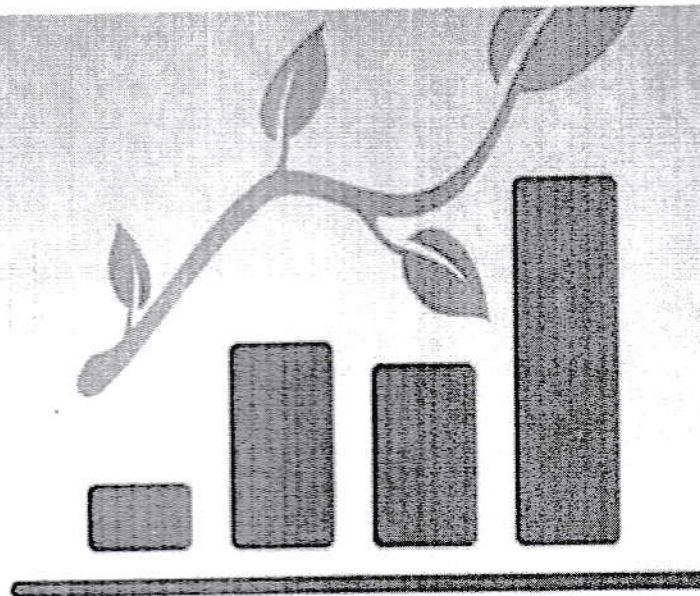


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Fostering Industry- Academia Partnerships for Innovation-Driven Trade

Nishant Joshi, Firdous Ahmad Mallk, Chanda Gulati, and Abhay Dubey



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Fostering Industry–Academia Partnerships for Innovation–Driven Trade

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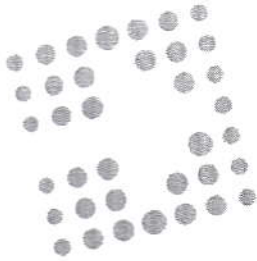
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Chapter 5

The Whispers in the Halls: Unveiling the Moderating Effect of Employee Reviews on Organization Selection

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ABSTRACT

Online employee reviews, a hallmark of the digital age, significantly shape organizational image and influence job seeker choices. This research explores how the sentiment (positive or negative) of information in these reviews moderates how job seekers perceive organizations and make decisions during the selection process. By analyzing data from 213 Indian academics, the study aims to understand how job seekers utilize review information and uncover how the reviews' presence and sentiment affect the relationship between organizational image and candidate choices. This research contributes valuable insights into the complex interplay between employer brand, online feedback, and talent acquisition in the digital age, informing strategic recruitment practices and enhancing understanding of contemporary talent acquisition strategies.

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Chapter 7

Dealing With Stress and Making Students Industry Ready: Role of Spirituality

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ABSTRACT

The purpose of this study is to find the psychological determinants of the mental stress of students while they are pursuing a professional degree. Using a sample of college-going students, an effort is made to peep into such students' mental stress-determining factors. Three major determinants came into focus, namely depression and tearfulness, feeling loved, and personal life, which was confirmed using confirmatory factor analysis. Such mental stress determinants, if addressed, could lead to progress in the mental health of our students and the happiness of the society of which they are part. Spiritual and educational strategies can be used to understand better symptoms related to mental stress and treatments thereof making them industry-ready.

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Chapter 10

Understanding Employee Well-Being in the Education Industry Through the Innovative Approach of Sustainable Leadership

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Prestige Institute of Management and Research, India

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Shriram Institute of Information Technology, India

Moniruzzaman

Canada Global University, Canada

ABSTRACT

The present work landscape prioritizes employee well-being. This research embarks on a critical exploration of how sustainable leadership and compassion synergize as catalysts for fostering employee well-being. Recognizing the interconnected nature of leadership styles and their impact on organizational culture, this study aims to unveil actionable insights. By unravelling the intricate dynamics between sustainable leadership and compassion, the research seeks to empower organizations with the knowledge to create environments that not only support the holistic health of their employees but also fortify long-term resilience and success. The data for the study was collected from 260 respondents using a standardised, 7-point Likert scale, from teachers of B schools of the Central Indian region using non-purposive probability sampling. The study shows the role that sustainable leadership plays in creating a happy work environment and improving employees' overall well-being. According to the findings, there is a clear link between long-term leadership and employee well-being.

