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CRITERION 3- Research, Innovations and Extension

KEY INDICATOR 3.3- Research Publication and Awards

Metric No: 3.3.2 Number of research papers per teachers in the Journals notified on UGC website during the year 2022-2023

S.No	Content	Page No.
1	3.3.2.1. Number of research papers in the Journals notified on UGC website during the year 2022-2023	02-22
2	Authenticated copies	23-123



Dr. J.SUNDARARAJAN,

B.E., M.Tech., Ph.D.

Principal

N.P.R. College of Engineering & Technology,
Natham, Dindigul (Dt) - 624 401.



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3.3.2.1 Number of research papers per teachers in the Journals notified on UGC website during the year 2022-2023

S.No	Title of paper	Name of the author/s	Department of the teacher	Name of journal	Year of publication	ISSN number	Link to the recognition in UGC enlistment of the Journal
1.	Machine Learning Methods for Detecting Radiation-Induced Tissue Inflammation in Patients with Lung Cancer	Dr. J. Sundararajan	ECE	International Journal of Food and Nutritional Sciences	2022	2320 – 7876	https://ijfans.org/issue-content/machine-learning-methods-for-detecting-radiation-induced-tissue-inflammation-in-patients-with-lung-cancer-1277
2.	A Wearable Medicines Recognition System using Deep Learning for People with Visual Impairment	Dr. J. Sundararajan	ECE	International Journal of Food and Nutritional Sciences	2022	2321 – 7876	https://www.ijfans.org/issue-content/a-wearable-medicines-recognition-system-using-deep-learning-for-people-with-visual-impairment-1279
3.	Performance Evaluation Of Machine Learning Techniques For COVID-19 Prediction From The Occurrence	Dr. J. Sundararajan	ECE	International Journal of Food and Nutritional Sciences	2022	2322 – 7876	https://www.ijfans.org/issue-content/performance-evaluation-of-machine-learning-techniques-for-covid-19-prediction-from-the-occurrence-1310





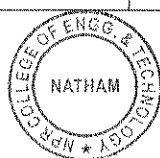
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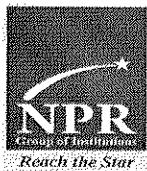
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4.	An Advanced Low Profile Microstrip Antenna using Hybrid Structure for Bandwidth Enhancement	Dr.M.Ameena Banu	ECE	AIP Conference Proceedings	2022	1551-7616	https://doi.org/10.1063/5.0103965
5.	Steadfastness Investigation on Wind-based Unified Power Quality Conditioner System using Trundle Frog Bound Technique	Dr.S.M.Vijayarajan, Mr.S.Sathyamoorthi & Dr.T.Priya	ECE, EEE & Mathematics	AIP Conference Proceedings	2022	1551-7616	https://doi.org/10.1063/5.0106009
6.	A normalized Haar wavelet transformation based firefly optimization algorithm for power transmission line fault detection problems	Dr. M. lyappan	ECE	Energy Sources, part a: recovery, utilization, and environmental effects	2023	1556-7230	https://doi.org/10.1080/15567036.2023.2206797
7.	Experimental study on fiber (hooked steel) reinforced concrete using m- 20grade	Dr. A. Hemalatha	Civil	Dogo Rangsang Research journal	2022	2347-7180	https://www.journal-dogorangsang.in/no_2_Online_22/75_dec.pdf
8.	Study on the seismic behavior of structure (g+10) at different zones using STADD pro.	Dr. A. Hemalatha	Civil	Dogo Rangsang Research journal	2022	2347-7180	https://www.researchgate.net/publication/371378227_STUDY_ON_THE_SEISMIC_BEHAVIOUR_OF_STRUCTURE_G10_AT_DIFFERENT_ZONES_USING_STAAD_PRO





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9.	Analysis of m60 grade concrete using silico-manganese slag as the partial replacement of coarse and fine aggregates	Dr. A. Hemalatha	Civil	Dogo Rangsang Research journal	2022	2347-7180	https://www.journal-dogorangsang.in/no_2_Online_22/22_aug.pdf
10.	Analysis on improvement of soft clay soils by partial replacement of cns (cohesive non-swelling soils)	Dr. A. Hemalatha	Civil	European Chemical Bulletin	2023	2063-5346	10.48047/ecb/2023.12.7.181
11.	Investigation on high-performance permeable paver block	Dr. A. Hemalatha & Mr. C. Vijayakumar	Civil	Dogo Rangsang Research journal	2022	2347-7180	https://www.journal-dogorangsang.in/no_2_Online_22/32_aug.pdf
12.	Partial replacement of cement with sugar cane bagasse ash and hybrid fibers	Mr. C. Vijayakumar	Civil	Dogo Rangsang Research journal	2022	2347-7181	https://journal-dogorangsang.in/no_2_Online_22/33_aug.pdf
13.	Experimental investigation of m35 grade standard concrete by partially replacing natural, foundry sand, and sea sand.	Mr.P.Manikandan	Civil	Juni Khyat	2022	2278-4632	http://junikhyatjournal.in/no_2_Online_22/1_sep.pdf
14.	Development of a process for the creation of low-cost artificial sand from fly ash	Mr.P.Manikandan	Civil	Dogo Rangsang Research journal	2022	2347-7180	https://www.journal-dogorangsang.in/no_2_Online_22/39_aug.pdf





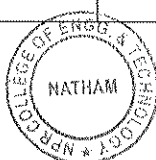
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15.	Tversky Similarity based Deep Neural Learning Classification for Engineering Alloys	Dr. K. Ramanan	CSE	IOP Conf. Series: Materials Science and Engineering	2022	1757-899X	10.1088/1757-899X/1258/1/012059
16.	Deep learning neural classification for structure-property modelling with engineering alloys	Dr. K. Ramanan	CSE	Materials Today: Proceedings	2022	2214-7853	https://doi.org/10.1016/j.matpr.2022.05.051
17.	Nonlinear Teager-Kaiser Infomax Boost Clustering Algorithm for Brain Tumor Detection Technique	Dr. K. Ramanan	CSE	Computer Systems Science and Engineering	2023	0267-6192	10.32604/csse.2023.028542
18.	Evaluation of the Robustness, Transparency, Reliability and Safety of AI Systems	Dr.M.Jenifer	CSE	IEEE	2023	2575-7288	10.1109/ICACCS57279.2023.10113057
19.	An Optimised Energy Efficient Task Scheduling Algorithm based on Deep Learning Technique for Energy Consumption	Dr.M.Jenifer	CSE	IEEE	2023	2381-7550	https://ieeexplore.ieee.org/abstract/document/10112019
20.	An Optimal Feature Selection with Neural Network-Based Classification	Dr.M.Jenifer	CSE	IEEE	2023	2381-7550	10.1109/ISCON57294.2023.10112011





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	Model for Dengue Fever Prediction						
21.	Detection of Tomato leaf diseases using Attention Embedded Hyper-parameter Learning Optimization in CNN	Dr.M.Jenifer & Dr.B.N.Bobinath	CSE	IEEE	2023	2381-7550	10.1109/ISCON57294.2023.10111992
22.	CNN Classifier Based Prediction of Chromosomal Abnormalities Using Varifocal – NET	Dr.K.Kanimozhi	EEE	International Journal of Research Publication and Reviews	2022	2582-7421	https://ijrpr.com/uploads/V3ISUE9/IJRPR6977.pdf
23.	A Soft Magnetic Composite Blank for Switched Reluctance Motor: Vibration and Acoustic Noise Study	Dr.K.Vijayakumar	EEE	Journal of Vibration Engineering & Technologies	2022	2523-3939	https://link.springer.com/article/10.1007/s42417-022-00718-2
24.	Nanofluid nucleate boiling assessment on heating surfaces: a comprehensive study	Dr.S.Paul Singarayar	MECH	Journal of Thermal Analysis and Calorimetry	2023	1588-2926	https://link.springer.com/article/10.1007/s10973-023-12252-8
25.	Mechanical performance of aloe vera/dharbai-based hybrid epoxy composites with enhanced NaHCO ₃	Dr.S.Paul Singarayar	MECH	Materials Today: Proceedings	2022	2214-7853	https://doi.org/10.1016/j.matpr.2022.09.204





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	treatment						
26.	Optimization of Crashworthiness Parameters of Thin-Walled Conoidal Structures	Dr.N.Mathan Kumar	MECH	Advances in Materials Science and Engineering	2022	1687-8442	https://doi.org/10.1155/2022/4475605
27.	Influence of nano titanium oxide reinforced Al-7075 matrix composites in Stir casting method	Dr.N.Mathan Kumar	MECH	Materials Today: Proceedings	2022	2214-7853	https://doi.org/10.1016/j.matpr.2022.09.202
28.	A Study on Financial Performance of Bharath Snacks Private Ltd, Madurai District	Dr.B.Velmurugan	MBA	International Journal of Applied and Advanced Scientific Research (IJAASR)	2023	2456-3080	doi.org/10.5281/zenodo.8029781
29.	Employee and Employer Satisfaction In Kayal Agro Foods, Madurai, Tamilnadu	Dr.B.Velmurugan	MBA	International Journal of Multidisciplinary Research and Modern Education (IJMRME)	2023	2454-6119	doi.org/10.5281/zenodo.8074298
30.	The Impact of Human Resources Policies and Practices Onwintrack Electricals An Analytical Study	Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581-7795	https://www.iriweb.com/viewarticle.php?aid=THE-IMPACT-OF-HUMAN-RESOURCES-POLICIES-AND-PRACTICES-ONWINTRACK-ELECTRICALS-AN-ANALYTICAL-STUDY
31.	Employee Satisfaction Towards Sri	Dr.B.Velmurugan	MBA	International Journal of Recent	2023	2349-4891	http://ijrras.com/employee-satisfaction-





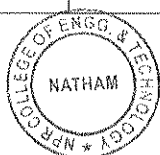
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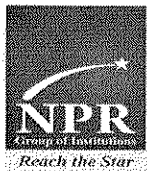
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	Vasavi Thanga Maaligai, Dindigul District, Tamilnadu, India : An Analytical Study			Research and Applied Studies			towards-sri-vasavi-thanga-maaligai-dindigul-district-tamilnadu-india-an-analytical-study/
32.	A Study on Employee Absenteeism: Study at JVS Export in Madurai	Dr.B.Velmurugan	MBA	International Journal on Applications in Basic and Applied Sciences	2023	2455-1007	http://www.aetjournal.com/journal_uploads/A-Study-On-Employee-Absenteeism:-Study-At-Jvs-Export-In-Madurai.pdf
33.	A Study on "Work Life Balance" of Employees in Eagle Foods in Madurai District : An Analytical Study	Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581-7795	https://www.iriweb.com/viewarticle.php?aid=A-STUDY-ON-WORK-LIFE-BALANCE-OF-EMPLOYEES-IN-EAGLE-FOODS-IN-MADURAI-DISTRICT-AN-ANALYTICAL-STUDY
34.	Employee Engagement and its impact on Organizational Success - a Study in Cogzidel Technologies, Madurai	Dr.B.Velmurugan	MBA	Journal of Xi'an Shiyou University, Natural Science Edition	2023	1673-064X	https://www.xisdxxsu.asia/viewarticle.php?aid=2341
35.	A Study on Stress Management of Employee on Sri Vinayaga Containers Sipcot, Industrial,	Dr.B.Velmurugan	MBA	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	2023	2456-3145	doi.org/10.5281/zenodo.8074194





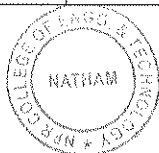
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	Dindigul						
36.	Pothys: A Financial Analysis and Recommendations - An Analytical Study	Dr.B.Velmurugan	MBA	STAR Research Journal	2023	2321-676X	https://starresearchjournal.com/pothys-a-financial-analysis-and-recommendations-an-analytical-study/
37.	Challenges of Women Leaders and Managerial Effectiveness in it Industry in Coimbatore.	Dr.B.Velmurugan	MBA	Annals of Forest Research	2023	1844-8135, 2065-2445	https://www.e-afr.org/login/pdf/6725.pdf
38.	HR Analytics and its Moderating Factors - A Review in Kasim Textile Mill Private Ltd, Madurai	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	2023	2456 - 3145	doi.org/10.5281/zenodo.8074097
39.	A Study on Employee Retention as a tool for Improving Organizational Effectiveness: Analytical Study	Mr.P.T.J.K Lilian & Dr.B.Velmurugan	MBA	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	2023	2456 - 3145	doi.org/10.5281/zenodo.8074123
40.	Organizational Climate and Its Impact Towards Employee Performance In Madurai Meenakshi Textile (P) Ltd, Dindigul	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	2023	2456 - 3145	doi.org/10.5281/zenodo.8074145
41.	A Study on Wages and	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Journal of	2023	2456 - 3145	doi.org/10.5281/zenodo.80741





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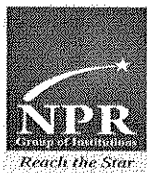
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	Salary Administration in NBAYS IT SOLUSENS Madurai, Tamilnadu, India			Interdisciplinary Research in Arts and Humanities (IJIRAH)			71
42.	Performance Evaluation After Training and Development at Parameshwari Export Karur, Tamilnadu: An Analytical Study	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Journal of Recent Research and Applied Studies	2023	2349-4891	http://ijrras.com/performance-evaluation-after-training-anddevelopmentatparameshwari-export-karur-tamilnadu-india-an-analyticalstudy/
43.	Health, Safety & Welfare Measures for Employees at Shri Vishagan Tex: An Empirical Study	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581-7795	https://www.irjweb.com/viewarticle.php?aid=HEALTH%2C-SAFETY-and-WELFARE-MEASURESFOR-EMPLOYEES-AT-SHRI-VISHAGAN-TEX-AN-EMPIRICAL-STUDY
44.	A Study on Financial Statement Analysis of Natchi Apparel (P) Ltd, Dindigul	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Journal of Multidisciplinary Research and Modern Education (IJMRME)	2023	2454-6119	doi.org/10.5281/zenodo.8074317
45.	The Effect of Training And Development on Employee Performance in Eid Parry (India) Limited: An Analytical Study	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Journal on Applications in Electrical and Electronics Engineering	2023	2395-3527	http://www.aetjournal.com/journal_uploads/The-Effect-Of-Training-And-Development-On-Employee-Performance-In-Eid-Parry-





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46.	Native Sparrow Software Solutions LLP Madurai A financial Analysis and Recommendati ons	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581- 7795	https://www.irjweb.com/viewarticle.php?aid=NATIVE-SPARROW-SOLUTIONS-LLP-MADURAI--AFINANCIAL--ANALYSIS-AND-RECOMMENDATIONS
47.	Employee Turnover in Laks Tex Private Limited, Karur. Tamilnadu, India: Analytical Study	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	STAR Research Journal	2023	2321- 676X	https://starresearchjournal.com/employee-turnover-in-laks-tex-private-limited-karur-tamilnadu-india-analytical-study/
48.	Redefined and Importance of Organizational Culture: Analytical Study at JM Frictech India Pvt Ltd, Kancheepuram	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581- 7795	https://www.irjweb.com/viewarticle.php?aid=REDEFINED-AND-IMPORTANCE-OF-ORGANIZATIONAL-CULTURE-%3A-ANALYTICAL-STUDY-AT-JM-FRICTECH-INDIA-PVT-LTD%2CKANCHEEPURAM
49.	A Study on Stress Management of Employee on Sterling Holidays,	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	STAR Research Journal	2023	2321- 676X	https://starresearchjournal.com/a-study-on-stress-management-of-employee-





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	Kodaikanal						on-sterling-holidays-kodaikanal/
50.	A Study on Employee Safety Health and Welfare Measures in SNS Automobiles in Madurai	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Journal on Applications in Basic and Applied Sciences	2023	2455-1007	http://www.aetjournal.com/journal_uploads/A-Study-On-Employee-Safety-Health-And-Welfare-Measures-In-Sns-Automobiles-In-Madurai.pdf
51.	A Study on Wages and Salary Administration in NBAYS IT SOLUSENS Madurai, Tamilnadu, India	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	2023	2456-3145	doi.org/10.5281/zenodo.8074171
52.	Organizational Climate and Its Impact Towards Employee Performance In Madurai Meenakshi Textile (P) Ltd, Dindigul	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	International Journal of Interdisciplinary Research in Arts and Humanities (IJIRAH)	2023	2456-3145	doi.org/10.5281/zenodo.8074145
53.	A Study of Job Satisfaction and Its effect on the Performance of Employees working in Bhargave Rubber Private Limited, Madurai	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	Journal of Xi'an Shiyou University, Natural Science Edition	2023	1673-064X	https://www.xisdxjxsu.asia/viewarticle.php?id=2342





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54.	A Study on Employee Talent Management Alagenda Spinning Mill Private Limited Madurai District :Analytical Study	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Journal of Multidisciplinary Research and Modern Education (IJMRME)	2023	2454-6119	doi.org/10.5281/zenodo.8074363
55.	Employee Welfare Schemes in Sterling Holidays and Resort Limited In Yercaud, Salem District : An Analytical Study	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	International Journal on Applications in Engineering and Technology	2023	2395-3527	http://www.aetjournal.com/journal_uploads/Employee-Welfare-Schemes-In-Sterling-Holidays-And-Resort-Limited-In-Yercaud,-Salem-District,-Tamilnadu,-India:-An-Analytical-Study.pdf
56.	Employee Job Satisfaction Towards Jm Frictech India Pvt Ltd, Chennai, Tamilnadu, India: An Analytical Study	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	International Journal of Applied and Advanced Scientific Research (IJAASR)	2023	2456-3080	doi.org/10.5281/zenodo.8029811
57.	Performance Appraisal Practices in hospitality MMHRC, Madurai: An Exploratory Study	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	Journal of Xi'an Shiyou University, Natural Science Edition	2023	1673-064X	https://www.xisdxjxsu.asia/viewarticle.php?aid=2343
58.	Network Clothing Limited,	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Journal on Applications in	2023	2455-1007	http://www.aetjournal.com/journal_uploads/





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	Tirupur: Payroll management system			Basic and Applied Sciences			Network-Clothing-Limited,- Tirupur:- Payroll- Managementsy stem.pdf
59.	Labour Welfare Measures in Ambika Cotton Mills, Dindigul	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	STAR Research Journal	2023	2321-676X	https://starresearchjournal.com/labour-welfare-measures-in-ambika-cotton-mills-dindigul/
60.	Remuneration and Employee Performance Injagan Industrial Treders, Madurai	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Journal of Recent Research and Applied Studies	2023	2349-4891	http://ijrras.com/remuneration-and-employee-performance-injagan-industrial-treders-madurai/
61.	A Study on Employee Absenteeism: Study at Senthil Plastic Containers Virudhunagar	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Journal of Applied and Advanced Scientific Research (IJAASR)	2023	2456-3080	doi.org/10.5281/zenodo.8029853
62.	Employee Job Satisfaction Towards SPS Chilling Center: An Analytical Study	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Journal of Applied and Advanced Scientific Research (IJAASR)	2023	2456-3080	doi.org/10.5281/zenodo.8029823
63.	Employee Satisfaction Towards Vicky's Hi-Style Furniture, Dindigul District, Tamil Nadu, India: An Analytical Study	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Journal of Applied and Advanced Scientific Research (IJAASR)	2023	2456-3080	doi.org/10.5281/zenodo.8029856





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64.	Quality of Work Life A Study at Mangal and Mangal Jewelry	Dr.K.Binith Muthukrishnan & Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581-7795	https://www.irjweb.com/viewarticle.php?aid=QUALITY-OF-WORK-LIFE--A-STUDY-AT-MANGAL-AND-MANGAL-JEWELLERY
65.	A Study on Employee Retention Strategies and its Impact on SNP Dairy Milk, Madurai	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	Journal of Xi'an Shiyou University, Natural Science Edition	2023	1673-064X	https://www.xidxjxsu.asia/viewarticle.php?aid=2344
66.	A Study on Employee Satisfaction Towards Welfare Measures: With Reference Toakr Industry	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	International Journal on Applications in Basic and Applied Sciences	2023	2455 - 1007	http://www.aetjournal.com/journal_uploads/A-Study-On-Employee-Satisfactiontowards-Welfare-Measures:-With-Reference-Toakr-Industry.pdf
67.	Impact Of Employee Morale on Organizational success A Study At Surya Oils and Extractions Pvt Ltd kallakurichi	Mr.D. Kumaresan & Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581-7795	https://www.irjweb.com/viewarticle.php?aid=IMPACT-OF-EMPLOYEE-MORALE-ON-ORGANIZATION ALSUCCESS-A-STUDY-AT-SURYA-OILS-and-EXTRACTIONS-PVT-LTDKALLAKURIC HI-
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72.	A Study on Employee Absenteeism: Study at Sri Vinayaga Containers, Dindigul	Mrs.V.Tamilselvi & Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581-7795	https://www.irjweb.com/viewarticle.php?aid=A-STUDY-ON-EMPLOYEE-ABSENTEEISM%3A-STUDY-AT-SRI-VINAYAGA-CONTAINERS%2C-DINDIGUL





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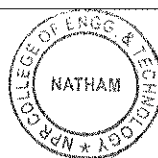
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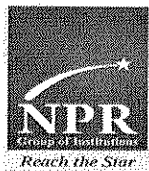
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80.	Impact of Emotional Intelligence of women leadership towards Indelta's Trade Link, Dindigul, Tamilnadu	Mr.P.T.J.K Lilian & Dr.B.Velmurugan	MBA	Journal of Xi'an Shiyou University, Natural Science Edition	2023	1673- 064X	https://www.xsdxjxsu.asia/viewarticle.php?aid=2345
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85.	A Study of Job Satisfaction and its Effect J.K FENNER India Ltd Madurai: Analytical Study	Mr.P.T.J.K Lilian & Dr.B.Velmurugan	MBA	International Research Journal of Education and Technology	2023	2581-7795	https://www.irjweb.com/viewarticle.php?aid=A-STUDY-OF-JOB-SATISFACTION-AND-ITS-EFFECT-J-K-FENNER-INDIA-LTD-MADURAI%3A-AN-ANALYTICAL-STUDY
86.	Parametric analysis of MQL-based sustainable machining using nano alumina mixed	Dr. P. S. Satheesh Kumar	Physics	International Journal on Interactive Design and Manufacturing	2023	1955-2505	doi.org/10.1007/s12008-023-01451-0





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89.	Influence of nano alumina/vegetable oil based cutting fluid on MQL turning of stainless steel 304	Dr.N.Kavitha	Physics	Materials Today: Proceedings	2022	2214-7853	https://doi.org/10.1016/j.matpr.2022.06.547
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Research Paper

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Machine Learning Methods for Detecting Radiation-Induced Tissue Inflammation in Patients with Lung Cancer

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ABSTRACT

Patients undergoes radiation therapy as measure of their lung cancer are at hazard of developing radiation pneumonitis, a condition caused by lung radiation damage (RP). RP is a theoretically terminal adverse influence of medicine. As a result, new strategies for guiding clinicians in administering personalized treatment doses to individuals at high risk of RP are necessary. Several prediction models have been constructed utilizing machine learning and traditional statistical processes, but no explanation for performance variances has been provided. In this study, we analyze a variety of well-known organization algorithms in the field of deep learning in order to identify several RP risk categories. The usefulness of these cataloguing algorithms is evaluated in combination with different segment assortment approaches, and the influence of technique collection on routine is then estimated further.

