comprehension of large datasets, the ability to reason with data to facilitate real-time actionable insights, as well as concerns related to edge computing and the cybersecurity aspects of smart manufacturing. Therefore, the primary objective of this special edition is to assemble a diverse group of scholars who will present the most recent advancements in both the theoretical underpinnings and practical implementations of machine learning (ML) within the context of manufacturing and production systems.

## Document Sections

### I. Introduction

### II. Literature Survey

### III. Big Data Analytics in Supply Chain Management

### IV. Conceptual Framework and Hypothesis Development

### V. Supply Chain Management: Importance with ML

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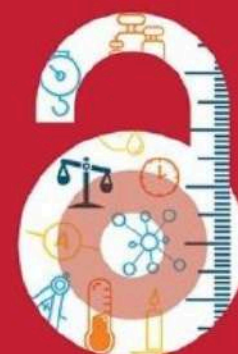
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## Abstract

### Abstract:

Integrating machine learning and predictive analytics has led to a sea change in the HR industry in recent years. This research analyzes how machine learning may be used in HR predictive modeling to better inform HR decisions, streamline the management of employees, and boost the effectiveness of businesses. The goal of HR analytics is to find the employees most likely to be profitable for the company, taking into account a number of criteria that may aid in predictive modeling. The high rate of employee turnover is a big issue for many businesses. Since it has implications for long-term viability, strategic planning, and improving team cohesion in the workplace, it is an important issue to pinpoint. As a result, HR teams everywhere are making concerted efforts to zero in on the causes of problems and implement solutions. The goal of an HR report, also known as an HR dashboard, is to improve workforce performance, recruitment processes, and other HR-related operations via the use of data analytics.

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III. Methodology

IV. Conclusion

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### I. Introduction

Recent years have seen a dramatic shift in the HR industry, driven in large part by the use of machine learning and predictive analytics. Predictive models for human resources that are powered by machine learning have recently emerged as an invaluable resource for HR professionals, allowing them to make evidence-based choices, improve workforce management, and boost business outcomes [1]–[3]. Human resource procedures historically leaned significantly on manual methods and gut instinct. The emergence of big data and machine intelligence, however, has given HR specialists new opportunities. As a result of having access to massive volumes of

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