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Chapter 12

Enhancing Workforce Competencies: Addressing Job Demand and Workaholism During COVID-19


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Prestige Institute of Management and Research, Gwalior, India

ABSTRACT

Changes in work environments and conditions have sparked new study areas that can provide understanding for the implementation of organizational interventions targeted at promoting and maintaining healthy and productive workplaces. Presenteeism is a phenomenon that can potentially pose significant problems to businesses. It has been discovered that the negative consequences are far worse than absenteeism. This study looks at the harmful effects of workaholism and job demand on presenteeism in the workplace. The data has been collected from 200 executive employees of manufacturing units in the Gwalior region. This study has crucial implications for researchers and practitioners, and it emphasizes the importance of the attribute in dealing with presenteeism, which could improve employee productivity. This research could help management figure out what steps they can take to overcome executive presenteeism.

INTRODUCTION


In the fast changing world almost all the organizations are facing challenges in terms of skills needed to understand changes to be brought in and then implementing them. The workforce is not prepared yet to get over the unforeseen. Interestingly, the COVID-19 pandemic has highlighted the precariousness and instability of various economic sectors. Workplace conditions have changed considerably, hurting

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Chapter 14

An Empirical Analysis of CSR's Initiative on Employee Behaviour

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Maldives Business School, Maldives

ABSTRACT

In today's competitive education industry, incorporating corporate social responsibility (CSR) has become a key strategy for enhancing performance and gaining a competitive edge. Previous research has shown that when academic industry implements CSR initiatives, it can positively influence employee engagement and result in beneficial behaviour. With this in mind, the purpose of the study was to investigate the CSR's initiative on employee behaviour in the academic sector. Using non-probability purposive sampling technique, the authors gathered data from 550 academic employees. Through analysis, the study assessed the ability of CSR to distinguish levels of employee engagement. Findings of the study demonstrated that company corporate social responsibility (CSR) initiatives hold immense power, reaching beyond mere employees behaviour. They possess the ability to greatly shape employee perceptions and actions towards the academic institutions.

INTRODUCTION

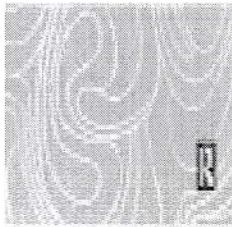
Corporate social responsibility (CSR) has transitioned from being a trendy term to becoming a crucial and necessary aspect of global company strategy. Micro-CSR, sometimes referred to as the micro-level of CSR or microfoundations of CSR, is a developing concept that plays a crucial role in comprehending the individual-level processes that influence CSR behaviour. It also aids in translating strategic board-

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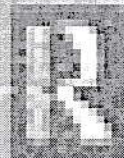
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World Bank Development Literature

THE ECONOMICS OF FINANCIAL INCLUSION

Edited by
Anil Kumar Mishra and Tariba Singh Mishra



Emotional Stability and Psychological Well Being of Investors: Role of Stock Market Swings

Tarika Singh Sikarwar¹, Harshita Mathur, Archana Kaushal, and Anubha Tripathi

Prestige Institute of Management & Research, Gwalior, India

Keywords: Social Analytics, Psychology, Behavioral Finance, Emotional Stability

Abstract: This research aimed to examine and validate the elements influencing investors' emotional steadiness and psychological wellbeing during stock market fluctuations. It took into account the variables that affect investor's emotional steadiness and psychological health, and then utilized confirmatory factor analysis to authenticate these determinants. The author has incorporated past research on behavioral finance to develop society's comprehension of emotions, psychological well-being, and investment behavior. The report suggests that policymakers and financial firms should pay greater attention to these aspects when devising promotional strategies. This research can help investors understand the changes in price so they can make a wise decision when investing in the stock market.