Keyword: Lung radiation, machine learning, radiation therapy, Algorithm



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Research Paper

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A Wearable Medicines Recognition System using Deep Learning for People with Visual Impairment

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ABSTRACT

Visual impairment has had a significant impact on people and the world. Due to their more sensitive audible range and touch, Sensory Replacement Devices (SRDs), which convert visual information to audio or touch, are an accessible choice for those who are blind or visually impaired to improve their quality of life, employment opportunities, and education. Using scene-perception-based deep learning, we presented a spectacle with provision of vision-to-audio transfer system in this study to help visually impaired persons recognise and find familiar substances in their location. The scheme comprises of a Bluetooth voice feedback unit with a microphone, a wireless camera unit, and a mobile application running customised software. The camera element collects imageries from the environment then transfer them to an mobile software application. People with blindness who use the programme may get spoken instructions and audio aid thanks to the Bluetooth voice feedback



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Research Paper

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Performance Evaluation Of Machine Learning Techniques For COVID-19 Prediction From The Occurrence

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ABSTRACT

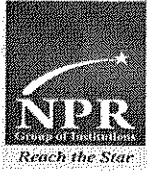
The corona, often identified as SARS-CoV-2, has ravaged large sections of the globe, and the situation is bad. It is a kind of pandemic sickness that is distribution from individual to individual on a daily basis. It is critical to have pathway of the amount of patients that are afflicted as a result. Due to the present manner of electronic data collecting, it is difficult to evaluate and anticipate disease transmission both locally and worldwide. To get around this problem, machine learning methods might be employed to effectively map the illness and its evolution. Deep learning, a part of computer technology, is critical for accurately identifying persons with the illness by analysing chest X-ray pictures. Controlled artificial intelligence models with connected algorithms (such as LR, SVR, and Time series algorithms) for information analysis for regression and classification are useful for teaching the model to forecast the total amount of confirmed patients worldwide who will be susceptible to the illness in the coming days. Once the global dataset has been gathered, pre-processed, and retrieved, the number of verified occurrences up to a given date is acquired and used as the

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An Advanced Low Profile Microstrip Antenna using Hybrid Structure for Bandwidth Enhancement

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Abstract --

Microstrip antennas offer many benefits to high-frequency systems, including ease of integration with other RF/microwave components. Unfortunately, microstrip antennas have also been plagued by inherently narrow bandwidths, limiting their use in some applications. A number of approaches have been proposed to increase the operating bandwidths of these antennas, including increasing the substrate thickness, using different impedance-matching and feeding techniques, and using multiple resonators and slot antenna geometries. However, these methods tend to add to an antenna's weight and volume, and can increase the fabrication cost. A low-profile microstrip antenna with strip-slot hybrid structure is proposed to enhance the bandwidth up to 41% within a height of $0.06\lambda_0$ (λ_0 is the center operating wavelength in free space). The proposed antenna consists of four strips, which are separated by three narrow slots. By controlling the dimensions of the strips and the slots, dual modes, i.e., TM₁₀ mode and antiphase TM₂₀ mode, are excited and coupled to increase the operating bandwidth. The strip-slot hybrid structure can be excited with optimized impedance matching using an aperture-coupled Y-shaped feeding microstrip line. A prototype of the proposed antenna is constructed and tested. Experimental results show an impedance bandwidth of 41% for the reflection coefficient less than -10 dB, achieving an obvious improvement of operating bandwidth $0.067\lambda_0$.

Keywords: Microstrip Antenna; Bandwidth; Meta material; Impedance matching; Substrate thickness

1. INTRODUCTION

Basically microstrip element consists of an area of metallization support above the ground plane, named as microstrip patch. The supporting element is called substrate material which is placed between the patch and the ground plane as in Fig.1. In majority of the cases the performance characteristics of the antenna depends on the substrate material and its physical parameters. In the microstrip antenna the upper surface of the dielectric substrate supports the printed conducting strip which is suitably contoured while the lower surface of the substrate is backed by a conducting ground plane. Such antenna sometimes called a

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Steadfastness Investigation on Wind-based Unified Power Quality Conditioner System using Trundle Frog Bound Technique

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Abstract--

The design of the fusion of UPQC and WECS presents the problem of the PQ distribution system in work with attention to extenuating. WECS, sequences and APF shunt are unplugged with the DC-link which compensates for voltage decreases, swellings and harmonics. The UPQC reward approach with GSA is currently being reviewed. In this respect, GSA is committed to improving UPQC control pulses. The defects will be reduced and the control signals will be optimal to achieve maximum distribution system performance. The objectives and limitations of system reliability are not linear. However, To solve the system reliability and redundancy problem a hybrid optimization process based on the frog spring algorithm and the bacterial algorithm has been proposed. The initial session introduces a random grouping strategy to preserve population diversity. Global search capabilities were enhanced with the updated Levy strategy. In the end, the migration method was used to avoid local optimum conditions. The proposed methodology was then applied to the mathematical tests and operations of the system reliability model in the new SFLA version.

Keywords: UPQC system, WECS, shuffled frog leaping algorithm.

1. INTRODUCTION

The emerging energy demand is growing more and more concerned about the public electric utilities and previous power users. Overwhelming renewable energy sources, such as wind, solar energy, biomass, hydro and cogeneration, are essential to meet the energy requirements. To integrate renewable energy like wind, the impact on conventional production can be reduced in the plant (Ayodele and Ogunjuyigbe, 2015; Mohod and Aware, 2010). The wind system is one of the leading renewable energy sources worldwide (Amin and Mohammed, 2011; Suganthi et al., 2015). Wind power is a mark of progress by the natural wind stream for mechanical power or electricity.

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ABSTRACT

Through transmission lines (TLs), an electric power transmission system has been able to transmit power from generating stations to consumers. During transmission, various kinds of malfunctions take place and they are termed as a fault. Although fault is undesirable, it is unavoidable event hampering the smooth functioning of the power system. In power transmission systems, and a large number of voltage and current signal, distortions take place due to faults. Faults occur in power TL causing supply interruption. Several fault detection techniques have been presented by

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EXPERIMENTAL STUDY ON FIBER (HOOKED STEEL) REINFORCED CONCRETE USING M-20 GRADE

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ABSTRACT

The most common building material used worldwide is cementing concrete. This is mostly due to cement concrete's excellent workability and ability to assume any shape. Concrete that has internal micro cracks breaks down in a brittle manner. Concrete's durability, serviceability, and reduction of interior micro cracks are all improved by the use of various types of fibres. Here, M20 grade concrete is employed, with fibre percentages of 0%, 1%, 2%, and 3% by weight of concrete, work abilities of fresh concrete test such as compacting factor ,flow table, slump cone and vee-bee consistometer test after that hardened concrete properties like compressive and tensile strength tests for cubes and cylinders like seventh, fourteenth, and twenty-eighth days of curing days.

Keywords: Hooked steel, Concrete, M₂₀, Casting, Fiber, Curing, OpC Cement, Properties of Concrete

1 Introduction

1.1 General

Second only to water in terms of usage is concrete. Sand, crushed rock, and water are typically combined with Portland cement to create it. When applying concrete in harsh conditions for a long service life, durability is a crucial factor. Large amounts of cement and particles from the natural world are combined with water to make concrete. Huge amounts of energy are used in cement manufacture, which accounts for 7% of global greenhouse gas emissions. Portland cement is the primary component of traditional concrete. The amount of carbon dioxide released into the atmosphere as a result of cement manufacture is roughly equal. Three billion tonnes of concrete were consumed globally last year, or one tonne for each person on the planet. No material is consumed by man. Except for water, no other substance is used by man in such vast quantities. Concrete is still used at roughly the same rate as it was thirty years ago. According to estimates, the globe currently consumes over 55 billion tonnes of concrete annually. The fact that concrete is frequently the least expensive and most readily available material on the job is another factor contributing to its appeal among engineers.

1.2 Literature review

Following are some of research works carried out using different type of fibers,

Avinash Joshi , Pradeep reddy ,Punith kumar and Pramod haker (2018), conducted experimental study on steel fiber Reinforced concrete for M25, M30, M40 grades of concrete

- Steel fibers decrease the workability so, use of superplasticer improve the workability. As the volume of steel fibers increases from 0.5 to 1.5% the workability decreases that is slump loss.





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STUDY ON THE SEISMIC BEHAVIOUR OF STRUCTURE (G+10) AT DIFFERENT ZONES USING STAAD PRO

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Abstract

High-rise buildings are primarily built and designed to provide serviceability, stability, and durability to the people who live in them. Several earthquakes in India have demonstrated that high-rise structures are collapsing and becoming vulnerable to earthquake damage. Engineers are needed today to design earthquake resistant structures for various seismic zones in order to reduce seismic damages in high-rise buildings. The structural configuration of a multi-story building, whether irregular or regular, exhibits different behaviour during a seismic event. The purpose of this research is to look into the variation in behaviour of a (G+10) multistory building structure with a regular (Rectangular or Square) structural configuration in different seismic zones (zones II to V) in India. The entire structure is examined with STAAD Pro software to access parameters such as base shear, storey shear, and storey drift for various seismic zones (zone II to V) seismic analysis of regular (rectangular or square) structural configurations Index Terms structural configurations, seismic analysis, Response Spectrum Method.

Keywords: High-rise buildings, STAAD Pro, Seismic zones, Response Spectrum Method, Zones II to V

Introduction

Earthquake load occurs as a result of the inertia force produced in the building as a result of seismic excitations. The inertia force varies with mass. The greater the mass of the structure, the greater the earthquake loading. When the earthquake load exceeds the element's moment of resistance, the structure will break or be damaged. The magnitude of earthquake loading is determined by the weight or mass of the building, its dynamic properties, and the stiffness difference between adjacent floors, as well as the intensity and duration of the earthquake. Earthquake force acts on the surface of a structure placed on the ground or on a structure adjacent to it.

Primary Function of a Structure

A structure's primary function is to receive loads (usually known as service loads) at certain points and safely transmit them to other points. A building frame, for example, receives occupancy loads in addition to the self-weight of the structural components of the building and safely transfers them to the foundations. In performing this primary function of receiving service loads and safely transferring them to other points. Internal forces develop in the structure's component members, known as structural elements. The failure may be caused by the inadequacy of one or more structural elements.

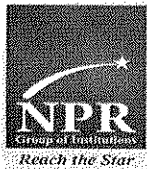
Classification Of Structures

The supporting systems of the structures define them. There is only one type of stress in a one-dimensional, two-dimensional, and three-dimensional supporting system. Then it is referred to as the basic system. When a system is subjected to multiple types of stress at the same time. Then it is referred to as a mixed system. 3 A one-dimensional supporting system, also known as a line supporting structure, is large in one dimension but small in the other two. The material continues to



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ANALYSIS OF M60 GRADE CONCRETE USING SILICO-MANGANESE SLAG AS THE PARTIAL REPLACEMENT OF COARSE AND FINE AGGREGATES

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Abstract

India, in recent years is witnessing a rapid growth and innovative development in construction industry. The extended use of concrete and its materials involve use of available natural resources. Natural resources in India are depleting, contrastingly, there is substantial increase in generation of wastes from the industries. The sustainable development in concrete technology and construction involves the use of waste and innovative materials in order to replace the depletion of natural resources and find alternative ways for conserving the environment. The materials like - slags, quarry dust, manufactured sand, municipal incineration waste ash, bottom ash, recycled sands from construction and demolished waste, etc are used as alternative materials for replacement or full substitution of sand. Aggregates are considered as one of the main filler constituents of concrete as they occupy 50 – 80% of concrete volume. The concrete industry globally consume over 8-12 billion tons of natural aggregates annually. Recently natural sand is becoming scarce in availability and costly, because of its demand by the construction industries. Increase in industrial waste, increases threat to our society. It is very essential to dispose these wastes safely without effecting the sustainable environment. A manganese manufacturing industry produces a large amount of waste. This nondegradable refusal creates problem to our environment. We use this waste for casting solid blocks. This report deals with the partial replacement of coarse and fine aggregates by coarse Silico Manganese and its dust, respectively, in various percentages of high strength concrete (M60) and finding that solid concrete blocks' Flexure strength, Compressive strength which are studied.

INTRODUCTION

Concrete is widely used construction material consistent essentially of a distinction of being the only construction material actually manufactured on the site, whereas other materials like grains of sand, gravel or pieces of crushed rock and the innumerable fine particles of cement powder mixed with water.

Concrete is a composite material composed mainly of water, aggregate, cement. Often, additives and reinforcements are included in the mixture to achieve the desired physical properties of the finished material. When these ingredients are mixed together, they form a fluid mass that is easily molded into shape. Over time, the cement forms a hard matrix which binds the rest of the ingredients together into a durable stone-like material with many uses.

The rapid rate of growth in population in India as forced the construction industry to use the building materials at rapid rate and resulting in depletion of natural resources and also has a severe impact on the sand mining being done at alarming rate etc. on the other hand, industrialization, rapid growth of industries in India gave birth to numerous kinds of waste products.

The steady increase in demands due to population growth as also resulted in increase in production and as the production rate increases to match the consumption rate the waste produced by the process during production also increases proportionality. But the waste products generated by these industries is causing environmental hazards as their disposal being a major problem, due to this over



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ANALYSIS ON IMPROVEMENT OF SOFT CLAYSOILS BY PARTIAL REPLACEMENT OF CNS (Cohesive NON-Swelling Soils)

Section A-Research paper



ANALYSIS ON IMPROVEMENT OF SOFT CLAYSOILS BY PARTIAL REPLACEMENT OF CNS (Cohesive NON-Swelling Soils)

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ABSTRACT

Geo-Technical Engineers all over the world face enormous problems, when the soils founding those structures are expansive in nature. Depending upon the use of soft clay soils as foundation support or construction materials. Their properties need careful study to estimate their potential for damages based on volume changes, with reference to imposed structural loads and tolerance of structure for maximum settlement. Among several techniques adopted to overcome the problems, lime stabilization gained prominence during past few decades due to its abundance and adaptability. The main objective of this project is to improvement of soil property of soft clay soil without using any admixtures i.e., by using CNS (Cohesive NON- Swelling soils). An attempt has been made to use these materials for improving the swell, plastics compaction, and strength and penetration characteristics of problematic clay soil which also prove environment friendly.

Keywords: Soft clay soils, Black cotton soil, settlement, Cohesion NON- Swelling Soil,

INTRODUCTION

General Soil stabilization is a method of improving soil properties by blending and mixing other materials. Soil stabilization is the process of improving the shear strength parameters of soil and thus increasing the bearing capacity of soil. Stabilization of soil fall into two categories. They are Chemical stabilization and Mechanical stabilization. Soil Stabilization in the field Soil stabilization enhances the resistance to deformation and controls the swelling and shrinkage properties of soil. Thus stabilization increases the ability of weak ground loads, strongly supports the base and

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INVESTIGATION ON HIGH PERFORMANCE PERMEABLE PAVER BLOCK

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Abstract

A solid unreinforced precast member laid over a bedding material is an interlocking concrete pavement block. It is a load-bearing element of the pavement. However, due to numerous operational and environmental constraints, conventional pavement blocks have become brittle. Cracks are stopped using polypropylene fibre. Polypropylene Fibre was added in amounts of 0%, 0.5%, 1%, and 1.5%. The test results are then compared to those of a standard pavement block.

Keywords: Pavement, Polypropylene fibers, Concrete, block, Urban Road, Un-reinforcement

Introduction

Due to rapid urbanization most of the places are covered with impermeable surfaces like cement concrete. This has a major impact on the ground water table. Pervious Concrete pavement is an effective ways to minimize this issue. Pervious concrete is an open graded structure with interconnected voids through which rain and storm water is permitted to percolate into the aquifer. Pervious concrete is an environmental friendly building material and EPA (Environmental Protection agency) has identified it as a Best Management Practice (BMP) for storm water Management. It can be used for lower traffic roads, shoulders, sidewalks and parking lots. This will add points to a project with a sustainable material managing storm water, reducing ground water pollution.

Cement paste in permeable concrete is very thin layer which binds coarse aggregate. Permeable pavements are alternative paving surfaces that allow storm water runoff to filter through voids into an underlying stone reservoir. It has emerged as a widely used technology for on-site storm water control. It allows storm water to both infiltrate into an underground storage basin or ex filtrate to the soil and ultimately recharge the ground water. The type of pavers used in this study is permeable interlocking concrete pavers. In this study permeable pavement is designed to capture some or part of the rainfall and runoff from storms, and conveying water to conventional storm water drainage systems The use of filtered water from the pavement drains for agriculture productions is one of the alternate ways for irrigation.

It is best method for preservation and reuse of storm or rain water by storing underground by making proper drainage system. It is alternative process in approach towards paving surface that capture and temporarily stored pavement surface into the surface underlying stone reservoir by filtering runoff through voids. The nature of the concrete is very good in compression but weak in tension and also it is characterized by brittle in nature. It consist material of cement, coarse aggregate, water and polypropylene fibre. The infiltration rate of pervious concrete will fall into the range of 2 to 18 gallons per minute per square foot (80 to 720 litres per minute per square meter). Typically, pervious concrete has little or no fine aggregate and has just enough cementitious paste to coat the coarse aggregate particles while preserving the interconnectivity of the voids.

Polypropylene Fiber

Polypropylene is the first stereo regular polymer to have achieved industrial importance. The fibres from Polypropylene were introduced to the textile arena in the 1970s and have become an important



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PARTIAL REPLACEMENT OF CEMENT WITH SUGAR CANE BAGASSE ASH AND HYBRID FIBERS

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Abstract

Concrete is the world's second most widely used material. Concrete can gain strength over time and is not affected by temperature, but the cost of cement in concrete is very high and is not environmentally friendly because it emits a large amount of carbon -di-oxide, so to overcome this problem, we will partially replace the cement with sugar cane bagasse ash. SCBA has a chemical composition similar to cement. The use age of SCBA 20% in concrete revealed very little strength. To improve the properties of our project; we will add more cementitious materials and hybrid fibres, and we will investigate the properties of SCBA concrete in the fresh and hardened states.

Keywords: Sugarcane bagasse, Fibers, Glass fibers, OPC cement, Admixtures, Workability, Strength

Introduction

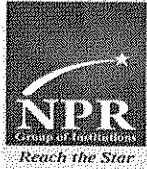
Different waste materials as well as by-products are used as pozzolanic materials in concrete. Utilization of different supplementary cementitious materials (SCM) for the production of blended cements contributes to achieving durable and sustainable concrete. Enormous quantities of sugarcane bagasse ash (SCBA) are obtained as by-product from cogeneration combustion boilers in sugar industries; this material has been described to be a suitable supplementary cementitious material for use in concrete in previous research studies. India is the second largest producer of sugarcane and large quantity of bagasse ash (67,000 tonnes/day) is directly disposed to nearest land which causes severe environmental problems. Rapid implementation of bagasse based new cogeneration plants (that are mandated by the government) is expected to substantially increase bagasse ash generation. The utilization of bagasse ash as a supplementary cementing material through systematic processing and characterization offers a profitable and environment-friendly alternative to its disposal.

Pozzolanic materials such as sugarcane bagasse ash and rice husk ash are agricultural by-products and cannot be directly used as a mineral admixture in concrete due to the presence of unburnt particles. Sugar cane is a kind of tropical and subtropical crop and is the main sugar crop worldwide. Global sugar crop acreage is approximately 31.3 million hectares, among which sugar cane accounts for approximately 70%. The world's top three sugar-producing countries are Brazil, India, and China, which accounted for 20.57%, 16.91%, and 6.31% of the global production in 2016, respectively. Recently, sugar cane acreage reached approximately 1.23 million hectares in China, and production was approximately 100 million tons in 2017/2018. Apart from that SCBA is rich in amorphous silica that leads to good pozzolanic properties.



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EXPERIMENTAL INVESTIGATION OF M35 GRADE STANDARD CONCRETE BY PARTIALLY REPLACING NATURAL FIBERS, FOUNDRY SAND AND SEA SAND

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Abstract

Present urbanization required a huge variety of concretes and minimized effects of newly developed composite materials. This development leads to adverse effects on the surrounding environment. As a part of environmental concern, we have to minimize the negative effects. The use of fine aggregate in the construction industry is more. Therefore, the use of river sand can be replaced with other materials to protect the environment of the river as well as prevent erosion and flood. In My present research paper is similar to this, based on the recycling technique I used to do materials replacements of natural fibers and waste foundry sand & sea sand are the major partial replacements of fine aggregate and grade of concrete are M-35. After the preparation of M-35 Grade concrete, it should be validated with conventional concrete. The major tests are conducted on M-35 grade hardened concrete, which are Concrete cube tests, Cylinder Test & flexural tests. After the test results are verified with referenced documents and satisfactory results are obtained, the complete discussions and results are listed separately in further chapters.

Introduction

By volume, aggregate accounts for about 80% of the total weight of concrete. In the manufacturing of concrete, both fine and coarse aggregates are used. With startling rapidity, the use of sand as a fine aggregate in the building sector has risen to unprecedented heights. Natural river sand is in short supply in the sector, which is making it difficult to meet the growing demand for the material. In order to address this dilemma, the building industry has developed alternatives such as synthetic sand, robo sand, rock dust, and other materials such as gravel. Another option to this is the utilisation of waste material in the construction of concrete structures. Sedimentary sand and waste foundry sand are two types of waste materials produced by the ferrous and non-ferrous metal casting industries, respectively. It is possible that the use of such a material in concrete will help to reduce the environmental problems associated with waste foundry sand and other resources, as well as make concrete manufacturing more cost-effective. Sand is essential in the building sector on a large scale. It is a significant ingredient in the manufacture of mortar and concrete, and it plays an important role in the design of concrete mixes. River sand is in low supply these days as a result of erosion and other environmental concerns. The building sector would be adversely affected by the lack of river sand, and as a result, it is necessary to develop innovative alternative materials to replace river sand. Many researchers are working to develop alternative materials to sand, with sea sand being one of the most commonly used substitutes for sand. The M35 grade of concrete was used in the current investigation. Natural sand was largely replaced by sea sand in quantities ranging from 0 to 40%.

Overview On Raw Materials:

Sand is taken from the foundry when it can no longer be used in the foundry and is referred to as "foundry sand" after it has been removed from the foundry. The yearly output of foundry sand is





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DEVELOPMENT OF PROCESS FOR CREATION OF LOW- COST ARTIFICIAL SAND FROM FLY ASH

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Abstract

In this project the development of artificial sand is done by geopolymerization. Alkali solution of sodium hydroxide and sodium silicate were used for geopolymerizing fly ash. Fly ash granules are obtained from granulation process and these granules are the product as artificial sand. The development of this artificial sand is an alternate to the natural sand and economical compared to other artificial sands such as M-sand, there is a vast scope for the development and research of the proceeding project on fly ash. The existence of this artificial sands arises due to the scarcity of natural sand and depletion of environment. So the development of sand using fly ash, which is a residual from thermal power plants, is eco-friendly. Geopolymer concrete (GPC) is the most important construction material. It is composed of fly-ash, fine aggregate, coarse aggregate and alkaline solution. Geopolymers are highly alkaline binders used as an alternative for the replacement of OPC in the manufacture of concrete. The advantages of using geopolymers are that they impart excellent mechanical strength, help in reducing carbon di-oxide emission and helps in achieving good durability properties. Common river sand, which is the most commonly used fine aggregate, is expensive due to excessive cost of transportation from natural sources. In addition, the increasing demand for river sand, are leading to environmental effects, thus developing an urgent need to replace river sand with an alternative construction material. In such a situation the Geopolymer sand (GPS) can be an economic alternative to the river sand in concrete.

Keywords: Geopolymer, Fly ash, alkaline solution, Geopolymer sand, Mechanical strength

Introduction

Every year the concrete production is increasing, throughout the world. With the increasing demand for concrete the demand for natural aggregates is also increasing, leading to the scarcity and the rise in the cost of these natural aggregates, which necessitates to pave way for the alternative sources to replace these natural aggregates. Various alternatives such as fly ash, bottom ash, crusher dust, have been studied by researches to replace natural sand, however these alternatives were able to replace natural sand only partially. In order to meet the increasing demand of natural aggregates this research focused on utilizing fly ash to produce geopolymer fly ash sand (GFAS), by mixing fly ash with the geopolymers as the production of fly ash from thermal power plants is increasing day by day leading to the disposal problems and environmental problems. Thus, by utilizing fly ash for the manufacture of aggregates it will help in overcoming the twin problem of the country. An effort to make environmentally sustainable sand is to develop inorganic aluminosilicate polymer synthesized from materials of geological origin or by-product materials such as fly ash that are rich in silicon and aluminium. Fly ash one of the source materials for geopolymer binders is available abundantly worldwide but to date its utilization is limited. The spherical shape of fine particles of fly ash gives better mix with cement. Fly ash was collected from the thermal power plant and alkali compounds were collected commercially. Granulator is fabricated for the conduction of experiment and the experiments were conducted on synthesizing fly ash granules at different molarities of alkali





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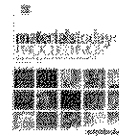
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Deep learning neural classification for structure-property modelling with engineering alloys

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ABSTRACT

Integrated Computational Materials Engineering (ICME) is the method used for performing material discovery and design. Computational techniques presented a new deep learning classification method to screen the candidate material designs. The materials are adapted. In ICME process-structure-property workflows, ambiguity was ubiquitous. A Piecewise Regressive Tversky Similarity based Deep Learning Neural Classification (PRTS-DLNC) Method is introduced for minimizing as well as transmit uncertainties for robust uncertainties. PRTS-DLNC Method has number of compound data are considered as input. An input compound information were given to hidden layer 1. In that layer, piecewise regression is employed for performing the compound data analysis with structure-property linkages. After that, the regression coefficient value is sent to the hidden layer 2. In that layer, Tversky similarity function is used to identify the similarity between the regression coefficient value of training compound data and threshold value. Tversky similarity value varies from 0 to 1 and the results are transmitted to the output layer. By this way, PRTS-DLNC Method improves the performance of structure-property linkages. The computational cost of proposed PRTS-DLNC Method is higher than conventional uncertainty quantification.

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1. Introduction

ICME accelerates the material for combination of modelling as well as limitation of uncertainty, robust design, with information systems. A new approach was introduced in [1] for measuring, minimizing, as well as transmitting the structure-property linkages for robust uncertainties. Gaussian process machine learning model was employed to reduce the computational cost. But the complexity level was not reduced by designed approach. Bayesian neural network (BNN) was introduced with aleatoric uncertainties in [2] for inherent stochasticity of data-generation process. The designed algorithm was depending on approximate variational inference and Bayesian model with suitable trade-off between accuracy and computational cost. A variance-based uncertainty metric approach was introduced in [3] depending on the overlap between output distribution of various classes. (See Table 1.).

A new approach was introduced in to compute, minimize as well as transmitting uncertainties for providing the robust uncertainties. Gaussian machine learning models was introduced to decrease the computational cost. The novel estimation was carried

out in [4] to address the constraints and increase the ELM variability understandings. The derivation was given under general assumptions, through supporting identification and interpretation. Bayesian convolutional neural network (BNN)-based construction was designed in [5] through quantifying the uncertainty of DL prediction. BNN-predicted uncertainty maps present the surrogate estimate from network model.

2. Related works

A probabilistic framework was introduced in [6] to retrieve the information via crystal plasticity (CP) as well as to extract the correlation with BNs. A convolutional neural network (CNN)-based technique was designed in [7] to create spatial relationship among micromechanical/micro structural characteristics.

A fatigue reliability assessment method was designed in [8] to attain stress allocation via force-stress connection received with statistical simulation. It assessed fatigue consistency in the calculated force-time spectrum. The stochastic reduced-order computa-

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Computer Systems Science & Engineering
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Article



Nonlinear Teager-Kaiser Infomax Boost Clustering Algorithm for Brain Tumor Detection Technique

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Abstract: Brain tumor detection and division is a difficult tedious undertaking in clinical image preparation. When it comes to the new technology that enables accurate identification of the mysterious tissues of the brain, magnetic resonance imaging (MRI) is a great tool. It is possible to alter the tumor's size and shape at any time for any number of patients by using the Brain picture. Radiologists have a difficult time sorting and classifying tumors from multiple images. Brain tumors may be accurately detected using a new approach called Nonlinear Teager-Kaiser Iterative Infomax Boost Clustering-Based Image Segmentation (NTKFIBC-IS). Teager-Kaiser filtering is used to reduce noise artifacts and improve the quality of images before they are processed. Different clinical characteristics are then retrieved and analyzed statistically to identify brain tumors. The use of a BraTS2015 database enables the proposed approach to be used for both qualitative and quantitative research. This dataset was used to do experimental evaluations on several metrics such as peak signal-to-noise ratios, illness detection accuracy, and false-positive rates as well as disease detection time as a function of a picture count. This segmentation delivers greater accuracy in detecting brain tumors with minimal time consumption and false-positive rates than current state-of-the-art approaches.

Keywords: Brain tumor detection; image segmentation; nonlinear teager kaiser filtering

1 Introduction

Tumors in the brain are generated by the growth of abnormal cells, which then spread to other parts of the brain. It may be caused by abnormal cell development in the brain. Brain tumor detection and division is a difficult tedious undertaking in clinical image preparation. When it comes to the new technology that enables accurate identification of the mysterious tissues of the brain, MRI is a great tool. It is possible to alter the tumor's size and shape at any time for any number of patients by using the brain picture. Radiologists have a difficult time sorting and classifying tumors from multiple images.

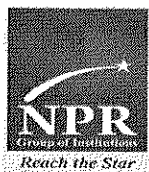


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Evaluation of the Robustness, Transparency, Reliability and Safety of AI Systems

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Abstract:

Advances in artificial intelligence have been promising in recent years. AI-related activities such as international conferences, academic research, and technological challenges have proliferated over the globe. The technologies and applications are always being improved and expanded in the modern age. In addition, humans' studies, job, and personal lives have been greatly improved by the ongoing development of intelligent devices. Efforts have been dedicated to identify some of these issues and to present policymakers with possible remedies, which focus on reconciling the valid expectations of AI in terms of resilience and interpretability with the existing scientific environment of AI on these aspects. In this paper, the individual aims are to present an objective picture of the current environment of Artificial Intelligence (AI), emphasizing on the issues of robustness and explainability, transparency, reliability and safety. AI's present cybersecurity, security, and information security problems are discussed in detail, as well as the scientific approaches that are now being developed in the AI world to address these risks.

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- III. Prototypes Used in the Suggested Algorithm
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Abstract:

The information technology (IT) and mobile computing industries are now in the development stages of cloud computing (CC). Instead of being purchased, resources such as software, CPUs, memory, I/O hardware, and others are used and changed as needed. The massive expansion of CC necessitates enormous energy consumption, or data centers house a diverse spectrum of computers. Consequently, cloud service providers are exploring low-cost strategies for reducing energy use and carbon emissions. Therefore, work planning has garnered great attention and critical consideration about effective resources and had energy consumption. This paper proposes a machine learning technique called short-term or Long-Term Memory (LSTM) for efficient power task scheduling to address growing carbon or energy emissions. The recommended strategy for scheduling considers the finish time or exclusive usage of a resource task, as well as the standardizing process. The Naval Black Window is used to reduce weight and improve the performance of LSTM. The simulated analysis is used to evaluate the efficiency of the LSTM-NBW in aspects of makes pan, power consumption, task completion time, and resource utilization. The findings show that the suggested model only obtained 450KWh more for the 60K user job than the original LSTM model.

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Conference: 2023 6th International Conference

An Optimal Feature Selection with Neural Network-Based Classification Model for Dengue Fever Prediction

Publisher: IEEE

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Vidhyaraj Ramesan¹, Saravanan Nadivel², Sudha Kottumadurai³, Jennifer Mahaling⁴, P. Sharan⁵, Bhisham Sharma⁶ [All Authors](#)

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Abstract:

A vast range of neural network applications has been reported in recent research. This model can make various predictions using this model, and this research has taken dengue disease prediction. Uncertain Neural Network (UNN) is introduced to efficiently classify the dengue disease dataset. Research can be conducted in a wide range of fields to resolve the issue of missing and uncertain data. Also, real-time data sets contain a lot of missing attributes or values. Researchers use real-time data because it is approximately measured. Researchers thus pay more attention to disease prediction. The problem can be solved by putting into action the dengue prediction system that has been developed. The primary goal of this study is to create a reliable classification model based on feature selection for predicting dengue fever. This research work is applied for feature model creation and relative analysis to improve dengue virus prediction correctness in three stages: Collecting dengue virus datasets from the UCI Machine Learning library was the first stage; secondly, a Genetic Algorithm (GA) is used for feature selection, the UNN model is used to create a classification model; As part of the final stage, Accuracy (A), Specificity (Sp), and Sensitivity (Se) can be calculated for justifying the result. A simulation of the proposed method is conducted using the WEKA tool. Therefore, the proposed classification procedure was the most effective model for predicting and detecting dengue fever

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Detection of Tomato leaf diseases using Attention Embedded Hyper-parameter Learning Optimization in CNN

Publisher: IEEE

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Jerifer Mathew , P. Sivaram , Shashank Sharma , Nal Lokesb , Sri Seshnath , Rahul Mohwal , [All Authors](#) >>>

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Abstract:India's agricultural productivity is vital, as its economy depends heavily on it. Plant disease identification in plants is significant in the agricultural sector, as a disease in plants is very natural. In this setting, plants are susceptible to damage that reduces their quality, quantity, or production if proper precautions are not followed. Tomatoes are the most common crop globally, and they can be used in various ways in any kitchen, regardless of cuisine. It is the third most widely grown crop globally, after potatoes and sweet potatoes. India was ranked second in tomato production. However, the quality and quantity of tomato crops suffer from numerous diseases. As a result, the paper discusses a deep learning-based approach to disease detection. Outdated approaches focus on handcrafted features extracted from obtained images to regulate infection. The quality of the handmade elements selected is also crucial to the success of these works. This problem may be handled by using Convolutional Neural Networks for automated feature learning (CNN). The research presented here illustrates two different methods for identifying infected tomato leaves. Hyper-parameter learning with an optimization technique is employed first to study the important features, and the second design employs an attention mechanism. Finally, this model is tested by identifying three diseases—leaf mould, late blight, and early diseases—and classifying them in a publicly accessible dataset called Plant Village Dataset. Data augmentation has to be created as future work to increase categorization accuracy.

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India's agricultural productivity is vital, as its economy depends heavily on it. Plant disease identification in plants is significant in the agricultural sector, as a disease in plants is very natural. In this setting, plants are susceptible to damage that reduces their quality, quantity, or production if proper precautions are not followed. Tomatoes are the most common crop globally, and they can be used in various ways in any kitchen, regardless of cuisine. It is the third most widely grown crop globally, after potatoes and sweet potatoes. India was ranked second in tomato production. However, the quality and quantity of tomato crops suffer from numerous diseases. As a result, the paper discusses a deep learning-based approach to disease detection. Outdated approaches focus on handcrafted features extracted from obtained images to regulate infection. The quality of the handmade elements selected is also crucial to the success of these works. This problem may be handled by using Convolutional Neural Networks for automated feature learning (CNN). The research presented here illustrates two different methods for identifying infected tomato leaves. Hyper-parameter learning with an optimization technique is employed first to study the important features, and the second design employs an attention mechanism. Finally, this model is tested by identifying three diseases—leaf mould, late blight, and early diseases—and classifying them in a publicly accessible dataset called Plant Village Dataset. Data augmentation has to be created as future work to increase categorization accuracy.

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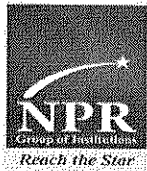


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CNN Classifier Based Prediction of Chromosomal Abnormalities Using Varifocal – NET

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ABSTRACT

The chromosomal recognition is based on the treatment of abnormalities which is important for karyotyping. Diagnosis factors have been speed up by initializing the Varifocal-Net approach by using deep Convolution Neural Network classification which has been provided the form and polarities of chromosomal images. This method provided the better efficiency of the karyotyping images. CNN automatically classifies the chromosomal disorders which have been trained already. The Varifocal-Net approach consists of one global-scale network (G-Net) and local-scale network (L-Net). It has three different stages, the finer local region is determined in the first stage by removing the global features. By supervised and weakly supervised learning the high-level functionality has been extracted then promoted by the Residual Learning and Multi-Task Learning. Boosting up the classification performance we have been initialized two VGG-16 classifiers for feature extractions. Instead of having hyper-parameters we had a lock on 3×3 filter of Convolution layers with stride and some 2×2 filters of Padding and Maxpool Layer with stride 2. The result demonstrated that the CNN has potential application value in chromosome classification and will contribute to the construction of an automatic karyotyping platform.

Keywords: Convolution Neural Network, Global Scale Network, Local Scale Network, BL, Multi-Task Layer, Padding Layer, Maxpool Layer

1. INTRODUCTION

The chromosomal anomalies, which plays the major role now a days. Its provides responsible for several genetic diseases, which has numerical and structural abnormalities also included. These structural abnormalities results, because of the breakage and reunion of chromosomal segments. Chromosomes are of two types which is autosome and sexual chromosome. Both these two chromosomes are classified under certain operators by sorted out between autosome (22 pairs) and sex chromosome (XX or XY) in the karyotyping map. Chromosomes are non-rigid in its nature so, its oftenly curved and bent. These causes major difficulties in making accurate extract in their medial axes. Even though chromosome of the same class, they might have certain variations between different human beings in terms of local details. By using MATLAB software, we have determined the type of chromosomal abnormalities under the Varifocal – Net approach which provides deep learning method. B. Huber, L. Voith von Voithenberg, G.V. Kaigala [1] chose the FISH Microfluid technologies, where the cellular spatial information was provided. Swati, Chaurav Gupta, Mohit Yadav, Monika Sharma, Lovkesh Vig [2] overcome the above purpose to perform the Siamese network and MPL techniques which has resulted as an non-trained new chromosomal classes but showed more computationally intensive. Farooqia Abid Laila Hamami [4] chose Artificial Neural Network has been provided increasing efficiency and less computational complexity. G. Huang, Z. Gu, L. Van Der Maaten, and K. Q. Weinberger [3] to overcome the before work. Dense convolution network has been provided alleviations of the vanishing gradient problem and strengthen feature propagations. J. Fu, H. Zheng, and F. Mei, [6] chose Recurrent attention CNN resulted that the fine-grained recognition. W. J. Godinez, I. Hossain, S. E. Lazic, J. W. Davies, and X. Zhang, [7] has been proved that the Multi-scale Convolution Neural Network, provides automatically optimized on the basis of training images. Which has not been required prior knowledge and applicable to multiple cells. We have been used Varifocal – Net approach for better classifications under VGG16 classifier based on polarity using deep Convolution Neural Network. These consisting of the both global-scale (G-Net) and local-scale network (L-Net).

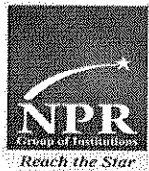
2. MATERIALS AND METHODOLOGY OF FEATURE EXTRACTION

2.1. Varifocal-Net with VGG-16 Disorder Detection

The Varifocal-Net approach consists of two networks they are global-scale network (G-Net) and local-scale network (L-Net). Hence, these networks were used to detect the finer region. So, these networks has been optimized in alternative ways respectively. By involved the training process of the karyotyping images, which undergoes supervised and weakly-supervised learning's. The subset of global-scale network localized the discriminative detection of local parts. Then, fixed features has been utilized for the classification of types and polarity via MLP classifiers. The proposed dispatch strategy assigned the chromosome's types. Microscopic images are captured and original chromosomal images has been separated by cytogenetic.



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Purpose

This paper presents a contemporary direction on the reduction of vibration and acoustic noise in Switched Reluctance Motor (SRM) using Soft Magnetic Composite (SMC) blank.

Methods

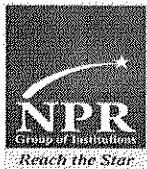
Soft magnetic composite materials are composed of iron powder and resin. The particles are compacted, together with a lubricant and possibly a binder, at high pressure into a bulk material. Soft magnetic composite materials are characterized by three-dimensional isotropic ferromagnetic behaviour and very low eddy current loss. The competence of Soft

<https://link.springer.com/article/10.1007/s42417-022-00718-2>



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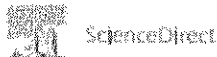
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Mechanical performance of aloe vera/dharbai-based hybrid epoxy composites with enhanced NaHCO₃ treatment - ScienceDirect



Materials Today: Proceedings

Volume 69, Part 3, 2022, Pages 1394–1401

Mechanical performance of aloe vera/dharbai-based hybrid epoxy composites with enhanced NaHCO₃ treatment

P. Yogesh ^a, S. Poul Singarayer ^b, M.D. Rajkumar ^c, J. T. Venkatesh ^d, Raj Kumar Gupta ^e, Gori Vatik ^f

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Abstract

Natural materials have recently been used as reinforcing compounds. Natural fibres used as reinforcements include aloe vera and dharbai fibre. These fibres, as reinforced composites, require particular treatment to promote interaction with their matrices. This current investigation aims to resolve the combinational effect of sodium bicarbonate-based surface enhancement behaviour on the mechanical attributes of Aloe vera and dharbai-based hybrid natural composites. Both reinforcements were immersed in a 5–10% weight ratio sodium bicarbonate solution for an extended period of time to achieve the goals. Normally, the compression moulding system was utilized to fabricate the composites. The findings of this study have a favourable impact on the interaction of fibre and matrix, enhancing the composite strength. Compared to untreated fibre, a 10% sodium bicarbonate solution treatment yields positive outcomes for all mechanical properties (tensile and flexural). Furthermore, increasing the percentage resulted in small changes to the glass transition and through maximum altitudes. Examining the worn surface of composite materials validated the beneficial influence of the specified percentage of chemical solution.

Introduction

Lignocellulosic fibres have attracted significant interest as reinforcing materials for polymers in last decades due to their maximum strength, low cost of manufacture and preparation, weapon safety, broad convenience, renewability, reusability, and distinctive features [1]. Unlike artificial fibres such as glass, graphite, and Teflon, these are also recyclable and have a lower carbon life span [2]. Natural fibres can be extracted from various crop parts, although the leaf (e.g., kenaf, palm, sisal, Aloe Vera, jute, etc.) and bast are the most common [3], [4], [5]. Bast fibres, notably flax, Aloe Vera, and kenaf, are much more appealing because of their properties and accessibility [6], [7], [8], [9]. These have almost and can fill essential roles in composites [10]. The relevance of environmental concerns is growing and rapid improvement with highly environmental composites [11]. The ordinary fibres are usually considered more economically and environmentally than other glass fibre composites [12]. Generally, ordinary fibres possess enormous compensation when compared to other artificial (synthetic) fibres [13]. This fibre has economically low in price; it withstands the recycling process and has lightweight structures [14]. The lightness in structures has highly potential to reduce the price and predominantly in the automotive sector due to its sufficient fuel consumption [15]. The automotive and non-structural sectors utilized the natural fibre-based reinforced composites more to enhance their long-time life [16], [17], [18].

<https://www.sciencedirect.com/science/article/abs/pii/S2214785322000175?via=ihIuh>



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Research Article

Optimization of Crashworthiness Parameters of Thin-Walled Conoidal Structures

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This paper aims to identify the optimum level of factors or parameters that affect the energy absorption of conoidal structures by grey relational examination. To optimize crashworthiness parameters of conical structures, the L9 orthogonal array has been adopted to design the experiments. The tailor-made thin-walled conical structures were fabricated by three most important factors, such as base diameter, height, and thickness, as design variables, and they were subjected to axial compression in a quasi-static method. The important responses of crashworthiness indicators such as the mean crushing force and specific energy absorption (SEA) were calculated with the help of a load-displacement curve. Experimental results showed that the crushing behaviours of conical structures were fairly significant. Grey relational analysis (GRA) and analysis of variance are used to obtain the optimal levels of parameters. From the results, the optimum levels of parameters are found to be a base diameter of 180 mm, a height of 120 mm, and a thickness of 1.5 mm.

1. Introduction

Energy absorbers with lightweight are widely used to develop the crashworthiness of vehicles at the time of collisions. The thin-walled formations or structure are normally used as energy absorbers in all types of transport systems owing to their properties like very less weight and the capacity to absorb more impact energy. By determining the

mean crushing power, the energy lost until the substance or material was compressed-honeycomb structures' ability to absorb energy is assessed. Several studies have been carried out to develop theoretical models to forecast the mean or average crushing force for thin-walled structures. Significant analysis has been carried out by the authors in [1] intended for out-of-plane axial crushing confrontation of hexagonal honeycomb. The wall thickness and diameter of hexagonal



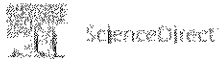
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Influence of nano titanium oxide reinforced Al-7075 matrix composites in stir casting method - ScienceDirect



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Influence of nano titanium oxide reinforced Al-7075 matrix composites in stir casting method

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Abstract

Aluminium-based alloys have garnered a lot of attention as lightweight materials due to their outstanding mechanical qualities, good castability, and dimensional stability; they withstand damping capacity and abundance as a natural based mineral. The microstructural and interfacial properties of nano TiO₂ can significantly impact the mechanical behaviour of Aluminium Matrix Composites (AMCs). The primary goal of this investigation is to extend novel creation of nanocomposite materials with an advantageous arrangement of thermal analysis, mechanical performances, oxidation process, and other mechanical characteristics. The samples were created using the conventional stir casting with aluminium-nano TiO₂ composites. The interfaces were investigated using tensile, elongation, Vicker's hardness and scanning electron microscopy to understand the microstructural and interfacial evolution between Al 7075/nanoTiO₂ matrix. The microstructural characterization of the nano based TiO₂ reinforcing phases in the Aluminium matrix reveals a rather unvarying dispersion of the reinforcing phases. Compared to the parent material, the prepared composite exhibited a notable enhancement in hardness strength, elongation, and ultimate tensile strength.

Introduction

<https://www.sciencedirect.com/science/article/abs/pii/S2214785322060101?via=ihIib>



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A STUDY ON FINANCIAL PERFORMANCE OF BIHARATH SNACKS PRIVATE LTD, MADURAI DISTRICT

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Cite This Article: H. Dhina Thayalan & Dr. B. Velmurugan, "A Study on Financial Performance of Bharath Snacks Private Ltd, Madurai District", International Journal of Applied and Advanced Scientific Research, Volume 8, Issue 1, Page Number 49-51, 2023.

Abstract:

This project report entitled to "A study on financial performance of Bharath Snacks Private Limited, Madurai". The main objective of the study is to analyze the financial position of the company. In the process of identifying the financial strength and weakness of the firm properly establishing relationship between the item of balance sheet and profit and loss account. The details regarding the history and finance details of the bank were collected through discussion with the company officers. Secondary data are based on the annual reports of 2017-2022. The various tools used for the study are ratio analysis, fund flow statement and cash flow statement. Charts and table are used for better understanding. Through ratio analysis the company could understand the Profitability, Liquidity, Leverage, Turnover positions of the company. The bank is following high debt equity and also the bank followed the credit enjoyed from its supplier has also nearly one year period of time. On the other hand cash turnover also not sufficient to healthy the business. The study recommends to reducing the debt, Capital and providing security to creditors and to increase the sales to reduce the loss of the bank.

Introduction:

Financial performance is a subjective measure of how well a firm can use assets from its primary mode of business and generate revenues. The term is also used as a general measure of a firm's overall financial health over a given period. Analysts and investors use financial performance to compare similar firms across the same industry or to compare industries or sectors in aggregate. There are many stakeholders in a company, including trade creditors, bondholders, investors, employees, and management. Each group has an interest in tracking the financial performance of a company. The financial performance identifies how well a company generates revenues and manages its assets, liabilities, and the financial interests of its stakeholders and stockholders. Financial instruments involved in cash management include money market funds, treasury bills, and certificates of deposit.