1 INTRODUCTION

Price fluctuation is defined as the variation in price levels from one period to the next or the variation between a stock's daily starting and closing prices. Share prices fluctuate on the stock market every second, and these variations are generated by supply and demand for a certain share, similar to other market product price fluctuations. Several prior studies show that the stock market has a direct impact on human psyche. Stock market movements have an impact on people's behaviour, health, and personal lives. It can produce a variety of issues such as anxiety, panic disorder, or severe depression, as well as unhealthy habits like as smoking and drinking alcohol. In certain cases, an investor who consistently loses money may

satisfaction, mental discomfort, and elderly health habits. According to the data, a market collapse had a detrimental influence on hospitalisations, child reported medical condition, sick days from school, and emotional issues. Psychology has also been used to better understand the decisions of traders. Early in the 1970s, Kahneman and Tversky (1979) reexamined how attitudes, emotions, and behavioral biases generally affected the choices made by investors. One of the most recent advancements includes the application of psychology to explore how emotions and sentiments influence the utility function choice and perception of the environment as a whole. According to this new development, affect rather than logical calculation now controls behavior. Decision-making must take into account feelings and

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Chapter 2

Enhancing Patients' E-Health Engagement Through Artificial Intelligence

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ABSTRACT

The burgeoning interest in AI within medical research has sparked significant attention, particularly its integration into healthcare services. Despite advancements in AI-assisted healthcare, its practical implementation and impact on patients have been somewhat constrained. The current study investigated the interplay between patients' knowledge of AI, their perceptions of its usefulness and ease of use, attitudes towards AI systems, and their engagement with e-health platforms. Though AI assisted in terms of Medicare facilities, the applicability from patients' perspective is limited. The present research aimed to measure the relationship between patients' AI knowledge, perceived usefulness, perceived ease of use, attitudes towards AI systems, and e-health engagement. The explanatory research method has been adopted for

Adaptability of technologies for at-home healthcare services to elderly patients: An AHP Analysis

Publisher: IEEE

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Omdeep Gupta; Aashish Mehra; Sneha Rajput; Amit Jhijyal; Ekta Jain | All Authors

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Full

Text Views



Abstract

Abstract:

Good Health and well-being are one of the critical 17 sustainable development goals (SDGs) set up by the United Nations. India is still one of the youngest nations, but the elderly population is also rising, requiring proper health care. The use of information technology provides one of the best possible solutions to home health care for elderly persons. The present study assesses and evaluates different criteria and sub-criteria of at-home health care and evaluates different technologies available to elderly patients, using AHP approaches to rank three alternative technologies. Findings suggest that the elderly population prefers basic technological alternatives; hence more innovative use of technology should be applied to enhancing at-home health care for the elderly population.

Document Sections

I. Introduction

II. Health Care of Elderly Population

III. Technology in Healthcare

IV. Objectives

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I. Introduction

The latest global health crisis witnessed by the world in the form of COVID-19 has reinforced the need for an efficient health system to minimize the impact of such crises. This paper presents a novel approach to address the challenges of at-home health care for elderly patients. The study evaluates different technologies available to elderly patients, using AHP approaches to rank three alternative technologies. Findings suggest that the elderly population prefers basic technological alternatives; hence more innovative use of technology should be applied to enhancing at-home health care for the elderly population.

An Intelligent and Cost-Effective IoT-Based Irrigation System Using Machine Learning

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Sreedevi Kadiyala; Chandra Srinivas Potluri; Ali Hussien Birke; Aashish Mehra; Sneha Rajput; Katakam Padmavathi | All Authors

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Full

Text Views



Abstract

Abstract:

This work presents and implements a low-cost irrigation system for smart agriculture that is based on the Internet of Things (IoT). In order to continuously monitor environmental data in real time, the system is equipped with a network of sensors, including pressure, temperature, moisture, and water level sensors. In order to anticipate when irrigation pumps will switch on, machine learning techniques including Artificial Neural Networks (ANN), Decision Trees (DT), Naive Bayes (NB), and Support Vector Machines (SVM) are linked depending on established parameters. The study shows that the ANN model can identify complicated patterns in the agricultural environment with an accuracy of up to 98.33%. Farmers are able to make well-informed decisions quickly thanks to the cloud connectivity and intuitive interface of remote monitoring and control. Because predictive modeling minimizes pump activation delays, it lessens the chance of both over- and under-irrigation. The suggested strategy makes the most use of available water and provides opportunities for precision farming, which is a major step forward for sustainable agriculture. The study's findings demonstrate how well the system uses resources and open the door for the future creation of innovative, scalable agricultural technology.

Document Sections

I. Introduction

II. Methodology

III. Result and Discussion

IV. Conclusion

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