Statement of the Problem:

Analysing financial performance is the process of evaluating the common parts of financial statements to obtain a better understanding of firm's position and performance. Financial performance analysis enables the investors and creditors evaluate past and current performance and financial position, and to predict future performance. Financial statement is used to judge the profitability and financial soundness of a firm. Financial performance is the selection, evaluation, and interpretation of financial data, along with other pertinent information, to assist in investment and interpretation of financial decision-making. Financial analysis may be used internally to evaluate issues such as employee performance, the efficiency of operations and credit policies, and externally to evaluate potentials investments and the credit worthiness of borrowers, among other things.

Company Profile:

Bharath Snacks is an accomplished Manufacturer, Exporter and Supplier of ready to eat Indian Sweets and Savories. It was founded in the year 1974. With over four decades of experience in business, we strive to continuously raise our benchmark by providing products of the highest quality and taste.

- Enriched with Protein, Iron, & Vitamins.
- Free from Preservatives.
- Very healthy and No side effects.
- Good alternative to Chocolates.
- Act as an energy bar for athletes.

Review of Literature:

Shinde Govind P & Dubey Manisha (2016): The study has been conducted considering the segments such as passenger vehicle, commercial vehicle, utility vehicle, two and three wheeler vehicle of key player's performance and also analyze SWOT analysis and key factors influencing growth of automobile industry.

Sharma Nishi (2016): Studied the financial performance of passenger and commercial vehicle segment of the automobile industry in the terms of four financial parameters namely liquidity, profitability, leverage and managerial efficiency analysis for the period of decade from 2001-02 to 2010-11. The study concludes that profitability and managerial efficiency of Tata motors as well as Mahindra & Mahindra Ltd are satisfactory but



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EMPLOYEE AND EMPLOYER SATISFACTION IN KAYAL AGRO FOODS, MADURAI, TAMILNADU

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Abstract:

Employee satisfaction is important to management because they determine the behaviour of workers in the organization. The commonly held opinion is that "A satisfied worker is a productive worker", a satisfied work force will create a pleasant atmosphere within the organization to perform well, and hence job satisfaction has become a major topic for research studies. The specific problem addressed in this study is to examine the impact of job satisfaction on performance. It considered which rewards (intrinsic and extrinsic) determine job satisfaction of an employee. It also considered influence of age, gender and experience of employees on level of job satisfaction. In addition it investigated in most satisfying event of an employee in the job, why employees stay and leave the organization. Data were collected through a field survey using a questionnaire from the employee groups, namely Professionals, Managers and Non-managers from organizations covering Kayal Agro Foods. The analysis data revealed that there exists positive correlation between job satisfaction and performance of employees.

Company Profile:

Kayal Agro Foods in Natham, Dindigul is known to satisfactorily cater to the demands of its customer base. It stands located at 310/1 Panaravampatti, Kovalipatti Post, Natham Tk, Natham 624401. The business strives to make for a positive experience through its offerings. Customer centricity is at the core of Kayal Agro Foods in Natham, Dindigul and it is this belief that has led the business to build long-term relationships. Ensuring a positive customer experience, making available goods and/or services that are of top-notch quality is given prime importance. Kindly scroll up for the address and contact details of Kayal Agro Foods in Dindigul. Kayal Agro Foods was established in 2015 with health and nutrition in mind. Kayal Agro Foods is the child company of KKK Exports which was started in 2004 as an exporting house with great quality and standards. Within a short span of time KKK Exports grew multiple folds becoming a one-star export house. KKK Exports, the decades old organisation, in a mission to deliver best goods to the consumer by themselves, ventured into Kayal Agro Foods. Our offices are located in Madurai and Dindigul district of South Tamil Nadu. The manufacturing facility, spanning across 50+ acres is located at Natham (Dindigul District) in a beautiful scenic rural environment. White labelling services are also part of our establishment. Our quality products enable the market leader to rebrand, restyle and in turn them under their label or trademark. We believe in one thing: "Good Food". Food makes everybody happy and it brings us together.

The Importance of the Employer-Employee Relationship The relationship between employer and employee is primarily determined by the actions and attitudes of the employer. For instance, the employer generally sets the tone for whether the climate in the work environment will be casual, professional, regimented, creative, etc. The atmosphere that the employer desires to create will, therefore, determine whether the employer/employee relationships are healthy and productive. Whichever direction the employer chooses to take things, however, the importance of the employer-employee relationship cannot be overstated, as that relationship largely defines the organization and has far-reaching effects on company culture, employee satisfaction, and turnover rates. According to Nexco Resource, "When employees have a strong, healthy relationship with their employers, the entire company benefits. Studies show that employees who have mutually respectful relationships with their employers are more likely to be happy, loyal, and productive in the long-run."

Review of Literature:

Beardwell and claydon (2008) in this sense, a literature review is a scholarly paper that presents the current knowledge including substantive findings as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources and do not report new or original experimental work. Most often associated with academic oriented literature, such reviews are found in academic journals and are not to be confused with book reviews, which may also appear in the same publication.

Moher et al (2009) Consideration of prior, relevant literature is essential for all research disciplines and all research projects. When reading an article, independent of discipline, the author begins by describing



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THE IMPACT OF HUMAN RESOURCES POLICIES AND PRACTICES ONWINTRACK ELECTRICALS: AN ANALYTICAL STUDY

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ABSTRACT

All companies must develop, identify, and utilize appropriate human resource policies. These policies play a vital role of running any business. Each company is based on their size and the nature of their business which requires applicable human resource tactics based on the needs of each individual company. The aspects discussed will include employee relations and separation, employment processes and employee compensation and benefits. This project is meant to know the human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objectives of various HR Policies are to increase efficiently by increasing motivation and thus fulfill organizational goals and objectives.

Keywords: Human Resource policies, employees, motivation, compensation etc.

INTRODUCTION

Human Resources Policies are continuing guidelines on the approach the organization intends to adopt in managing its people. It represents specific guidelines to HR managers various matters concerning employments. It states the intend of the organization about different aspects of Human Resource management such as recruitment, promotion, compensation, training, selections etc. They define the conception and value of the organization on how people and things should be treated. Therefore, it serves as a reference point when human resources management practices are being developed or when decisions are being made about people. A good HR policy could provide generalized guidance on the approach adopted by the organization, and therefore its employees, concerning various aspects of employments. A procedure spells out precisely what action should be taken in line with the policy. However, each company has a different set of circumstances, and so develops an individual set of human resource policies.

Human Resource policies are formal rules and procedures that dictate how certain matters should be addressed in the workplace, including employee rights and duties. HR policies are tied to employment law. To avoid non-compliance and penalties from the government, employers must adhere to HR policies.

On the basis of their source, policies could be classified into

- Originated Policies.



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**EMPLOYEE SATISFACTION TOWARDS SRI VASAVI THANGA MAALIGAI,
DINDIGUL DISTRICT, TAMILNADU, INDIA : AN ANALYTICAL STUDY**

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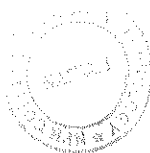
ABSTRACT

The paper has been done in Sri Vasavi Thanga Maaligai, Dindigul District, Tamilnadu. The main objective of the study is concerned with studying the impact of employee satisfaction at the organizational performance, and to know whether they are satisfied with the services or not. The data has been collected from the employees at Sri Vasavi Thanga Maaligai Dindigul region. Those collected data were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. This study has individually observed the employees at Sri Vasavi Thanga Maaligai Dindigul and study of employee satisfaction has been provided with suggestions with the consideration of findings.

ABOUT SRI VASAVI THANGA MAALIGAI

In 1942, Meda A. BalanagasunderasenChettiar and E.K.R. MeenakshisundharamChettiar started a jewellery store in Dindigul and named it Vasavi Jewellery Mart. It was a humble beginning in a 400 square feet space, where they sat on the floor and conducted their business; that was how things were done in those days. After the death of MeenakshisundharamChettiar, his brother, BalagurumurthiChettiar, joined the business. In time, BalanagasunderasenChettiar's son, Meda B. Nithyanandam and BalagurumurthiChettiar's son, Dhinakara Gupta, took over the reins of Vasavi Jewellery Mart. In the year 1996, MedaNithyanandam's son, Meda N. Ravi and Dhinakara Gupta's sons took a major leap and shifted the business to a showroom measuring 4000 square feet. This was ten times the size of the original store. It was also the biggest showroom in southern Tamil Nadu at that time. After six decades, in the year 2003, the family business was partitioned and MedaNithyanandam moved out of Vasavi Jewellery Mart with his son, Meda N. Ravi. They started a new jewellery firm and named it Sri Vasavi Thanga Maaligai. This showroom is housed in its current location and occupies a sprawling 9,000 square feet across three floors. Sri Vasavi Thanga Maaligai was founded by Meda B. Nithyanandam and his son, Meda N. Ravi. Recognised as a doyen of the jewellery trade in Tamil Nadu, Nithyanandam continues to be the chief mentor of the business. Mentored and guided by his father, Ravi Nithyanandam captains the overall management of Sri Vasavi Thanga Maaligai today.

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A STUDY ON EMPLOYEE ABSENTEEISM: STUDY AT JVS EXPORT IN MADURAI

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Abstract— The article entitled on worker's absenteeism is expected to decide the workers condition, compensation, amenities provided, participation, inspiration strategies and advancements. The motivation behind this article is to audit on issues of workers. Absenteeism is a type of withdrawal conduct apart from turnover. Workers not going to work when scheduled can be a significant issue for disassociations and turnover. This article intends to identify and distinguish the most well-known reasons for employee absence on management cost. Worker absence is a serious issue for the executives since it includes significant importance. Absenteeism is one of the widest spread deterrents to usefulness, productivity and seriousness. Workers badgering by employers or the board is one of the justifications behind absenteeism. The reactions might be affected by isolated inclination Workers not going to work when listed can be a significant issue of the disassociation. The article comprises of objectives, constraints, research approach, findings, thoughts and conclusion. The data required for the examination has been accumulated from essential and auxiliary information.

Keywords: Absenteeism, Turnover, Workers, Employers, Causes of Employee Absenteeism .

I. INTRODUCTION

Absenteeism is defined as the failure of the worker to report for work when he is scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to

work is arrived at by adding the man day's actually worked and the man days lost on account of absence of the workers due to some reason or the other.

A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered layoff. On the other hand an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he should be considered as neither scheduled to work nor absent.

Similarly, an employee who quits without notice should be considered as absent from scheduled work until his name is dropped from the active list, but preferably this period should not exceed one week in either case. If a strike is in progress, workers on strike should be considered as neither scheduled to work nor absent, since data on time is lost because strikes are collected under the head of man days lost on account of industrial dispute.

II. THE REASONS FOR ABSENTEEISM

The phenomenon of absenteeism has been explained in various ways. The atmosphere prevailing in a plant, therefore, affects His attitude to his work, and either persuades him to attend regularly or keeps him away. Irritating uncertainty, irregularity, and confusion in the factory are likely to be important cause of absenteeism. The attitude and practice of the management also contribute to absenteeism.

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A STUDY ON "WORK LIFE BALANCE" OF EMPLOYEES IN EAGLE FOODS IN MADURAI DISTRICT : AN ANALYTICAL STUDY

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ABSTRACT

It is challenging for both employee and employers to balance their work and family life. This conceptual paper on Work Life Balance gives a frame on meaning and importance of Work Life Balance. The push and pull between family and responsibilities. In these the poor Work Life Balance will give suggestion to overcome those obstacles. In this paper, we highlight about the Work Life Balance and to understand the reader in depth knowledge on balancing their own work and personal life.

Keywords: Employee, Work life, Balancing, Environment.

INTRODUCTION

To go to the higher position in organization it requires working for long working hours and dealing with difficult issues. Some days it is quite interesting and exciting and other days stress full and tension. For many people it's a situation arises how they manage their work and life. Employee who believe they have no time for their personal life feel distracted while they are in work. Those negative aspect into employee personal life can lead to job exhaustion and disruption of relation with families and increasing work life balance is to maintain and create healthy environment, in which employee has a balance between work and family thus strengthen ones loyalty.

WORK LIFE BALANCE IMPORTANCE

It is important to draw a distinction between work and personal life. Employees who are constantly fed up with the job deals with stress and burnout. The person doesn't have time to relax and recharge their performance suffers. An important person to take time off from the work instead of working longer hours. A proper schedule is to be maintained for their work, family, friends so that the mental stress decreases. The individual is running out for doing their best from adding additional task to his brain and not handling the situation. Once the time of work is over the person needs to learn to walk away from laptop and not answering the call. In this busy world, because of work pressure no one will close to their loved ones and not available for the friend and



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EMPLOYEE ENGAGEMENT AND ITS IMPACT ON ORGANIZATIONAL SUCCESS - A STUDY IN COGZIDEL TECHNOLOGIES, MADURAI

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ABSTRACT

Employee engagement is the burning topic for any company during the globalized era. Engaged employees incline to contribute more of organizational productivity. It also supports in maintaining a higher level of commitment. Employee Engagement is the level of employee's commitment and participation towards their organization and its values. The organizational success depends on employee's productivity which is accelerated through employee's commitment towards his organisation. This paper is attempted to analyze the relevance of engaged employees for the growth and development of organisation and its success. This paper makes an attempt to study the different dimensions of employee engagement with the help of review of literature. This can be used to provide an overview and references on some of the conceptual and practical work undertaken in the area of the employee engagement practices in a manufacturing company in India. In this study in a manufacturing company, the factors contributing towards productivity and its overall impact on the organisation is measured through the data collected by way of questionnaire. The main objective of the study was to analyze and interpret the impact of employee engagement on success of the company using both primary, secondary data. The study uses the 6 Cs of employee engagement out of 10 Cs defined by Gambler (2007) to measure employee engagement with suggestive conclusions.

Keywords: Employees, engagement, performance, satisfaction, relationships.

INTRODUCTION

Employee Engagement is the devotion, passion of employees and effective leadership skills with support from the top management to the employees. Human resource leaders set the drive and creed of their company and spread that positive morale to the employees in the company. A review of the article based on the 10 C's for employee engagement by the author, George Ambler (2007) pulled the facts and highlights from the full story in the Ivey Business Journal and also summarized the explanation of the 10 C's as follows:

1.Connect: Leaders should always show and make known that they value employees. Good employee engagement is only going to happen if employees feel positive and strong about their relationship with their boss. If they have a negative attitude towards their boss or feel that the boss has a negative attitude towards them, employee engagement is not going to happen.

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A STUDY ON STRESS MANAGEMENT OF EMPLOYEE ON SRI VINAYAGA CONTAINERS SIPCOT, INDUSTRIAL COMPLEX, DINDIGUL

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Cite This Article: K. Abirami & Dr. B. Velmurugan, "A Study on Stress Management of Employee on Sri Vinayaga Containers SIPCOT, Industrial Complex, Dindigul", International Journal of Interdisciplinary Research in Arts and Humanities, Volume 8, Issue 1, Page Number 87-93, 2023.

Abstract:

Stress is the emotional and physical strain caused by our response to pressure from outside the world. It is a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and unimportant. Stress is also often typified by a lack of control over conditions at work. Stress is the physical and mental response of the body to demands made upon it. It is the result of our reaction to outside events, not necessarily the events themselves. Stress is the anticipated and unavoidable element of life due to unavoidable element of life due to ever increasing complexities and competitiveness in living standards. The speed of change in humankind today is certainly overwhelming and breathtaking. In the fast changing world of today, no individuals are free from stress nor is any profession stress free. It is just not enough to treat the causes but the consequences of stress on physical, emotion and behaviors areas also require due attention.

Key Words: Types of Stress, Signs of Stress, Physical & Mental Response.

Introduction:

Stress is a normal physical response to events that makes one feel upset in some way or the other. In today's modern world, life is so full of hassles, deadlines and demand that stress has become a mode of life. People usually think of stress as a negative experience. According biological point of view, stress can be a neutral, negative or positive experience. It is not always bad and it can help individuals to perform well under pressure. But a person constantly running in the emergency mode is sure to harm one's mind and body. It is thus essential to balance and manage stress in positive way to lead a healthy life in body, mind and spirit.

Some Types of Stress:

Physical Stress:

- Time Stress
- Anticipatory Stress

Emotional Stress:

- Anxiety or Irritability
- Depression

Acute Stress:

- Traffic jams
- Crowds
- Loud noises

Emotional Stress:

- Anxiety
- Anger

Chronic Stress:

- Upset Stomach
- Headaches
- Using Drugs

- Situational Stress
- Encounter Stress

- Panic Attacks
- Sadness

- Running late
- Impending deadlines for work related projects

- Irritability: short temper
- Impatience

- Decreased Energy
- Heart Disease
- Memory Problems

Statement of the Problem:

Modern living has brought with it, not only immeasurable means of comfort, but also an overabundance of demand that tax human body and mind. Nowadays, everyone talks about stress. It is prevalent across all socioeconomic group of population. Not only just high pressure executives are its key victims but it also includes laborers, slum dwellers, working women, businessmen, professionals and even children. Stress is the anticipated and unavoidable element of life due to unavoidable element of life due to ever increasing complexities and competitiveness in living standards. The speed of change in humankind today is certainly overwhelming and breathtaking. In the fast changing world of today, no individuals is free from stress nor is any profession stress free.





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ECONOMICS



POTHYS: A FINANCIAL ANALYSIS AND RECOMMENDATIONS - AN ANALYTICAL STUDY

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ABSTRACT

The textile industry of India plays a substantive role in the economy. This is one of the largest industries in India in terms of employment generation, and earning foreign exchange. The paper focuses on the financial strength of the textile sector in India. And to know that up to what extent textile sector has used their available resources effectively. For this purpose profitability, liquidity and solvency position of textile companies has examined. In this paper comparative ratio analysis technique has used to know the financial soundness of textile companies. The result shows the profitability margins has slightly different due to volatile textiles market and volatility in raw material prices. The liquidity and solvency position is almost same in all the textile companies.

Keywords: Company, Liquidity, Profitability, Solvency, Textile.

ABOUT SRI VASAVI THANGA MAALIGAI

Pothys has established itself as house hold name in the textile industry in Tamil Nadu. Our undisputed reputation stems from our unflinching dedication to give you the highest quality, exclusive and diverse clothing options and unmatched customer service. Our hard work, dedication and perseverance has earned us the distinction of being voted the most preferred saree showroom in Chennai, according to SUN TV Neilson survey in the year 2002. We are also the first retail showroom in Tamil Nadu

to be accredited with ISO 9001 certification way back in 2003. Pothys desire to innovate and excel in silk manufacturing won us the Guinness World Record in the year 2005 for creating the world's longest silk saree. Our showrooms house the largest collection of silk sarees in Tamil Nadu. At Pothys you get the benefit of diverse silk varieties, exclusive designs and authentic silk brands. Yes, Pothys is the first Textile showroom in Tamil Nadu to launch its own unique brand of silk sarees namely Samudrika, Parampara and Vastrakala. These silk brands stand apart for their richness in silk, exclusivity in



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CHALLENGES OF WOMEN LEADERS AND MANAGERIAL EFFECTIVENESS IN IT INDUSTRY IN COIMBATORE

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Abstract:

In this study, researcher investigate the challenges of women leaders and managerial effectiveness in the IT industry in Coimbatore. The study is focused on two dimensions: workplace challenges, and managerial effectiveness.

A five-point scale instrument that measures leadership effectiveness (leading organization, leading people, leading self) was used to collect data. The participants (N = 187) was top and middle level managers that used IT for organizations' activities. Collected data were analyzed using a t test. The paper concludes that perceptions of leadership roles differ among the mid-level women leaders when compared to high-level women leaders. These findings are interpreted, and implications are discussed.

Key words: *leadership, leadership effectiveness, IT Industry, Women leaders, Coimbatore.*

1. INTRODUCTION

In the past three decades, the position of women in India has shifted significantly. The percentage of women attending school, college, and earning doctorates has climbed dramatically. Women hold the top positions of leadership in several professions and businesses. The response of society as a whole is receptive, yet some areas remain male-dominated. In other words, women continue to face obstacles in obtaining corporate executive leadership positions. Numerous companies are adopting leadership development programs geared only at achieving women in leadership positions. These programs identify roadblocks and challenges and then advise women on how to overcome them.



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HR ANALYTICS AND ITS MODERATING FACTORS - A REVIEW IN KASIM TEXTILE MILL PRIVATE LTD, MADURAI

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Abstract:

This theoretical article elaborates the moderating factors of the human resources analysis (HR Analytics), considered as one of the main initiatives in human resources today. It seems that the analysis simplifies the decision-making process by proposing a more data-driven approach. Although human resource analysis is a priority in most organizations, the implementation process is slow and only a minor proportion of them even report having implemented it. HR analysis is not progressing as many academics have suggested over the last 10 years. Therefore, it seems necessary to identify the modulatory factors of HR Analytics that promote or hinder its success. The number of academic research articles dealing with this subject is very small. The impact of moderating factors on the level of human resource analysis is vague and unexplored. This paper offers potential explanations of the relationship between moderators and HR analysis and provides suggestions to organizations on how best to address these factors. In the first part of this article, the development and theoretical assumptions for a more data-driven approach to human resource decision making are developed. Then the concept of HR Analytics will be defined. The third section presents case studies and examines the importance of the practice of human resource analysis in organizations. In the following, each moderation factor will be examined in detail. Finally, the main conclusions of the subject under study are discussed and summarized.

Key Words: HR Analytics, People Analytics, HR Metrics, Big Data, Strategic HRM.

Introduction:

The purpose of this article is to address the question why HR Analytics is not progressing, as it is proposed by many academics. In doing so, this article provides a review of high quality research, related to the moderation of factors that promote or prevent HR Analytics' success. However, high quality research on HR Analytics's value is quite rare. On the one hand, most articles are published by consultants with business interest and more based on beliefs than proofs. On the other hand, most of the reported HR Analytics successful stories have a narrow focus and deal with topics as a daytime. The purpose of this article is not only to identify and describe moderate factors of HR Analytics. I am still trying to provide a better understanding of how moderation factors influence the level of H. Analysis and show how organizations best deal with these factors

Company Profile:

Kasim Textile Mills Private Limited, forayed into the textile business in 1991 by starting a small unit at Puliyanakulam in Madurai, Tamil Nadu. Since its inception, the company has galvanized to prominence as one of the leading Manufacturer and Exporter of Greige/Grey Woven fabric under the able leadership of Mr. A. Shahul Hameed. He was steadfast in his mission to steer the fortunes of the organization with his sheer perseverance and humility. The company managed to sail thro challenging situations, thanks to the resolve of the management to never compromise on the quality of its product and its delivery schedule despite hostile business conditions. The company has achieved its Organic growth by delving itself into every least possible detail of quality adherence and living up to the expectation of the customer

Statement of the Problem:

The purpose of this study is to gain insight us to the reasons why more HR professionals are not using HRA to improve organizational performance in order to gain and maintain a competitive advantage. Could there be factors that may act as barriers that impede HR professionals' adoption of HRA. Practitioner research outlines the shortcomings of HR professionals when it comes to the use of analytics and metrics. The extant literature further reports that in many organizations, executives still view HR as a - cost centre dealing primarily with soft skills. Executives may believe HR professionals analyse only what has happened, while lacking a perspective and a bottom-line mindset.

Objectives of the Study:

- To identify the role of analytics in human resource function.
- To find out the threat and opportunities of implementing and using human resource analytics



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A STUDY ON EMPLOYEE RETENTION AS A TOOL FOR IMPROVING ORGANIZATIONAL EFFECTIVENESS: ANALYTICAL STUDY AT VAIGAI AGRO PRODUCT LIMITED

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Abstract:

Human sources are those who make the group of workers of a company. It's also recognized via manpower, skills, labour, employees, etc. Human Resource department of a business enterprise performs human useful resource control. It entails various elements of the employment consisting of compliance with labour regulation and employment standards, management of worker benefits, and various other sports related to recruitment and choice of the employee. Worker retention is regarding the efforts with the aid of which employers try and retain the personnel in their team of workers. Retention turns into the strategies in place of the final results. Preserving the worker for long duration of time is known as retention. Retention strategies of the organization need to have the capacity to attract and hold their staff. Organizational effectiveness refers to a company's ability to achieve the goals it sets out to achieve. It's far the performance of the organization, group or an organization to fulfill its goal. Six Sigma is a methodology that makes a specialty of improving the overall efficiency of a business process.

Introduction:

Long-term health and success of any organization depends upon the retention of key employees. To a great extent customer satisfaction, organizational performance in terms of increased sales, satisfied colleagues and reporting staff, effective succession planning etc., is dependent upon the ability to retain the best employees in any organization. Encouraging employees to remain in the organization for a long period of time can be termed as employee retention. It is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project.

Models of Employees' Retention:

There are three important models on employee retention, one of them is a) Zinger Model and the other is 2) ERC's Retention Model. 3) Integrated System for Retaining Employees. A brief explanation of these models is follows:

Zinger Model:

Employee retention is the art and science of engaging people in authentic and recognized connections to strategy, roles, performance, organization, community, relationship, customers, development, energy, and well-being as companies leverage, sustain, and transform their work connections into results.

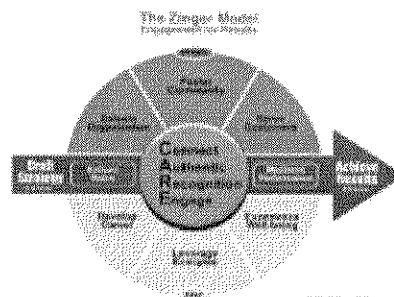


Figure 1: Zinger Model

According to the Zinger Model, employee retention is directed towards achieving results of the organization that the department, team, or individual wants to achieve. To achieve results, companies need to craft a strategy to get there. A central key of employee retention is connection. In some cases connection is



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ORGANIZATIONAL CLIMATE AND ITS IMPACT TOWARDS EMPLOYEE PERFORMANCE IN MADURAI MEENAKSHI TEXTILE (P) LTD., DINDIGUL DISTRICT, TAMIL NADU, INDIA: AN ANALYTICAL STUDY

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Cite This Article: R. Kavlya, D. Kumaresan & Dr. B. Velmurugan, "Organizational Climate and Its Impact Towards Employee Performance in Madurai Meenakshi Textile (P) Ltd., Dindigul District, Tamil Nadu, India: An Analytical Study", *International Journal of Interdisciplinary Research in Arts and Humanities*, Volume 8, Issue 1, Page Number 83-86, 2023.

Abstract:

The Paper has been done in Madurai Meenakshi Textile (P) Ltd., Dindigul District, Tamil Nadu. The title of the Paper is "A Study on Organizational Climate and Its Impact towards Employee Performance". The main objective of the study to find the overall knows the present working environment of the organization. And study the attitude of the employees towards existing organizational climate in Madurai Meenakshi Textile (p) Ltd. And study the impact of organization climate on employee commitments. Those data has been collected from the employees, data collected were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. It reflects the thoughts of researcher in the form of findings, suggestions and conclusions.

About Madurai Meenakshi Textile (P) Ltd:

Madurai Meenakshi textile (P) Ltd is located at Uluppakudi village, Dindigul District. Covering 9.6 acres including building. It was registered in June 1992 and started its commercial production in December of the same year. The company started with four directors. The objective of the company is "cotton yarn polyester spinning". The finished goods are marked mainly in National market places such as "Mumbai, Ahmadabad, Surath, Karachi". There are laborers are 78 in that time in that 48 were women and 30 were men. Madurai Meenakshi textile private limited company registered with the registrar of companies, Tamil Nadu, Chennai with registration no. 130297 on 27.6.1991. Mr. N. Lakshmanan is the chairman of the concern. He is from Uluppakudi village near Punnampatti. He is a kind hearted person with helping nature. He visits the company weekly once and absorbs the production and other activities of the company. He participates in the financial budgeting production planning for the year etc., discusses everything with the board of directors and makes the decisions related to concern. Meenakshi also takes its going-green commitment very seriously and produce over 110% of its power requirement by clean wind power. It also has a 100% governmental and legal compliance record. It manufacture 100% cotton yarn counts varying from 24s to 140s combed which goes for the manufacture of premium branded shirts and t-shirts globally. Their products are made from various imported and Indian cotton. We take pride in our contamination free cotton yarn that gives us a special niche in the market. The yarn has been widely accepted and appreciated in the industry by prominent top shirt manufactures and knitted garment manufactures, domestically and world-wide. It is well reputed for its contamination free 100% cotton ring spun & compact yarn manufactured exclusively for shirting.

Review of Literature:

Madukoma and Opeke (2001) in their study on information needs and seeking behavior of senior non-academic staff indicated that 8.70 per cent of the respondents were between 20 to 30 years of age, 45.40 per cent were between 31 to 40 years, 42.10 per cent were between 41 to 50 years of age and only 3.80 per cent were above 50 years of age.

Nurhasani et al. (2004) in their study on impact of organizational climate on teachers' job performance revealed that most of the respondents (45.90%) were 27 to 35 years of age. It is also shown that 35.10 per cent respondents were 36 to 45 years old while 16.20 per cent respondents fell in the age group of below 26 years. The remaining (2.70%) respondents fell in the oldest age group of 46 to 55 years.

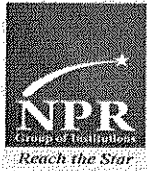
Okoya (2006) in her study on organizational climate and performance found that the largest single age group was between 31 and 35 years (31.30%), followed by 26.30 per cent aged between 26 and 30 years. The smallest age group accounted for 10.00 per cent and was of 35 years or less, remaining 32.30 per cent of the respondents were older than 36 years.

Pelin and Funda (2008) in their study on the effect of organizational climate on counter productive behaviors found that 64.00 per cent of the respondents were between the ages 25-34 years, followed by 18.00



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A STUDY ON WAGES AND SALARY ADMINISTRATION IN NBAYS IT SOLUSENS MADURAI, TAMILNADU, INDIA

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Cite This Article: M. Karthikeyan, V. Tamilselvi & Dr. B. Velmurugan, "A Study on Wages and Salary Administration in Nbays IT Solusens Madurai, Tamilnadu, India". *International Journal of Interdisciplinary Research in Arts and Humanities*, Volume 8, Issue 1, Page Number 87-90, 2023.

Abstract:

The project work entitled "A Study on Wages and Salary Administration with specific reference to Nbays IT Solusens, Madurai". The study is intended to evaluate the wages and salary administration. Salary and wages are important factor for every employee and it is helpful to the organization to know about the satisfaction of the employee towards wage & salary and to know how it motivates the employee. The motivation of each employee will lead to the better performance and in turn satisfies both the employees and also organization. The wages and salary administration is used to study about the various policies of the organization regarding wage and salary fixation. The study also aims at evaluating the practical wage and salary administration under taken by the organization in their work environment to improve their working skills. The data needed for the study has been collected from the employees through questionnaires. The research design used in this study is Descriptive research design. Analysis and interpretation has been done using the statistical tools like Correlation, Percentage analysis, Chi-square and data are presented through tables and charts.

Introduction:

One of the most important factors in Human Resource Management is compensation management. The compensation management depends upon the amount of wage and salary paid to an employee for their work in an organization. Wages and Salary Administration: Wage and Salary administration refers to the established and implementation of sound policies and practices employee compensation. Wage and salary administration is one of the vital areas of the personnel administration.

- **Wages:** Wages is the remuneration paid, for the service of labor in production, periodically to an employee / worker. "Wages" usually refer to the hourly rate paid to such groups as production and maintenance employee ("blue-collar workers").
- **Salary:** Salary is defined as a fixed compensation for services paid on a regular basis, generally on a weekly, monthly or annual basis.

Meaning of Wages and Salary Administration:

Wage and salary administration affect levels of employee commitment to the organization. However, fascinating the individual's job assignment is, the employee must be paid. Pay affects the way people work-how much and how well. A large part of the compensation that people receive from work is monetary. Although managers are expected to conserve money and distribute it wisely, many employees feel that they should get more of it for what they do. Wages, salaries and many employee benefits and services are form of compensation.

Review of Literature:

Nwachukwu (2017) "Impact of effective wages and salary administration": In any organization, be it in the private or public sector, money is a very sensitive issue; not only to management but also to employees. Wages and salaries constitute a significant part of the total cost of operation in any organization or establishment.

Hassan (2015) "Wages and salary salaries as a motivational tool forenhancing organizational performance": This study examined how the organization's human capital was compensated and see whether the compensation even serves as a motivational tool to enhance organizational performance. Based on the findings the following recommendations were preferred that there should bewages and salaries scale and schedule.

Pravin Warakar (2015) "Study of Salary and Wages Administration": The basic purpose of wage and salary administration is to establish and maintain an equitable wage and salary structure. The wage and salary administration is concerned with the financial aspects of needs, motivation and rewards managers, therefore analyze and interpret the needs of their employees so that reward can be individually designed to satisfy these needs.

Benewetz (2015), "Wage and Salary Administration and wage theory: A reconciliation": Many industrial wage and salary administration believe that they can determine wage and administration levels for



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PERFORMANCE EVALUATION AFTER TRAINING AND DEVELOPMENT AT PARAMESHWARI EXPORT KARUR, TAMILNADU, INDIA: AN ANALYTICAL STUDY

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ABSTRACT

The paper has been done in Parameshwari export karur, District, Tamilnadu. The main objective of the study is concerned with studying performance evaluation of after training and development of an employee. The data has been collected from the employees at Parameshwari export. Those collected data were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. This study has individually observed the employees at Parameshwari export and study of employee satisfaction has been provided with suggestions with the consideration of findings.

ABOUT PARAMESHWARI EXPORT

Since our inception in 1973 we have treaded the path of success continuously without any break and have come to this stage where we presently employ approximately 3000 personnel and have an impressive annual turnover of US\$ 7.8 Million (Apr 04- Mar 05). We are second to none in design and quality of home furnishing products. Our production capacity is 1.25 Million sq.mtrs per month. This has helped us in fulfilling the demands of quality conscious buyers in Europe, US, Scandinavia and Canada.

Our office, god own, dyeing and stitching units are functioning in an area of 10,000 sq.meters. Production process yarn is purchased from mills/dealers and is dyed in our unit where we have facilities for manual, machine dyeing and lab testing. After this the yarn is issued to the weaving department. The stitching and finishing work is done in our tailoring unit, which is equipped with imported machines. Finally the finished products are thoroughly checked and packed as per international standards. Every stage of production process is supervised by our experienced and qualified technical team.

Launched 4 decades ago Parameshwari began its journey uphill through a series of steady and progressive steps displaying efficiency at its best. This is established irrefutably through our persistent progress in the path of success. We have a highly competent infrastructure and human

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HEALTH, SAFETY & WELFARE MEASURES FOR EMPLOYEES AT SHRI VISHAGAN TEX: AN EMPIRICAL STUDY

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ABSTRACT

Labor health, safety and welfare are the measures of promoting the proficiency of labor. The various welfare measures provided by the employer will have immediate impact on the health, physical and mental efficiency, alertness, morale and overall proficiency of the worker and thereby contributing to the higher productivity. Some of the facilities and services which fall within the preview of labor welfare include adequate canteen facilities, accommodation arrangements, and recreational facilities, medical facilities transportation facilities for traveling from & to the place of work. This research highlights the health, safety and welfare measures taken in the manufacturing industry, the employees' satisfaction level, and to identify the overall quality of work life of the employees. The Data collection was done through questionnaire. To analyze, the collected data the researcher used simple percentage analysis and Chi-Square test. Different charts and graphs were drawn to interpret the collected data.

Keywords: Safety Requirements, Employee Health, Welfare Measures, Factories Act.

COMPANY PROFILE

Shri Vishagan Tex is one of the best Textile in Salem district. It is registered in Tamilnadu only. Sri Vishagan Tex provides you the best range of cotton dropping waste, cotton waste, cotton yarn waste, combed cotton yarn & cotton blended yarn with effective & timely delivery. The business type is either Retail or Wholesale. The Company established on 2017. GST number of Shri Vishagan Tex. is 33BERPD5180M1ZQ. This is a Proprietorship. This business was registered under GST on 01/07/2017. This is GST number of Tamil Nadu state.

India is a traditional textile -producing country with textiles in universal, and cotton infastidious, being chief industries for the country. India is surrounded by the world's top producers of yarns and fabrics, and the export superiority of its products is ever escalating. Textile Industry is one of the biggest and oldest industries in India. Textile Industry in India is a self-reliant and independent industry and has enormous diversification and adaptability. The textile industry can be roughly classified into two categories, the organized mill sector and the unorganized decentralized sector. The organized sector of the textile industry represents the mills. It could be a spinning mill or a composite mill. Composite mill is one where the



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A STUDY ON FINANCIAL STATEMENT ANALYSIS OF NATCHI APPAREL (P) LTD, DINDIGUL

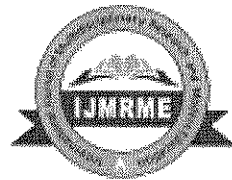
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Abstract:

A financial statement is a formal record of the financial activities of a business, person or other entity. Relevant financial information is presented in a structured manner and in a form of easy to understand. They typically include basic financial statements, accompanied by a management discussion and analysis: a balance sheet also referred to as a statement of financial position, reports on a company's assets, liabilities and ownership equity at a given point in time. An income statement also referred as a statement of comprehensive income, statement of revenue and expenses, profit and loss report, report's on company's income, expenses and profit over a period of time. The financial statements are prepared by certain accounting conventions and principles. Accounting itself is a dynamic science, and accountants have developed, from time to time, a number of conventions on the experiences. Even though a number of conventions and assumptions have been propounded in accountancy, their use is affected by the personal judgment of accounts. The financial statements are affected by the personal judgment of accountants and such as they are subjective documents. The company should increase sales volume as well as gross profit. Despite price drops in various products, the company has been able to maintain and grow its market share to make strong margins in market, contributing to the strong financial position of the company.

Key Words: Financial Statements of Natchi Apparel Ltd.
Introduction:

Financial statements refer to formal and original statements prepared by a business concern to disclose its financial information. The transactions affecting the business are recorded in the books and shown in the financial statements at the same values. Accountants always take some facts as accepted or postulates. In other words, business transactions are recorded on certain assumptions such as 'going concern', 'stable value of rupees' etc., these are reflected in the financial statements. The objectives of financial statement are to provide information about the financial position, performance and changes in financial position of the enterprise that is useful to a wide range of users in making economic decisions.

Financial Statements May be Used By Users for Different Purposes:

- Owners and managers require financial statements to make important business decisions that affect its continued.
- Financial analysis is then performed on these statements to provide management with a more detailed understanding of the figures.
- These statements are also used as part of management's annual report to the stockholders.
- Employees also need these reports in making collective bargaining agreements with the management, in the case of labor unions or for individuals in discussing their compensation, promotion and rankings.
- Financial institutions use them to decide whether to grant a company with fresh working capital or extend debt securities (such as long-term bank loan or debentures) to finance expansion and other significant expenditures.

Financial Statement Analysis:

"Analysis and interpretation of financial statements are an attempt to determine the significance and meaning of the financial statement data so that forecast may be made of the prospects for future earnings, ability to pay interest and debt maturities (both current and long term) and probability of a sound dividend policy." - Kennedy & Muller

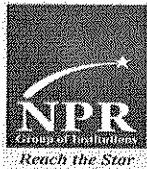
Tools for Financial Statement Analysis:

- The history of financial statement analysis is traced back to the beginning of 20th century. The analysis was started in western countries for the use of credit analysis. Till 1914, the financial institutions used



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THE EFFECT OF TRAINING AND DEVELOPMENT ON EMPLOYEE PERFORMANCE IN EID PARRY (INDIA) LIMITED: AN ANALYTICAL STUDY

V.GOGUL , V.TAMILSELVI , B.VELMURUGAN

Abstract— Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at Eid Parry Limited. The research employed descriptive analysis. Primary data was collected through distributing questionnaires to 120 employees, who were selected through the random sampling technique. Findings reveal that overall training and development has a significant impact on employee's performance. It helps the organization in reducing employee turnover, increasing the productivity of employees, and contributing to higher financial returns for the organization. The study suggests that there is a need for improvisation in identifying the area where training needs have actually generated and salary structure should be revised at a regular interval of time.

Keywords: Training, Development, Employee performance, Organization.

I. INTRODUCTION

Training and development are a part of an organization's subsystem that focuses on improving individual and group of employees. Training is the method of improving an employee's skill, knowledge, and abilities in order for them to perform a specific job. Employee development refers to their overall development. It is a process by which managers and executives develop experience

and competency in their current job, as well as the ability to perform future tasks.

1) IMPORTANCE OF TRAINING

It is important for organizations to provide ongoing training and development programs for their workers in order to continue to improve. Since the business environment and competition are constantly evolving, it is important to continue studying and acquiring new skills.

2) METHODS OF TRAINING:

1) On-the-job training method

a) Job rotation: In this method, an employee is given the opportunity to work on a variety of jobs, each with its own set of responsibilities, without incurring any additional cost.

b) Job instruction: An employee is guided by a trainer or supervisor who advises him/her on the exact steps to complete the job in this form of training.

c) Coaching: In every organization, both practical and theoretical development of employees is needed. Most organizations opt for this method of training. In this method, the organization assigns a coach to the employees who will train them. He also receives regular feedback from the trainer.

d) Committee assignments: Under this method of training, the company hosts a meeting or seminar for employees who are given real-life problems to solve. As a result, all the staff of the organization develop teamwork, leadership skills, and so on.

2) Off-the-job training method

a) Vestibule training method: For manual workers, the vestibule training method is well-known. If organizations begin to train workers in the factory or at the workplace, there is a risk of mishap occurring with the machinery in the factory.

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ABSTRACT

The software industry of India has evolved on the basis of increasing its place in the value chain and providing tailor made solutions to the respective customers. Customer satisfaction can also be included in the list of reasons. The NASSCOM has announced in 2018 that the future of Indian software companies is very bright in the next decade if the industry keeps on growing at the rate 11% CAGR, which is exactly the current rate of growth. This present study will evaluate the financial results of the selected 20 companies for the period of 10 years i.e. 2010 to 2019 and try to find the dependency of operating profit and inconsistency (if any) in the financial performance of the selected companies.

Keywords: Company, Liquidity, Profitability, Solvency, Textile.

ABOUT THE COMPANY

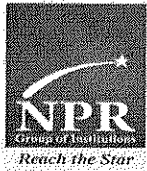
Native Sparrow is an Indian multinational provider of consulting, software products and solutions. We enable our clients to outperform the competition and stay ahead of the innovation curve. We help enterprises transform and thrive in a changing world through strategic consulting, operational leadership and the co-creation of breakthrough solutions, including those in mobility, sustainability, big data and cloud computing. From the beginning we have been a company focused on bringing to life great ideas and enterprise solutions that drive progress for our clients. For the past 6 years, we have been envisioning, designing and delivering custom software for our clients' toughest challenges. When innovation is critical, and failure is not an option, our track record says it all.

INTRODUCTION

Finance is the art and science of managing money. Finance is regarded as the life blood of a business enterprise. In general, finance may be defined as the activity concerned with planning, raising, controlling and administering of the funds used in the business. Financial Management is concerned with the duties of the financial managers in the business firm.

Financial Management is concerned with the management decisions that results in the acquisition and financing of long term and short term credits of the firm. As such it deals with





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Hari et. al/Star International Journal, Volume 11, Issue 06(2), June (2023)

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EMPLOYEE TURNOVER IN LAKS TEX PRIVATE LIMITED, KARUR, TAMILNADU, INDIA: ANALYTICAL STUDY

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ABSTRACT

When the job market improves, many employees who have had few options will be looking for new alternatives. Employee turnover can be expensive, disruptive, and damaging to organizational success. Despite the importance of successfully managing turnover, many retention management efforts are based on misleading or incomplete data, generic best practices that don't translate, or managerial gut instinct at odds with research evidence. This book culminates volumes of academic research on employee turnover into a practical guide to managing retention. Turnover fictions are dispelled and replaced by research-based facts. Keys to diagnosing and managing employee turnover are presented such that readers can effectively manage employee retention ...Employee turnover is one of the topical issues worldwide. The impact of factors affecting employee turnover varies occasionally and new factors are considered. Many countries have examined various factors that affect employee turnover. The main objective of this research is to consider psychographics and socio-demographic factors in one study and analyse the impact on employee turnover. A Probit regression model through the stepwise technique was used to analyse the collected data. Using ventures in Sri Lanka as a case study, this study demonstrates that employee turnover occurs in different stages and independent factors impact differently in each stage. The study population was professionals who have been a key part of Sri Lankan startups, which involved 230 respondents. Data analysis was performed through a forward stepwise technique through STATA. The results verified that job satisfaction and co-worker support negatively impact employee turnover, whereas leader member exchange positively impacts employee turnover. This study also proved a significant positive relationship between male employees in their thirties and high employee turnover. This study's findings help to identify the areas management should focus on to minimise employee turnover to retain experienced and skilled employee.



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REDEFINED AND IMPORTANCE OF ORGANIZATIONAL CULTURE : ANALYTICAL STUDY AT JM FRICTECH INDIA PVT LTD,KANCHEEPURAM

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ABSTRACT

This paper focuses on the defining organizational culture and sheds the light on the important studies on the topic. It sheds the light on the organizational culture. This paper also throw light on the definition, importance and elements of Organizational Culture. In current scenario organizational culture is increasingly understood as a company asset that can be used to increase business performance and job performance, while important, organizational culture is a slippery concept to concretely define. This paper deals with the historical development and foundational understandings of the term organizational culture.

Keywords: organizational culture, organizational culture and leadership, organizational culture change.

INTRODUCTION

The word culture has been derived from idea of cultivation which means the patterns of development. This pattern differs from country to country and society to society. The field of organizational behaviour and the related discipline of management science began investigating organizations in terms of culture as early as the 1930s. Hawthorne studies at the Western Electric Company marked the first systematic attempt to use a concept of culture to understand the work environment. Organizational Culture is a Human Resource Management concept which is used to improve the general culture within a company and organization. The culture creates good working relationships and promotes ethical communication between employees. It also help employees in making decisions in the situations where there are no formal rules or policies, situations that haven't been experienced yet. Brice (2009) also stated that an organization's cultural norms strongly affect all who are involved in the organization. Organizational culture includes an organization's expectations, experiences, philosophy, values that hold it together and is expressed in its self-image, inner workings, interactions with the outside world as well as future expectations. It is moral and ethical norms that have been developed in an organization and are considered valid. For example how power and information flow in organization and how committed employees are towards collective objective. It affects the organization's productivity, performance and provides guidelines on customer care and service, product quality and safety, attendance and punctuality, concern for the environment. Each organization has it's own



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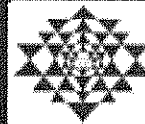


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ECONOMICS



A STUDY ON STRESS MANAGEMENT OF EMPLOYEE ON STERLING HOLIDAYS, KODAIKANAL

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ABSTRACT

Stress is the emotional and physical strain caused by our response to pressure from outside the world. It is a dynamic condition in which an individual is confronted with an opportunity, constraint, or demand related to what he or she desires and for which the outcome is perceived to be both uncertain and unimportant. Stress is also often typified by a lack of control over conditions at work. Stress is the physical and mental response of the body to demands made upon it. It is the result of our reaction to outside events, not necessarily the events themselves. Stress is the anticipated and unavoidable element of life due to unavoidable element of life due to ever increasing complexities and competitiveness in living standards. The speed of change in humankind today is certainly overwhelming and breathtaking. In the fast changing world of today, no individuals are free from stress nor is any profession stress free. It is just not enough to treat the causes but the consequences of stress on physical, emotion and behaviors areas also require due attention.

Keywords: signs of stress, causes of stress, physical & mental response.

INTRODUCTION

Stress is a normal physical response to events that makes one feel upset in some way or the other. In today's modern world, life is so full of hassles, deadlines and demand that stress has become a mode of life. People usually think of stress as a negative experience. According biological

point of view, stress can be a neutral, negative or positive experience. It is not always bad and it can help individuals to perform well under pressure. But a person constantly running in the emergency mode is sure to harm one's mind and body. It is thus essential to balance and manage stress in

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A STUDY ON EMPLOYEE SAFETY HEALTH AND WELFARE MEASURES IN SNS AUTOMOBILES IN MADURAI

S.JOE ARUN RAJ , V.TAMILSELVI , DR.B.VELMURUGAN

Abstract— The activity related Health and Safety Act accommodate the wellbeing, security and welfare of people in a vocation, and all people lawfully present at working environments and related issues. work environment and work surroundings that is sheltered, without wellbeing dangers and adequate as respects luxuries and arrangements for the specialist's prosperity at work ought to be keep up. Laborers ought to be all around educated of any dangers and going to happen threat identified with new innovation and they ought to contribute in the demand and audit of security and wellbeing measures. Tenant should likewise guarantee legitimate cleanliness, ventilation, lighting, seepage of floor, sterile accommodation, maintain a strategic distance from blockage and control air contamination, commotion and vibration at the working environment. Each tenant is required to build up a security and wellbeing board of trustees at the work environment in concurrence with controls recommended under the law. Preparatory and guarded moves ought to be made after appropriate hazard assessment (at any rate once every year) to guarantee that all synthetics, hardware, gear, apparatuses and process are sheltered and without hazard to wellbeing and conform to the provisions of security and wellbeing supplies in this Act.

KEY WORDS: Health, Safety and Welfare, Worker's wellbeing

1. INTRODUCTION

A developing concern is comprised of individuals are the most fundamental piece of big business in delivering great and the general population do benefit , offering of the item and make benefit . Subsequently no business undertaking can exist without individuals and

associations nature of work and its viability relies on the worker who establish its workforce. Of the considerable number of variables of generation, human factor is by a wide margin the most essential the production lines act (1948) lays imperative on the working condition with respect to different issue identifying with the wellbeing , security and welfare of the laborers.

- To ensure specialists, unwary and in addition careless from mishaps.
- To secure shape the representative condition conducive to their wellbeing, wellbeing and welfare

1) EMPLOYEES HEALTH

The prosperity of the worker in the modern foundation is influenced coincidentally and by sick wellbeing physical and also mental. Wellbeing is riches for worker, understanding these representatives give an expansive number of wellbeing administration to their representative. Wellbeing assurance is lawful necessity as well segment 11 to 20 of the industrial facilities act, 1948 manage the soundness of laborer. Worker wellbeing a few measurements, for example, physical wellbeing, mental, clamor control, and employment push.

2) EMPLOYEE SAFETY

Thousands of employee die every day in factories due to accident. Accidents are partial or total, temporary or permanent. Safety, in simple term, means freedom from the occurrence or risk of injury or loss. manufacturing or employee safety refers to the defense of workers from the danger of industrial misfortune an accident, then, is an unintentional an unrestrained event in which an act or reaction of an object, a person or a radiation results in personal injury.

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A STUDY ON WAGES AND SALARY ADMINISTRATION IN NBAYS IT SOLUSENS MADURAI, TAMILNADU, INDIA M. Karthikeyan*, V. Tamilselvi** & Dr. B. Velmurugan***

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Abstract:

The project work entitled "A Study on Wages and Salary Administration with specific reference to Nbays IT Solusens, Madurai". The study is intended to evaluate the wages and salary administration. Salary and wages are important factor for every employee and it is helpful to the organization to know about the satisfaction of the employee towards wage & salary and to know how it motivates the employee. The motivation of each employee will lead to the better performance and in turn satisfies both the employees and also organization. The wages and salary administration is used to study about the various policies of the organization regarding wage and salary fixation. The study also aims at evaluating the practical wage and salary administration under taken by the organization in their work environment to improve their working skills. The data needed for the study has been collected from the employees through questionnaires. The research design used in this study is Descriptive research design. Analysis and interpretation has been done using the statistical tools like Correlation, Percentage analysis, Chi-square and data are presented through tables and charts.

Introduction:

One of the most important factors in Human Resource Management is compensation management. The compensation management depends upon the amount of wage and salary paid to an employee for their work in an organization. Wages and Salary Administration: Wage and Salary administration refers to the established and implementation of sound policies and practices employee compensation. Wage and salary administration is one of the vital areas of the personnel administration.

- **Wages:** Wages is the remuneration paid, for the service of labor in production, periodically to an employee / worker. "Wages" usually refer to the hourly rate paid to such groups as production and maintenance employee ("blue-collar workers").
- **Salary:** Salary is defined as a fixed compensation for services paid on a regular basis, generally on a weekly, monthly or annual basis.

Meaning of Wages and Salary Administration:

Wage and salary administration affect levels of employee commitment to the organization. However, fascinating the individual's job assignment is, the employee must be paid. Pay affects the way people work-how much and how well. A large part of the compensation that people receive from work is monetary. Although managers are expected to conserve money and distribute it wisely, many employees feel that they should get more of it for what they do. Wages, salaries and many employee benefits and services are form of compensation.

Review of Literature:

Nwachukwu (2017) "Impact of effective wages and salary administration": In any organization, be it in the private or public sector, money is a very sensitive issue; not only to management but also to employees. Wages and salaries constitute a significant part of the total cost of operation in any organization or establishment.

Hassan (2015) "Wages and salary salaries as a motivational tool for enhancing organizational performance": This study examined how the organization's human capital was compensated and see whether the compensation even serves as a motivational tool to enhance organizational performance. Based on the findings the following recommendations were preferred that there should be wages and salaries scale and schedule.

Pravin Warakar (2015) "Study of Salary and Wages Administration": The basic purpose of wage and salary administration is to establish and maintain an equitable wage and salary structure. The wage and salary administration is concerned with the financial aspects of needs, motivation and rewards managers, therefore analyze and interpret the needs of their employees so that reward can be individually designed to satisfy these needs.

Benewitz (2015), "Wage and Salary Administration and wage theory: A reconciliation": Many industrial wage and salary administration believe that they can determine wage and administration levels for



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ORGANIZATIONAL CLIMATE AND ITS IMPACT TOWARDS EMPLOYEE PERFORMANCE IN MADURAI MEENAKSHI TEXTILE (P) LTD., DINDIGUL DISTRICT, TAMIL NADU, INDIA: AN ANALYTICAL STUDY R. Kaviya*, D. Kumaresan** & Dr. B. Velmurugan***

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Cite This Article: R. Kaviya, D. Kumaresan & Dr. B. Velmurugan, "Organizational Climate and Its Impact Towards Employee Performance in Madurai Meenakshi Textile (P) Ltd., Dindigul District, Tamil Nadu, India: An Analytical Study", International Journal of Interdisciplinary Research in Arts and Humanities, Volume 8, Issue 1, Page Number 83-86, 2023.

Abstract:

The Paper has been done in Madurai Meenakshi Textile (P) Ltd., Dindigul District, Tamil Nadu. The title of the Paper is "A Study on Organizational Climate and Its Impact towards Employee Performance". The main objective of the study to find the overall knows the present working environment of the organization. And study the attitude of the employees towards existing organizational climate in Madurai Meenakshi Textile (p) Ltd. And study the impact of organization climate on employee commitments. Those data has been collected from the employees, data collected were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. It reflects the thoughts of researcher in the form of findings, suggestions and conclusions.

About Madurai Meenakshi Textile (P) Ltd:

Madurai Meenakshi textile (P) Ltd is located at Uluppokudi village, Dindigul District. Covering 9.6 acres including building. It was registered in June 1992 and started its commercial production in December of the same year. The company started with four directors. The objective of the company is "cotton yarn polyester spinning". The finished goods are marketed mainly in National market places such as "Mumbai, Ahmedabad, Surat, Karachi". There are laborers are 78 in that time in that 4% were women and 30 were men. Madurai Meenakshi textile private limited company registered with the registrar of companies, Tamil Nadu, Chennai with registration no. 130297 on 27.6.1991. Mr. N. Lakshmanan is the chairman of the concern. He is from Uluppokudi village near Punnampatti. He is a kind hearted person with helping nature. He visits the company weekly once and absorbs the production and other activities of the company. He participates in the financial budgeting production planning for the year etc., discusses everything with the board of directors and makes the decisions related to concern. Meenakshi also takes its going-green commitment very seriously and produce over 110% of its power requirement by clean wind power. It also has a 100% governmental and legal compliance record. It manufacture 100% cotton yarn counts varying from 24s to 140s combed which goes for the manufacture of premium branded shirts and t-shirts globally. Their products are made from various imported and Indian cotton. We take pride in our contamination free cotton yarn that gives us a special niche in the market. The yarn has been widely accepted and appreciated in the industry by prominent top shirt manufactures and knitted garment manufactures, domestically and world-wide. It is well reputed for its contamination free 100% cotton ring spun & compact yarn manufactured exclusively for shirting.

Review of Literature:

Madukoma and Opeke (2001) in their study on information needs and seeking behavior of senior non-academic staff indicated that 8.70 per cent of the respondents were between 20 to 30 years of age, 45.40 per cent were between 31 to 40 years, 42.10 per cent were between 41 to 50 years of age and only 3.80 per cent were above 50 years of age.

Nurharani et al. (2004) in their study on impact of organizational climate on teachers' job performance revealed that most of the respondents (45.90%) were 27 to 35 years of age. It is also shown that 35.10 per cent respondents were 36 to 45 years old while 16.20 per cent respondents fell in the age group of below 26 years. The remaining (2.70%) respondents fell in the oldest age group of 46 to 55 years.

Okoroa (2006) in her study on organizational climate and performance found that the largest single age group was between 31 and 35 years (31.30%), followed by 26.30 per cent aged between 26 and 30 years. The smallest age group accounted for 10.00 per cent and was of 35 years or less, remaining 32.30 per cent of the respondents were older than 36 years.

Pelin and Funda (2008) in their study on the effect of organizational climate on counter productive behaviours found that 64.00 per cent of the respondents were between the ages 25-34 years, followed by 18.00



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A STUDY OF JOB SATISFACTION AND ITS EFFECT ON THE PERFORMANCE OF
EMPLOYEES WORKING IN BHARGAVE RUBBER PRIVATE LIMITED, MADURAI

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ABSTRACT

Human Resource Management is getting more important in the business nowadays, because people and their knowledge are the most important aspects affecting the productivity of the company. One of the main aspects of Human Resource Management is the measurement of employee satisfaction. Companies have to make sure that employee satisfaction is high among the workers, which is a precondition for increasing productivity, responsiveness, quality, and customer service. Satisfaction is a measure of how happy employees are with their job and working environment. It is a key factor when measuring the organizational success. The purpose of this study is to observe the relationship between employee satisfaction and organizational success to attain profits. In this research paper various variables responsible for employee satisfaction has been discussed such as Organization development factors, Job security factors, Work task factors, Policies of compensation and benefit factor and opportunities which give satisfaction to employees such as Promotion and career development leadership, job satisfaction, motivation, rewards and cultural differences also has been described. This paper also deals the various ways by which one can improve employee satisfaction. The data was collected through self-administrated questionnaire which contains multiple choice questions and open-ended questions. In conclusion, it seems reasonable to believe that understanding of employee role is extremely important as it appears key factor in the success of modern organization.

Keywords: Employee satisfaction, Human Resource Management, compensation, Organization development.

INTRODUCTION

Job is one of the important elements of people's life. Their living style and their social lives depend on their jobs. Therefore, it is necessary for every organization to have satisfied workforce. Nowadays, private sector plays significant role in uplifting the economy of Pakistan. They are not only providing good services but are also providing job opportunities to a large group of people. Keeping in view the contribution of private sector in the society and the significant role of job satisfaction in order to improve the employees' performance, the aim of

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A STUDY ON EMPLOYEE TALENT MANAGEMENT ALAGENDRA SPINNING MILL PRIVATE LIMITED MADURAI DISTRICT: AN ANALYTICAL STUDY

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Abstract:

These days organization's talent is its primary source of competitive advantage. Performance of organization depends upon performance of its employees. If employees of an organization possess unique competence, that will differentiate them from their competitors. In this competitive environment retention of talented workforce is a major task for HR managers along with acquisition. Talent management is a very complex and critical task. Right Talent acquisition makes organization strategy more strong. The current global economic situation has increased overall job-seekers in employment market worldwide, but there is still notable talent shortage in different sectors and different countries, this leads to increase the problem of "Talent Mismatch." As today's corporate world requires a person with multitasking skill, talent acquisition is becoming very difficult. As a result, finding the "right" person for a particular job is becoming more challenging. Not only acquisition even retention of talented workforce has become greatest challenge for organization. Today's changing landscape of business requires its HR to act more strategically to build employee engagement which is a great tool for talent management. Talent Management focuses on how individuals enter, move up across or out of the organization. Talent Management will succeed with the support of strong organization structure.

About Alagendra Spinning Mill:

Welcome to the traditional world of Alagendra Textiles Limited. We have created our own wonderful universe of yarns with exclusive count range of 100% cotton carded yarn. Alagendra textiles Limited was incorporated in the year 1997 and has registered office in Madurai and factory at Theni. The company has been working profitably since inception with its team of dedicated staff whose striving effort has placed the company on the top. The principal activity of the company is to manufacture hank & cone of 20s, 30s and 40s single and double 100 % cotton ring spun yarn. The Company aims to increase its global market presence by diversifying into value added areas of superfine carded yarns. Expansion in capacity is in progress. We offer strong and long continuous length of yarns which helps to create eye catchy textiles and designer fabrics. We are also an importer of raw cotton, procured mainly from established suppliers based in many parts of the world. Cotton (*Gossypium Hirsutum*) is a natural fiber of great economic importance as a raw material for the textile industry. The word cotton is derived from the Arabic word? Quam? Which was often used by the Arab traders. Archaeologists have found that in Egypt cotton was used to make textile fabrics at least 7000 years ago. Successful cultivation of cotton requires a long growing season, plenty of water and sunshine, with dry weather for the harvest. In general these conditions are met in warm sub-tropical latitudes in the northern and southern hemisphere.

Purpose of Talent Management:

Talent management is a key succession planning tool that provides an integrated means of identifying, selecting, developing, and retaining top talent within our organization which is required for long term planning. Talent management provides a means of, Accelerating the development of employees by identifying opportunities for career growth & development within the organization. Identifying internal talent pools and transferring knowledge to others within the organization.

Benefits of Talent Management:

- Talent management is integral to modern businesses and is one of crucial management functions in an organization. Here we have listed down the benefits that talent management has to offer
- It helps the organization fulfil its vision with the help of efficient and promising talented people.
- Talent management also assists the organizations to build a talent pool comprising a list of talented people to meet future exigencies.
- It makes the organizations more competitive and progressive



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EMPLOYEE WELFARE SCHEMES IN STERLING HOLIDAYS AND RESORT LIMITED IN YERCAUD, SALEM DISTRICT, TAMILNADU, INDIA : AN ANALYTICAL STUDY

P.MAHA ATCHAYA , D.KUMARESAN , DR.B.VELMURUGAN

Abstract— The research paper is to determine the study of the employee welfare measure. Employees are the most valuable asset of an organization. Employees' welfare entails everything from services, facilities and benefits that are provided or done by the employer for the advantage or comfort of an employee. It is undertaken in order to motivate employees and raise the productivity levels. The objective is to know the employee welfare is to improve the life of the working class, to bring about holistic development of the worker's personality and so on. Employees' welfare facilities include housing facilities, free medical facilities, retirement benefits, children and adult educational benefits, welfare measures for the employee's families, loan facilities, etc. The research design used is descriptive in nature. The data collection instrument is primary data that is collected through questionnaires. In the research of 110 respondents were taken. There is utmost need for the employee's welfare in any type of organization. Majority of the employees' are motivated through feedback and increase their productivity. The study also throws light on impact of welfare measures on the employees' performance.

I. INTRODUCTION

1) ABOUT SRI VASAVI THANGA MAALIGAI

Sterling Yercaud is a 6-acre resort perched on a rocky ledge atop the Shevaroy Hills. It has 69 rooms, accessed partly by lift & partly by stairs, overlooking coffee plantations & each with a lovely view of the valley & a night view of the lights of Salem. Yercaud is a small hamlet formed around a beautiful lake with thick forests and pretty gardens around it. Sterling Yercaud is at a walking distance from some key tourist spots like Lady's Seat,

Gen's Seat, Children's Seat and the Rose Garden. At dusk, you get a fantastic view as the Salem city lights up at the foothills. The resort can also arrange customized treks, road trips, night safaris, bird watching tours and nature walks. Yercaud is a great place to explore by cycle, which can be hired from the resort, head to zing, the multi-cuisine restaurant at Sterling Yercaud, to try the local delicacies of the region.

2) SIGNIFICANCE OF THE STUDY

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. Welfare includes the activities that is done for the improvement and comfort of employees and is provided over and more than the wages. Welfare is a broad concept referring to a state of living on an individual or a setup is a desirable relationship with the total environment – ecological, economic and social. Employee welfare includes both the social and economic contents of welfare. Employee welfare measures "the efforts to make life, According to tod". Employee welfare means anything done for the comfort and improvement, intellectual or social, of the employees over and above the wages paid which is not a necessity of the industry'.

An organisation is influenced by various human resources factors. The employee welfare measure is one of the factors penetrating in the life of employees those who are working in the small scale sector. This study explores the employees' employee welfare measures of Sterling Holidays and Resorts Limited in Yercaud. It also studies the employee view about the Labour welfare measures on the productivity of chemical.

Another aspect identified in the study is the factors that contribute to improve the standard of employee

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EMPLOYEE JOB SATISFACTION TOWARDS JM FRICTECH INDIA PVT LTD, CHENNAI, TAMILNADU, INDIA: AN ANALYTICAL STUDY

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Cite This Article: M. Meenakumari, D. Kumaresan & Dr. B. Velmurugan, "Employee Job Satisfaction Towards JM Frictech India Pvt Ltd, Chennai, Tamilnadu, India: An Analytical Study", *International Journal of Applied and Advanced Scientific Research*, Volume 8, Issue 1, Page Number 52-56, 2023.

Abstract:

The paper has been done in JM Frictech India Pvt Ltd, Chennai, Tamilnadu. The main objective of the study is concerned with studying the impact of employee job satisfaction at the organizational performance, and to know whether they are satisfied with the services or not. The data has been collected from the employees at JM Frictech India Pvt Ltd, Chennai region. Those collected data were analyzed with the statistical tool of descriptive analysis and percentage analysis and interpreted. This study has individually observed the employees at JM Frictech India Pvt Ltd and study of employee job satisfaction has been provided with suggestions with the consideration of findings.

About JM Frictech India Pvt Ltd:

JM Frictech India Pvt Ltd (JMI), Established in 2008 as a joint Venture between M/s Janyang Frictech Co Ltd - Korea and NTC Engineering Services Pvt Ltd - India. Design, Develop, Test and Manufacture of Wet Brake & Wet Clutch System with its actuation parts (both Mechanical & Hydraulic Brake Parts). JMI is the most preferred supplier to all Tractor OEMs in India, and we also supply to Construction & Material handling equipment's segments. JMI exports to various OEMs in South America, China and other parts of the world. JMI believes in self-contained facilities with High Precision CNC Controlled Machines and SPMs to ensure the products as per specification.

- Capabilities of Design, Develop, Test & Manufacture the Wet Brake & Clutch System from "One Roof".
- Friction Material (paper, carbon, Kevlar etc.) chosen from its widest range suitable to the application.
- Products are manufactured with "on line" Checking / testing features keeping the criticality of the final product.
- Brake and Clutch are critical for functioning of the end product/ equipment, JMI ensures defect free part with inbuilt "Poke Yoke" System in assembly. Integrated global experience in these part.
- Accredited with ISO 9001:2008 / ISO, 14001:2004 / BS-OHSAS, 18001:2007 Certified Organization.

Significance of the Study:

Employees' satisfaction is the individual employee general attitude towards the job. It is also an employee cognitive and affective evaluation of his or her job. According to New Cranny, Smith and Stone (1992), Employee job satisfaction is defined as the combination of affective reactions to the differential perceptions of what he/she wants to receive compared with what he/she actually receives.

Measuring Job Satisfaction:

There are many methods for measuring job satisfaction. By far, the most common method for collecting data regarding employee job satisfaction is the Likert scale (named after Rensis Likert). Other less common methods of for gauging job satisfaction include: Yes/No questions, True/False questions, point systems, checklist, forced choice answers. The Job Descriptive Index (JDI), created by Smith, Kendall, & Hulin (1969), job satisfaction that has been widely used. It measures one's satisfaction in five facets: pay, promotions and opportunities, coworkers, supervision, and the work itself. The scale is simple, participants answer either yes, no, or decide in response to whether given statements accurately describe one job. The Job in General Index is an overall measurement of job satisfaction. It was an improvement to the Job Descriptive Index because the JDI focused too much on individual facets and not enough on work satisfaction in general.

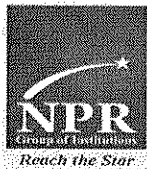
Relative Factors Involved in Job Satisfaction:

- | | |
|--|--|
| <ul style="list-style-type: none"> • Nature of work • Working Environment • Working hours • Job security • Responsibility given for the job | <ul style="list-style-type: none"> • Relationship with colleagues • Relationship with supervisors • Safety measures • Grievance handling • Wage rate system |
|--|--|



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PERFORMANCE APPRAISAL PRACTICES IN HOSPITALITY MMHRC, MADURAI: AN EXPLORATORY STUDY

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ABSTRACT

The purpose of this study is to explore performance measurement practices in the context of Meenakshi Mission Hospital and Research Center, Madurai. Performance appraisal (PA) is increasingly becoming a part of strategic approach to integrate HR activities and business policies. PA refers to all those procedures that are used to evaluate the personality, the performance, and the potential of its group members. Performance appraisal is a powerful tool to provide management valuable information regarding the quality of its human resource. Performance appraisal is a key decisive factor of success in service (hospitality) organizations. The reason being that in the service sector there is no tangible output. The service is produced and consumed/sold at the same moment. So, the chances of rejecting or controlling the quality of the service - in contrast to industries producing tangible goods - before it reaches the hands of consumers is very limited. The intangibility of services in hospitality industry, poses a number of problems for the measurement of quality and customer satisfaction. Performance appraisal thus becomes all the more critically important in service industries than in other type of industries. In this paper, we propose a framework for the selection of appraisal methods and compare some performance appraisal methods in order to facilitate the selection process for organizations. The value of this framework lies in its use. Organisations can evaluate their performance appraisal method with respect to the key features of it, before implementing any method as well as expending extra costs.

Keywords: Performance appraisal, employee appraisal, Performance Review, performance evaluation, Career Development Discussion, Hospitality Industry.

INTRODUCTION

In today's competitive business world, it is well recognised that organizations can only compete with their rivals by innovating. Organizations can be innovative if they manage their human resources well. In this respect performance appraisal (PA) serves a good role. Performance appraisal is a formal and systematic process of identifying, observing, measuring, recording and developing the job-relevant strengths and weaknesses of employees. Performance appraisal is a systematic way of evaluating the standard of a worker's performance on his job and the potential for development. There arises a critical basic need for any organization to evaluate its employee's performance continually to ascertain their improvement and to know

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NETWORK CLOTHING LIMITED, TIRUPUR: PAYROLL MANAGERMENT SYSTEM

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Abstract— The financial framework is the backbone of any organization's Human Resources program. The arrangement needs to be addressed by salary calculation according to organizational guidelines. A few organizations are doing physical statistics right now there are a few instant access points which is a monthly fee in addition. This would not make sense in all cases. Especially in Software organizations or legally binding representatives of any organization, employee compensation depends on the days he or she has worked. Proposed request including managing Attendees, leave management, timing, and organizational plan for the final salary calculation. The system frame counts the number. For days, the representative is in office, including the dates of his confirmed leaves. The real problem with maintaining a separate website of a firm whose principal purpose is to remove salary-slips from its co-workers periodically working in multiple departments of the firm, and to keep records of every single department, co-workers of different ranks, their appointments and communication details. Therefore, performing all these tasks becomes difficult for the human resource manager every month. Therefore, in ordinance to conquer the difficulties of the firm the current system automatically performs all the functions of the organization.

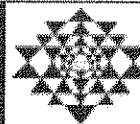
I. INTRODUCTION

Payroll management system encompasses all the tasks involved in paying an organization's employees. It typically involves keeping track of hours worked and ensuring that employees receive the appropriate amount of pay. It also includes calculating taxes and social security, as well as ensuring that they are properly withheld and

processed. Depending on the company in question, a full range of other deductions may be calculated, withheld, and processed as part of payroll administration. Additionally, the processing of contractor payments may fall under the umbrella of payroll administration. The specific tasks involved in payroll administration tend to vary according to the needs of each unique company or organization. For example, some companies have workers that receive commissions in addition to salaries. In these companies, including commissions in employee salaries is a part of payroll administration. For some companies, it also involves assigning exempt or non-exempt status to workers, adding bonuses into paychecks, calculating overtime payments, and adhering to applicable employment laws.

Handling payroll-related problems are part of payroll administration as well. If an employee is paid an incorrect amount or a direct deposit fails to go through, both things are payroll administration issues. Likewise, tax filing and deduction errors are payroll administration matters as well. Payroll administration can be very simple, involving the payment of just a handful of employees, or very complicated, involving payroll for thousands of employees and contractors. In some, very small companies, payroll may be handled by the owner of the company or an employee. However, other companies may have many employees to pay and keep track of necessitating a well-planned, efficient payroll administration system. Some companies choose to handle payroll administration in-house, often creating a separate department just for the handling of payroll. Often, such organizations purchase software to streamline payroll-related tasks. Some companies even have special software designed for them, creating a payroll system that is tailored to their unique requirements. Many companies decide to outsource payroll

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LABOUR WELFARE MEASURES IN AMBIKA COTTON MILLS, DINDIGUL

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ABSTRACT

Initially, humanitarianism or social awareness motivated labour welfare activities. Driven by the desire for greater efficiency and output from workers, and with a view to attracting better workers, employers offer extra incentives in the form of labour welfare schemes. Such schemes also make it possible for employers to persuade workers to accept mechanization. Labour Welfare provides the provision of welfare facilities for the integrated development of an individual personality, social, psychological and cultural development facilities such as Housing, Transporting, Educational, Medical benefits, Rest and recreation, co-operative Societies, paid holidays, Sick leave, Social Insurance scheme, provident fund, gratuity schemes, pension, legal and financial advice would insists among the workers. A sense of all the tasks of management managing the human component is the central and most important tasks, because all these depends on how well it is done when employees are kept satisfied with good and conducive working conditions, the management becomes easy as the employees agree to co-operative with the organization. Hence welfare measure occupies the pivotal role in the personal management. So every employee should clearly and completely know about the welfare measures provided by their respective organization. Only when the employees are known fully about the different kinds of welfare measures they can judge the adequacy of the measure, so it is very important to have a good study about the welfare measures that exist in an organization.

Keywords: Labour, Welfare, Motivation, Facilities, Incentives.



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REMUNERATION AND EMPLOYEE PERFORMANCE IN JAGAN INDUSTRIAL TREDERS, MADURAI

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ABSTRACT

The study investigates the impact of remuneration and employee performance in Jagan Industrial Treders. A total of 150 employees took part in the study, in which 108 (72%) were males while 42 (28%) were female. The descriptive research design was adopted. The questionnaire format was employed for data collection, which was made into several sections and 150 copies were distributed for data collection. Both the descriptive and inferential statistics were adopted for data analysis. Specifically, the Statistical Packages for Social Sciences (SPSS) version 20.0 was utilized for data analysis. The result revealed that there is a significant relationship between remuneration scheme and employee performance in Global Communications Limited and also there is a significant problem affecting the payment scheme and the performance of employees in Global Communications Limited. The study recommended that organizations like Global communication limited should use more work-related remunerations rewards design to motivate their employees. This design will improve the performance of the job with more opportunities for employees to move up the promotional ladder and achieve the satisfaction of their basic and psychological needs.

Keywords: Remuneration, Pay Scheme, Employee performance, Employee, GLO.

ABOUT JAGAN INDUSTRIAL TREDERS

Jagan Industrial Trader is a vibrant power electronics manufacturing company specializing in Heating applications and Industrial Power Supplies. We pride ourselves in offering state of the art Heating equipment's and Industrial Power Supplies at attractive prices, thus opening new avenues for Induction Heating technology applications. We follow ethical business policies and transparency in our transactions with every organization or individual. We offer to our team members a positive work atmosphere that nurtures technical excellence, spirit of sincerity and commitment. As a result of such stringent quality control measures we ensure that our equipments provide years of trouble-free service and earn for us lots of good will from our customers. Their commitment to quality products not only ensures high reliability and availability of the equipment for our customers but also save us from

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A STUDY ON EMPLOYEE ABSENTEEISM: STUDY AT SENTHIL PLASTIC CONTAINERS VIRUDHUNAGAR

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Abstract:

The article entitled on worker's absenteeism is expected to decide the workers condition, compensation, amenities provided, participation, inspiration strategies and advancements. The motivation behind this article is to audit on issues of workers. Absenteeism is a type of withdrawal conduct apart from turnover. Workers not going to work when scheduled can be a significant issue for disassociations and turnover. This article intends to identify and distinguish the most well-known reasons for employee absence an management cost. Worker absence is a serious issue for the executives since it includes significant importance. Absenteeism is one of the widest spread deterrents in usefulness, productivity and seriousness. Workers badgering by employers or the board is one of the justifications behind absenteeism. The reactions might be affected by isolated inclination Workers not going to work when listed can be a significant issue of the disassociation. The article comprises of objectives, constraints, research approach, findings, thoughts and conclusion. The data required for the examination has been accumulated from essential and auxiliary information.

Key Words: Absenteeism, Turnover, Workers, Employers, Causes Of Employee Absenteeism

Introduction:

Absenteeism is defined as the failure of the worker to report for work when he is 'scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to work is arrived at by adding the man day's actually worked and the man days lost on account of absence of the workers due to some reason or the other.

A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered layoff. On the other hand an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he should be considered as neither scheduled to work nor absent.

Similarly, an employee who quits without notice should be considered as absent from scheduled work until his name is dropped from the active list, but preferably this period should not exceed one week in either case. If a strike is in progress, workers on strike should be considered as neither scheduled to work nor absent, since data on time is lost because strikes are collected under the head of man days lost on account of industrial dispute.

The Reasons for Absenteeism:

The phenomenon of absenteeism has been explained in various ways. The atmosphere prevailing in a plant, therefore, affects His attitude to his work, and either persuades him to attend regularly or keeps him away. Irritating uncertainty, irregularity, and confusion in the factory are likely to be important cause of absenteeism. The attitude and practice of the management also contribute to absenteeism

Causes of Absenteeism:

- Maladjustment with factory conditions
- Social religious ceremonies
- Unsatisfactory housing conditions
- Industrial fatigue
- Unhealthy working conditions



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EMPLOYEE JOB SATISFACTION TOWARDS SPS CHILLING CENTER: AN ANALYTICAL STUDY

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Cite This Article: M. Pavithran, Dr. K. Binith Muthukrishnan & Dr. B. Velmurugan, "Employee Job Satisfaction Towards SPS Chilling Center: An Analytical Study", *International Journal of Applied and Advanced Scientific Research*, Volume 8, Issue 1, Page Number 57-59, 2023.

Abstract:

The study examines different aspects of job satisfaction like culture, leadership communication, commitment, job content, training, rewards and recognition opportunities, teamwork, superior subordinate relationship and delegation, at SPS Chilling Center. The research done is descriptive study involving survey and enquiry. The tools used for the data collection are questionnaires interviews and observations. The sampling design used is random sampling. Sample of 100 employees from study population of 210 was taken. The secondary was collected from the company's manuals, employee handbook, BTPS internet and website. The research was carried out for a period of 2 months. The analysis was carried on a software SPSS and stated satisfaction level of different parameters. The overall job satisfaction showed people were satisfied with their current job but still measures should be taken to improve the satisfaction level.

Key Words: Job Satisfaction, Job Content, Teamwork, Commitment.

About SPS Chilling Center:

Registered in 2016 India SPS Chilling Center has gained immense expertise in supplying & trading of Air chiller etc. The supplier company is located in Dindigul, Tamil Nadu and is one of the leading sellers of listed products. Buy Air chiller in bulk from us for the best quality products and service.

Significance of the Study:

Attitudes are evaluative statements either favorable or unfavorable - concerning objects, people or events. They reflect how one feels about something. Work Attitudes are the feelings and beliefs that largely determine how employees will perceive their environment, commit themselves to intended actions, and ultimately behave. Job Satisfaction is one of the many work related attitudes individuals hold like Job Involvement, Organizational Commitment, etc. Job Satisfaction thus is a set of favorable or unfavorable feelings and emotions with which employees view their work. A person with high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied with his/her job holds negative feelings about the job. Job satisfaction is an important concern for both the employee as well as the employer as it has an impact on many organizational behaviours. The employees satisfaction is conducted to provide the information needed to improve various factors like productivity loyalty and job satisfaction. With the employee's views, organizations can identify the root causes and create improvements. Organization just needs to discover what motivates the people, what drives loyalty and what genuinely makes the employees happy and employee remain satisfied only when they know their issues are being addressed.

Measuring Job Satisfaction:

There are many methods for measuring job satisfaction. By far, the most common method for collecting data regarding employee job satisfaction is the Likert scale (named after Rensis Likert). Other less common methods of for gauging job satisfaction include: Yes/No questions, True/False questions, point systems, checklist, forced choice answers. The Job Descriptive Index (JDI), created by Smith, Kendall, & Hulin (1969), job satisfaction that has been widely used. It measures one's satisfaction in five facets: pay, promotions and opportunities, coworkers, supervision, and the work itself. The scale is simple, participants answer either yes, no, or decide in response to whether given statements accurately describe one job. The Job in General Index is an overall measurement of job satisfaction. It was an improvement to the job Descriptive Index because the JDI focused too much on individual facets and not enough on work satisfaction in general.

Relative Factors Involved in Job Satisfaction:

- Nature of work
- Working Environment
- Working hours
- Job security
- Responsibility given for the job
- Relationship with colleagues
- Relationship with supervisors
- Safety measures
- Grievance handling
- Wage rate system
- Incentives
- Canteen facilities



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EMPLOYEE SATISFACTION TOWARDS VICKY'S HI-STYLE FURNITURE, DINDIGUL DISTRICT, TAMIL NADU, INDIA: AN ANALYTICAL STUDY

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Cite This Article: S. Preethi Sowmia, V. Tamilselvi & Dr. B. Velmurugan, "Employee Satisfaction towards Vicky's Hi-Style Furniture, Dindigul District, Tamil Nadu, India: An Analytical Study", International Journal of Applied and Advanced Scientific Research, Volume 8, Issue 1, Page Number 64-67, 2023.

Abstract:

The Project has been done in Vicky's Hi-style Furniture. The title of the project is "A Study on Employee Satisfaction". The main objective of the study is to find out the overall satisfaction level of employees in the company. In the company I have studied thoroughly the working method and functions of the Human Resource department individually. The collected data was analyzed by using relevant tools such as Percentage analysis, Chi Square test, and Correlation analysis. It reflects the thoughts of the researcher in the form of findings, suggestions and conclusions. In the appendix various supporting information have been incorporated for an easy understanding of the readers.

About Vicky's Hi-Style Furniture:

Vicky's the brand from the House of Hi - Style products. Hi Style Products in Sithayankottai, Dindigul is known to satisfactorily cater to the demands of its customer base. It stands located at 9-11E/1, Sedapatti, Dindigul Road, Ganapathi Street, Sithayankottai - 624708. Sedapatti is a prominent landmark in the area and this establishment is in close proximity to the same. The business strives to make for a positive experience through its offerings. The prominent name in south India, manufacturing furniture for more than 25 years stands for quality, Strength and durable for your wallets. Is well equipped with German, Turkey and Taiwan machinery, which enable high technology production manufacturing capability.

The production facilities are placed in well equipped production shops having a total covered area of more than 53,800 sq.ft. The production capacity is around 1400 sq.m/ day. Brand Vicky's is launched in 2014 from the house of HI-STYLE Products, the company that has its manufacturing base in central part of Tamilnadu. The total space used for manufacturing purpose is 100,000 square meter and the storage space amounts to 25,000 square meters. Strict adherence to quality has enabled us to stand on the top in the industry since our inception. We use only E2, E1, E0, Grade particle boards that gives more life span to the furniture, stringent checking process takes place on various stages to deliver products of superior quality.

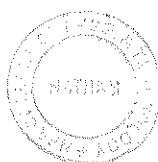
As business grow larger, so does the organization therefore, the entire business is divided into functions under each process. At the outset, all the processes which are strictly documented are operating processes which transform inputs to outputs. As business grow larger, so does the organization therefore, the entire business is divided into functions under each process. At the outset, all the processes which are strictly documented are operating processes which transform inputs to outputs. Customer centricity is at the core of Hi Style Products in Sithayankottai, Dindigul and it is this belief that has led the business to build long-term relationships. Ensuring a positive customer experience, making available goods and/or services that are of top-notch quality is given prime importance. India's leading B2B market place, Jd Mart ensures engaging in business activities is a seamless process for small and medium enterprises as well as large businesses. In a wake to enable these businesses to reach their audience, this portal lets them showcase their offerings in terms of the products and/or services through a digital catalogue. This business has a wide range of product offerings and the product/catalogue list includes Bed, Dining Table, Antique Dressing Table, Dressing Table, Furniture etc.

Employee Satisfaction:

- At the root of a lot of stress, anxiety, and frustration that many employees feel are unrealistic expectations from the organization.
- Recognizing your employees is one of the easiest and cheapest ways to increase job satisfaction.
- The lack of communication is the source of a lot of frustration in the workplace. Knowledge is power, so there's no reason why you shouldn't want to empower your employees with as much as available.
- Employees want feedback vigorously and aren't as sensitive as you might think. There is no need to be rude with your feedback, but if you are straightforward and honest, employees will respect that.

Review of Literature:

Allen and Meyer, 1996; Karmasch, 2003 - Organization commitment can be defined as affiliation of employees to the organization and involvement in it. In general there are three dimensions of commitment



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QUALITY OF WORK LIFE - A STUDY AT MANGAL AND MANGAL JEWELLERY

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ABSTRACT

The main objective of the purpose of this research is to investigate and identify the significance of work environment towards the performance and also to study the effectiveness of the QWL in the organization. Methods/Analysis: In order to meet the stated objectives a structured questionnaire was framed and data was collected using convenience sampling from 123 employees of the steel manufacturing organization in Chennai, and to study the significant association chi-square was used by the researcher. Findings: QWL of the employees of this steel company can be improved by conducting some more training classes for the employees who are falling in the category of more than 3 to 4 years of experience and >4 years of experience which would boost their self-confidence and help them attain their level of satisfaction. Similarly the organization can give some more security to the employees falling in the category of 41 and above so that they feel quite secure in the hand of organization and they can give their paramount performance. Novelty/Improvement: This empirical article on Quality of Work life – A Study's structured questionnaire can be applied as an Employee opinion Survey taken in once in 6 months on knowing the quality of work life. By doing this survey organizations can get to know the quality of work life of the employees and take necessary steps to improve the QWL among all the Employees. It also helps the employers to know that their employees who are working in their organization are happily working leading to good QWL which will boost up their performance to come happily daily to their work place.

Key Words: Human behavior, Quality of work Life, Employee performance.

INTRODUCTION

Human behaviour is the concern for all. Parents are really worried about the behaviour of their children, teachers complain about the lack of interest in the students, and the employers are vinegary about the lack of devotion from their employees. The enigma remains still moot why people behave as they do. When the reputed firm's highly paid employees go on strike in some other form of clash the typical reaction of the organization is at chagrin. The assumption is that when an employee is well remunerated for his time and labour he is supposed to be stimulated to carry out responsibilities entrusted to him or her and he should be happy with his job but the traditional methods of motivating the employees have become ineffective.



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A STUDY ON EMPLOYEE RETENTION STRATEGIES AND ITS IMPACT ON SNP DAIRY MILK, MADURAI

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ABSTRACT

This study analysis the relationship between decision-making and job satisfaction between employees in the organization, this study was shown in the form of research on positivism. The study accepted the structure of descriptive research. A sample of 82 Employee was selected, and a questionnaire prepared to collect survey data was distributed. To study the impact on employee decision making programs and satisfaction level among SNP Dairy and Agro products, the study was conducted in Data collected by questionnaire and descriptive analysis and, hypothesis test was conducted. The outcomes indicate that the level of job satisfaction for employees of SNP Dairy Milk, Madurai is growing in proportion to the increase in their level of partaking in decision-making.

Keyword: Decision making, job satisfaction, Employee, Organisation.

INTRODUCTION

Retention means the length of period employees stay in the organization, as divergent to employee benefits, which is the proportion of employees leaving your organization. Employers rate total maintenance and departmental holding and retention by rank or title. Employee satisfaction is a reliable way of retaining employees. When employers performs that support good working relationships, employee satisfaction is enhanced since employees often believe that the company is using their abilities and appreciating their services and commitment. On the other hand, high job satisfaction often consequences in higher levels of employee retention. Final metrics can show how long employees stay in their positions before they go to another department or company. The retention rate is very helpful in making successive programs based on, in part, the extent of time an employee usually resides in each role in a company's ascent. Employee satisfaction means that employees are fully involved in their work and feel that the company values their efforts and hard work. But if they don't feel like in their work or how things are done, this develops a common reason why employees leave. While employees go to other jobs looking for a high pay, the main reason for profit in most circumstances is dissatisfaction. This affects the employee and the employer, too.

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A STUDY ON EMPLOYEE SATISFACTION TOWARDS WELFARE MEASURES: WITH REFERENCE TO AKR INDUSTRY

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Abstract — Welfare are the measures of promoting the employee's efficiency in an organization. The various welfare measures provided by an organization will have immediate impact on the satisfaction level of employees working in an organisation and overall efficiency of employees and thereby contributing to the higher productivity. One of the main purposes of employee welfare measures is to improve the employee life and to keep them happy and contented. Welfare measures may be both statutory and non-statutory, which includes housing, canteen, education, medical and laws require the employer to extend certain benefits to employees in addition to wages or salaries. In the present study an attempt has been made to study the employee satisfaction towards the welfare facilities at AKR Industry, Trichy which helps to retain the employees working in an organisation that leads to success of an organisation. In this study, I used Descriptive research design. Totally 120 employees from various departments has been selected as respondents to fill the questionnaire for this study. Findings of this study are only related to the employees of AKR Industry.

I. INTRODUCTION

Employee welfare is a broad area of social welfare both conceptually and operationally. It includes a broad field of state of well-being, happiness, satisfaction, conservation, and human resources development which helps to motivation of employee. Every Organizations provide welfare facilities to their employees to keep their level of motivation high. It is necessary to secure the cooperation of employee force to increase the production and to earn higher profits. The cooperation of employee force is possible only

when they are fully satisfied with their employer and welfare measures provided by an organisation.

The employee welfare schemes can be categorized into two viz. statutory and non-statutory welfare schemes. The statutory schemes are those facilities that are compulsory to provide by every organization to all employees as compliance to the laws governing employee health and safety, these include: canteen facilities, drinking water, proper and sufficient lighting, facilities for sitting, changing rooms, first aid appliances, latrines and urinals, rest rooms. Non statutory welfare facilities may include personal health care, flexitime, employee assistance programs, harassment policy, employee referral scheme, med-claim insurance scheme. The non-statutory schemes vary from organization to organization and from industry to industry. The welfare measures play an important role in every employee, because without welfare measures, they cannot work effectively in the organization. If people do not want to work, it is impossible for every organization to attain its goals. The different welfare measures which are provided by the employer to the employees will have a quick impact on the health, physical, mental efficiency, alertness, morale and overall efficiency of the worker, which contributes to the higher productivity.

II. REVIEW OF LITERATURE

Sabarirajan et.al. (2010), in his article he found that 15% of the employees are highly satisfied with their welfare measures, 22 % of the employees are satisfied with their welfare measures. 39 % of the employees are average with their welfare measures, and 16% of them are in highly dissatisfied level. Welfare measures plays greater role in every employee satisfaction which results in higher quality of work life. His study throws light on the

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IMPACT OF EMPLOYEE MORALE ON ORGANIZATIONAL SUCCESS: A STUDY AT SURYA OILS & EXTRACTIONS PVT LTD KALLAKURICHI

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ABSTRACT

Morale is an Employee's Attitude toward his or her Job, Employer, and Colleagues. Employee Morale as the psychological state with respect to Satisfaction, confidence and resolve; the attitude of an individual or group of employees, resulting in courage, devotion and discipline; level of fulfillment one has with intrinsic work aspects, such as variety and challenge, feedback and learning. morale is essentially an in general attitude of an individual or group towards all aspects of their work like the company, the job, the supervisors, fellow workers, working conditions to which they must take pride and devote towards their effective time in Business Methodology used for this study is descriptive in nature and structured questionnaire was used which has been distributed to 100 employees, convenience sampling method was used to survey the employee morale. The result from the study explains that the morale is the psychological factor which results in positive behavior of the employees and the positive behavior results effective performance, to drive their organizations to peak performance managers and supervisors must put out front the human face of their organization.

Keywords: Attitude, DHF, Employee, Engagement, Morale, Organisation.

INTRODUCTION

The present universe of competitiveness each business needs his/her representative ought to procure possesses compensation in which his/her work would be valued and makes them having a place. Employee's dedication emerges from once Morale goes about as critical enthusiastic perspective of a man whose efficiency improvement is straightforwardly identified with the resolve of the workers which can be either being sure or negative contingent upon their feelings, state of mind and viewpoint towards once organization. Since workers having positive spirit results in a superior execution, uncover low rate of truancy, and high efficiency and have a tendency to act in a reliable way that is the principle motivation behind why each association is endeavoring to keep up positive confidence among its representatives. Employee's connecting with themselves in a negative confidence have a tendency to carry on and act contrarily which hampers hierarchical adequacy and it is apparent that its solitary representatives with being sure at work and life will results in higher profitability.



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PATIENT RELATIONSHIP MANAGEMENT: A CRM APPROACH TO PANDIAN MULTISPECIALITY HOSPITAL, MADURAI

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Abstract:

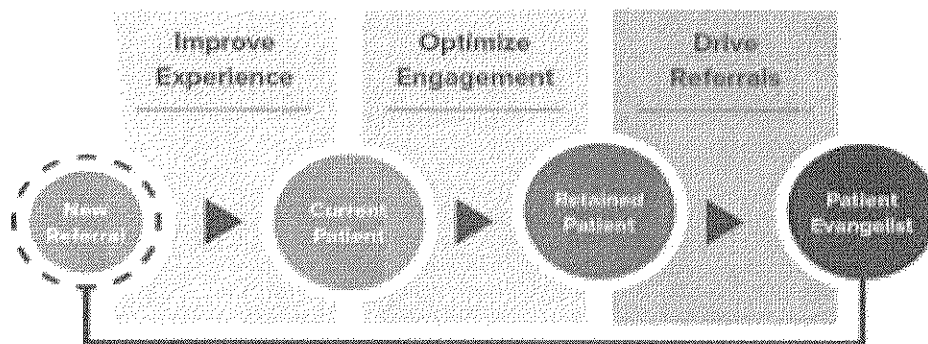
In the business world, customer relationship management is used to retain customer loyalty in order to increase revenue. Healthcare organizations can build the same kind of relationship with patients, and it can also offer more tangible benefits. The first benefit is by using the same hospital a patient's treatment history should be relatively well known by the organization. Oftentimes, different hospitals use different patient information systems which are not always compatible with each other. If a patient keeps changing the hospital, his or her medical record can be scattered around various sites. Ideally, if the patient is treated by the same physician in every visit, that physician will get more familiar with the patient, which could improve treatment. The most tangible benefit, however, is time. If the patient goes to the same physician every time, there is no need for long check-ups at the beginning of each visit.

Key Words: CRM; Patient Communication; Patient Satisfaction; Compliance; Counseling

About SPS Chilling Center:

Pandian Multispeciality Hospital (S. R. Trust), in pursuit of medical excellence, has been delivering world-class treatment and care, at an affordable cost. With over 700 beds, Pandian Multispeciality Hospital has grown to be a multi-specialty hospital, touching lives in and around Madurai. We extend the traditional Indian hospitality to international patients, combining it with our cutting edge technology, clinical excellence and compassion to deliver quality health care to all patients every single day. We have shouldered social responsibility and have pioneered several charity initiatives. We have fostered an environment in which every person is motivated to continually improve the efficiency and effectiveness in the management of health care services. S.R. Trust is a non-profit organization registered under the Indian Trust Act (May 9, 1985). It was Mr. Lal Beer, an American Christian Missionary, who taught Dr. S. Pandian the valuable lessons of ethics, ideals and values to develop into a moral person in life. This beacon of light guides Pandian Multispeciality Hospital even today.

Introduction:



A PRM application also can provide better care for patients by allowing hospitals a better understanding of patients' needs and want through improved communication via follow-up systems. Understanding how the treatment has worked is crucial for physicians. By letting the physicians know, how satisfied the patients are, physicians can have a better understanding on how the treatments and operations they perform are working. Thus, having better patient relationships and better patient loyalty benefits both the



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A STUDY ON PERFORMANCE MANAGEMENT SYSTEM TOWARDS SIVARAJ SPINNING MILLS, DINDIGUL DISTRICT: ANALYTICAL STUDY

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Abstract:

Performance management is important to management because they determine the behavior of workers in the organization. The commonly held opinion is that "A satisfied worker is a productive worker". A satisfied work force will create a pleasant atmosphere within the organization to perform well, hence performance management has become a major topic for research studies. The specific problem addressed in this study is to examine the impact on performance. It considered which rewards determine the performance of an employee. It also considered influence of age, gender, and experience of employees on level of job satisfaction. In addition, it investigated in most satisfying event of an employee in the job, why employees stay and leave the organization. Data were collected through a field survey using a questionnaire from the employee groups, namely Professionals Managers and Non-managers from organizations covering sivaraj spinning mills. The analysis data revealed that there exists positive correlation between job satisfaction and performance of employees.

Company Profile:

Sivaraj spinning mills is a distinguished member of the group of companies under Sri Shanmugavel Mills Group, a leading name in the Indian textile industry with 15 manufacturing units spread across Tamil Nadu, as well as diversified interests in steel fabrication, wind farming and education. We with over three decades of experience in textile industry, still leverage on robust research to leave remarkable foot-prints in the field of operation and be a domestic market leader across its four product portfolios: Yarn, Woven fabric, Knitted fabric and Ready-made garments.

Renowned Business House:

Sivaraj Spinning Mills is a unique organization with operations that begin at the cotton fields of India and end with an in-house ready-made garments brand. With headquarters based in Coimbatore, state-of-the-art manufacturing factories in Dindigul & Tirupur, and offices in Guntur, Bengaluru, Mumbai, Ahmedabad and Ludhiana. We boast a loyal fan following that includes the top business houses of India and exports to more than 60 countries worldwide.

Perfection in Quality:

By understanding the ever-changing trends of the market, we offer our clients with excellent quality products that are well in accordance to fashion. Since inception, we have deployed relentless efforts not only to deliver the best quality but also to provide uncompromised services that meet and exceed customer expectations.

Spectacular Growth:

With dedicated team of inspired professionals having extensive experience, we've grown from a small scale entrepreneurship to one of India's most respected conglomerate. By embracing the latest developments in textile manufacturing & by doing continuous investments in plant & machinery for capacity enhancement, we target to double our revenues within the next two years. Our commitment to do business responsibly have enabled us to grow manifold and gain a repute. Over the years, we have created lasting value for all our stakeholders, put enduring smiles on the faces of Sivaraj Spinning Mills shareholders, customers, employees, and the society at large.

Our Philosophy Vision:

Our aim is to be the most preferred brand globally and trusted partner for our clients to procure quality yarns, fabrics in the textile business, determined to meet customer needs by being flexible, agile, and dynamic.

Mission:

To constantly focus on innovation, create a premium brand experience vital to stand out amongst other brands.



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A STUDY ON IMPACT OF EMPLOYEE COMPENSATION ON EMPLOYEE COMMITMENT : QUALITY KNITWEAR COMPANY, MADURAI

R.SABARINATHAN, D.KUMARESAN, Dr.B.VELMURUGAN

Abstract— Compensation is a fundamental component in attracting and maintaining the best employees and establish that an organization have the competitive limit in the increasingly competitive globe. Compensation refers to the reward of any Service or works provide by an individual to any firm or organisation. The study deals with the influence of compensation on the organization commitment of administration staff. The study includes three dimensions of organisation commitment namely affective commitment, continuous commitment, and normative commitment. The data was collected from 120 administration staff in the manufacturing industry. Regression analysis was used to analyse the data. The results prove that the compensation predicts affective commitment, normative commitment and continuous commitment.

Keywords: Employee Compensation, Affective commitment, Continuous commitment, and Normative Commitment.

1. INTRODUCTION

1.1 ABOUT THE COMPANY

Established in 1992, Quality Knit Wears Private Limited is a leading manufacturer and exporter of a wide range of high quality knitted garments situated in Madurai, 170 kms south east of Tirupur, knitwear hub of India. The company entered the new millennium, carrying with it a reputation as the quality supplier of best knitwear and related products. The product line of Quality Knit Wears Private Limited ranges from Under garments, Shorts, T-Shirts, Night wear, Casual wear and other value added garments, as per specification of the customers. The company has manufacturing facility

at Madurai and Tirupur. Moreover a new factory with state of the art of machinery in garment making and finishing is coming up at Madurai Integrated Textile Park, situated at Vadipatti nearby Madurai. Quality Knit Wears Private Limited has always been on the forefront when it comes to assimilating new technologies and machinery into their existing facilities. They are capable to customize the products on various parameters and meet specifications of the customer. The Company is supported by dedicated team of managerial, technical and supervisory personnel in its entire endeavor.

2) INTRODUCTION

Compensation refers to the benefit the employees receive in exchange for their work. It is composed of the base wage or salary and incentives or bonuses and benefit. Compensation is a fundamental factor in attracting and retaining the best employees in the organisation.

Every employees need to be compensated for their efforts based on volume of predication. Compensation refers to all forms of financial rewards received by employees. Compensation dissatisfaction can lead to absenteeism, turnover, low performance, job dissatisfaction, strikes and grievances. Employee compensation may influence employee commitment. The commitment of employees towards organization improves the organization effectiveness. Organisation gives compensation in order to fulfil requirement of employee, so it makes the employee feel that organization is concerned for the employee. By three ways employees are committed to the organization. They are affective commitment, continuance commitment and normative commitment. Affective commitment refers to an employee is emotionally attachment to the

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EMPLOYEES STRESS MANAGEMENT IN JM FRICTECH INDIA PVT LTD, CHENNAI, TAMILNADU: AN ANALYTICAL STUDY

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Abstract:

Stress is a frustrating condition where it contains an excess of work and an overload which reduces the concentration, mentality and the normal working condition of any students. This study examines the impact of stress on students' and stress management among students. The main objectives were to ascertain or identify the extent to which stress affects students' academic success, health and general lifestyle, as well as to inquire about the effects of existing stress in students. A quantitative method was used in gathering and analyzing the data. For this purpose, questionnaires were distributed to students, who consisted of Post Graduate qualification. In addition it investigated in most satisfying event of an employee in the job, why employees stay and leave the organization. Data were collected through a field survey using a questionnaire from the employee groups, namely Professionals, Managers and Non-managers from organizations covering JM Frictech India Pvt Ltd.

About Us JM Frictech India Pvt Ltd:

JM Frictech India Pvt Ltd (JMI), Established in 2008 as a joint Venture between M/s Jiminying Frictech Co Ltd - Korea and NTC Engineering Services Pvt Ltd - India. Design, Develop, Test and Manufacture of Wet Brake & Wet Clutch System with its actuation parts (both Mechanical & Hydraulic Brake Parts). JMI is the most preferred supplier to all Tractor OEM's in India and we also supply to Construction & Material handling equipment's segments. JMI exports to various OEM's in South America, China and other parts of the world.

Manufacturing Facility:

JMI believes in self-contained facilities with High Precision CNC Controlled Machines and SPM's to ensure the products as per specification.

- Capabilities of Design, Develop, Test & Manufacture the Wet Brake & Clutch System from "One Roof".
- Friction Material (paper, carbon, Kevlar etc.) chosen from its widest range suitable to the application.
- Products are manufactured with "on line" Checking / testing features keeping the criticality of the final product.
- Brake and Clutch are critical for functioning of the end product/ equipment. JMI ensures defect free part with inbuilt 'Poke Yoke' System in assembly. Integrated global experience in these part.
- Accredited with ISO 9001:2008 / ISO, 14001:2004 / BS-OHSAS, 18001:2007 Certified Organization.
- Quality is the way of life at JMI and we benchmark with global quality & standard.

Review of Literature:

Mathew (2017) Stress has a variety of meaning to people in the workplace. To the production manager in a industry, it may be the tension of missing the shipping date of a large order for a major customer. To the business executive, it may be frustration associated with the inability to acquire sufficient short-term loans from banks to cover the operating needs, and so on.

D'Souza (2017) Today's leaders not only live and work at a faster pace but also must also deal with uncertainty and change. They need effective methods for coping with the kind of stress that affects anyone in leadership positions. People popularly identify managing directors or chief executive officers as those most susceptible to stress and disease. However, people at all levels of management find themselves exposed to comparable pressures.

Iha (2017) in his study on jobs stress and employee strain in India executives explains the pattern of stress and strain in three work groups, namely production, personnel and data processing divisions in an organization. Results indicated that job future ambiguity had negative effect on job satisfaction in all the three groups. The pattern of stress in the three groups was different among different levels of management. Among different levels of managers, the middle level managers had more role ambiguity than others did.



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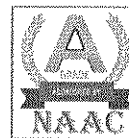
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A STUDY ON EMPLOYEE ABSENTEEISM: STUDY AT SRI VINAYAGA CONTAINERS, DINDIGUL

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ABSTRACT

The article report entitles A Study Of Employee Absenteeism is intended to determine the workers condition, salary, facilities, attendance program, training programme, motivation techniques and promotions. The article consists of objectives, limitations, company profile, research methodology, findings, suggestions, and conclusions. The information needed for the research has been gathered from primary and secondary data. The response given by the workers of the company is analyzed and interpreted using different types of statistical tools which are percentage analysis, Chi square, weighted average method. To increase the productivity and increase growth of the organization. The sample size of the article is 120 from the population of 656. The questionnaire method as survey is used as a tool for collecting the primary data. The questionnaire has been designed by the researcher according to the objective of the study. Percentage analysis, Chi-square and weighted average are used as tools for data analysis

INTRODUCTION

Absenteeism is defined as the failure of the worker to report for work when he is 'scheduled to work. A worker is expected to work when the employer has work available for him and the worker is aware of it. Authorized absence is also treated as absence while presence even for a part of the shift is treated as presence for the whole shift. Absence on account of strikes, lockout, layoff, weekly rests or suspension is not taken into account. Thus, it relates to only voluntary absence due to personal reasons of the individual concerned. Absenteeism rates given in the report represent percentage of man days lost due to absence to the corresponding total man days scheduled to work. The man days scheduled to work is arrived at by adding the man day's actually worked and the man days lost on account of absence of the workers due to some reason or the other.

A worker who reports for any part of a shift is to be considered as present. An employee is considered scheduled to work when the employer has work for him there is no reason to expect well in advance that the employee will not be available for work at the specific time. An employee on regularly scheduled vacation is, therefore, not to be considered as employer-ordered layoff. On the other hand an employee who requests time off at other than a regular vacation period should be considered as absent from scheduled work until he returns, or until it is determined that the absence will be such duration that his name is removed from the list of active employees. After this date he

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EMPLOYEES WELFARE FACILITIES TOWARDS VIMS HOSPITAL, SALEM – 636308, TAMILNADU, INDIA: AN ANALYTICAL STUDY

SANTHOSH KUMAR S , P.T.J.K.LILIAN , DR.B.VELMURUGAN

Abstract — 'Welfare' is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment-ecological, economic and social. The term 'welfare' includes both the social and economic contents of welfare. Social welfare is primarily concerned with the solution of various problems of the weaker sections of society like prevention of destitution and poverty. It aims at social development by such means as social legislation, social reform, social service, social work, and social action. The goal of social welfare is to fulfill the social, financial, health, and recreational requirements of all individuals in a society. Friedlander defines social welfare as "the organized system of social services and institutions designed to aid individuals and groups to attain satisfying standards of life and health, and personal and social relationships which permit them to develop their full capacities and to promote their well-being in harmony with the needs of their families and the community. The object of economic welfare is to promote economic development by increasing production and productivity and through equitable distribution. Pigou defined economic welfare as "that part of social welfare that can be brought directly or indirectly into relation with the measuring rod of money." According to him, "the economic welfare of a community of a given size is likely to be greater, the larger is the share that accrues to the poor," he admitted that economic welfare was not the index of total welfare. Labour welfare is a part of social welfare, conceptually and operationally. It covers a broad field and commotes a state of well-being, happiness, satisfaction, conservation and development of human resources.

Keywords: Industrial Relation, Employee Relation, Working Condition.

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I. INTRODUCTION (ABOUT VIMS HOSPITAL, SALEM)

VIMS Hospital is a tertiary care hospital established in 2004 by Late Dr. A Shannugasundaram (Founder & Chairman) Dr. A. Shannugasundaram was an able philanthropist, educationist and dynamic individual with an attitude to always achieve the very best. From his humble beginnings in a small village in Tamilnadu, he achieved great success. A Health Care Provider of Patient Centric Approach with an Empathy Touch. Vinayaka Mission Super Speciality Hospitals (VIMS Hospitals) is 210 bedded tertiary care hospitals with over 50 full time consultants in all super speciality departments. Our hospital has complete healthcare ecosystem with related components of education/training and research , pursuing innovations that make health care more affordable.

VIMS Hospitals is the most trusted hospital for the Bengali and International patients, most of the West Bengal patients are visiting our hospital and patients from the region of North East of India, Andaman & Nicobar Islands, and International Patients from Nigeria, Bangladesh are benefited with our health care system. For all Western and International patients, we have a separate concerned team like translators, PRO's, Tour & Travel desk coordinators.

VIMS have established its name in multiple specialties such as:

- a) Cardiac Center-By pass operation , heart trans plant , valve repair , further more.
- b) Orthopaedics-Hip and Knee Replacement and complex deformity correction.
- c) Multi Organ Transplant Center- Liver and Kidney.



A STUDY ON EMPLOYEE RETENTION AS A TOOL FOR IMPROVING ORGANIZATIONAL EFFECTIVENESS: ANALYTICAL STUDY AT VAIGAI AGRO PRODUCT LIMITED

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Abstract:

Human sources are those who make the group of workers of a company. It's also recognized via manpower, skills, labour, employees, etc. Human Resource department of a business enterprise performs human useful resource control. It entails various elements of the employment consisting of compliance with labour regulation and employment standards, management of worker benefits, and various other sports related to recruitment and choice of the employee. Worker retention is regarding the efforts with the aid of which employers try and retain the personnel in their team of workers. Retention turns into the strategies in place of the final results. Preserving the worker for long duration of time is known as retention. Retention strategies of the organization need to have the capacity to attract and hold their staff. Organizational effectiveness refers to a company's ability to achieve the goals it sets out to achieve. It's far the performance of the organization, group or an organization to fulfill its goal. Six Sigma is a methodology that makes a speciality of improving the overall efficiency of a business process.

Introduction:

Long-term health and success of any organization depends upon the retention of key employees. To a great extent customer satisfaction, organizational performance in terms of increased sales, satisfied colleagues and reporting staff, effective succession planning etc., is dependent upon the ability to retain the best employees in any organization. Encouraging employees to remain in the organization for a long period of time can be termed as employee retention. It is a process in which the employees are encouraged to remain with the organization for the maximum period of time or until the completion of the project.

Models of Employees' Retention:

There are three important models on employee retention, one of them is a) Zinger Model and the other is 2) ERC's Retention Model. 3) Integrated System for Retaining Employees. A brief explanation of these models is follows:

Zinger Model:

Employee retention is the art and science of engaging people in authentic and recognized connections to strategy, roles, performance, organization, community, relationship, customers, development, energy, and well-being as companies leverage, sustain, and transform their work connections into results.

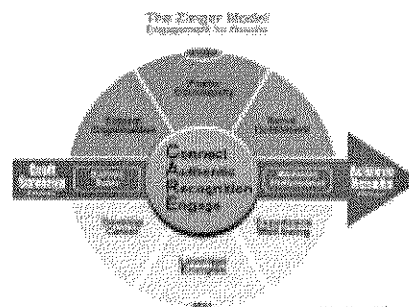


Figure 1: Zinger Model

According to the Zinger Model, employee retention is directed towards achieving results of the organization that the department, team, or individual wants to achieve. To achieve results, companies need to craft a strategy to get there. A central key of employee retention is connection. In some cases, the results of the organization are not achieved due to the lack of employee retention.

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JOB SATISFACTION AND ITS EFFECT OF EMPLOYEES IN ROOTS INDUSTRIES INDIA, COIMBATORE

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Abstract:

The study examines different aspects of job satisfaction like culture, leadership communication, commitment, job content, training, rewards and recognition opportunities, teamwork, superior subordinate relationship and delegation, at Roots Industries, Coimbatore. The research done is descriptive study involving survey and enquiry. The tools used for the data collection are questionnaires interviews and observations. The sampling design used is random sampling Sample of 103 employees from study population of 248 was taken. The secondary was collected from the company's manuals, employee handbook, intranet and website. The research was carried out for a period of 4 months. The analysis was carried on a software SPSS and stated satisfaction level of different parameters. The overall job satisfaction showed people were satisfied with their current job but still measures should be taken to improve the satisfaction level.

Key Words: Job Satisfaction, Job Content, Teamwork, Commitment

Introduction:

Attitudes are evaluative statements - either favourable or unfavourable - concerning objects, people or events. They reflect how one feels about something. Work Attitudes are the feelings and beliefs that largely determine how employees will perceive their environment, commit themselves to intended actions, and ultimately behave. Job Satisfaction is one of the many work related attitudes individuals hold like Job Involvement, Organizational Commitment, etc. Job Satisfaction thus is a set of favourable or unfavourable feelings and emotions with which employees view their work. A person with high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied with his/ her job holds negative feelings about the job. Job satisfaction is an important concern for both the employee as well as the employer as it has an impact on many organizational behaviours. The employees satisfaction is conducted to provide the information needed to improve various factors like productivity loyalty and job satisfaction. With the employee's views, organizations can identify the root causes and create improvements. Organization just needs to discover what motivates the people, what drives loyalty and what genuinely makes the employees happy and employee remain satisfied only when they know their issues are being addressed.

Significance of the Study:

Roots Industries India Ltd. is a leading manufacturer of HORNS in India and the 11th largest Horn Manufacturing Company in the world. Headquartered in Coimbatore - India. ROOTS has been a dominant player in the manufacture of Horns and other products like Castings and Industrial Cleaning Machines. Since its establishment in 1970, ROOTS has had a vision and commitment to produce and deliver quality products adhering to International Standards. With a strong innovative base and commitment to Quality, Roots Industries India Limited has occupied a key position in both international and domestic market as suppliers to leading OEMs and after market. Similar to products, Roots has leading edge over competitors on strong quality system base. Now, RIL is the first Indian Company and first horn manufacturing company in the world to get ISO/TS16949 certification based on effective implementation of QS 9000 and VDA 4.1 system requirement earlier. RIL has entered into technical collaboration with Robert Bosch, SA to further enhance the technical competence. Roots' vision is to become a world-class company manufacturing world-class product, excelling in human relation. Roots Industries India Ltd electric horns currently holding 60% of the Indian Market Share. They are suppliers to leading automobile manufacturers such as Volkswagen, Toyota, Mercedes-Benz, Skoda, Navistar, Harley Davidson, Tata Motors, etc., are also the exclusive suppliers of the specialty horns to defense. Their export market covers above 40 countries, which include United States, Japan, Germany, Russia, China, Italy and Africa, now the Roots has expanded and concentrated on industrial cleaning machines.

Roots Groups promoted by Mr. K. Ramasamy, A Master Degree holder in Automobile Engineering from Lincoln Technical Institute, USA, has its corporate office at Coimbatore in South India extending the philosophy of quality to all spheres of its activity in the market leader in India for flagship product automobile



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FACTORS INFLUENCING EMPLOYEE MOTIVATION: A STUDY AT ANU FOODS INDUSTRIES, MADURAI

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ABSTRACT

Motivation is the set of forces that make employees willing to behave in an organization. It is a crucial function of management or human resource management. The study's objectives are to determine employees' motivating factors as well as to identify employees' general attitudes towards existing motivational factors. The qualitative research method was used. Primary data were collected adopting focus group discussion, observation, and interviews. Administrative and unranked employees of Anu food industry, Madurai were selected for study by applying the case study method. Thematic analysis of data was applied. The most important motivating factor for both temporary administrative and unranked employees (helpers in office) was job security followed by pay and overtime remuneration. Administrative employees, to great extent, need intrinsic reward particularly recognition, responsibility, promotion, and fairness whereas unranked permanent employees also, to some extent, were influenced by intrinsic factors such as recognition, equality, fairness. A different motivating factor may apply to different levels of employees in terms of their needs and desires. The general attitude of the research participants regarding motivation seems to be poor. So, both extrinsic and intrinsic factors should be improved.

Keywords: extrinsic - intrinsic - motivating factors - rewards.

INTRODUCTION

Motivation is one of the significant parts of management function. Decenzo and Robbins (2005) define HRM as a process consisting of four functions-acquisition, development, motivation, and maintenance of human resources. Motivation is concerned with the preparing function of employees. Human asset is the most important and valuable asset for any kind of organization. Motivated employees can adapt to rapidly changing technological advancements. These employees play a crucial role in enhancing both individual and organizational performance and productivity through their capability and commitment because they are generally more creative and productive at work. Without motivation, employees in the organization no management or organization can achieve its objective. Therefore, motivated personnel are invaluable property of an undertaking. There is a high relationship between employee motivation



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IMPACT OF TRAINING AND DEVELOPMENT OF YOE ELECTRONIC INDIA PRIVATE LIMITED, CHINAIYAN CHATRAM, KANCHIPURAM, TAMILNADU

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Abstract:

Education as a training and development definition; in the behaviour of the individual through his own life it is the process of bringing about desired changes. Teaching, planned and planned education carried out in a certain place and in a time period called the programmatic part. Based on these definitions, my concept of education is more we can say that it is comprehensive. Development in the organization to increase the performance of the employee. Made by the management during the period from the start of the it includes all efforts related to activities. Training and development in organizations or businesses involving employees activities have a number of purposes. These; to achieve high efficiency at an affordable cost, to increase the quality of goods and services for production, to prevent waste of materials, raw materials and energy, to help the organization in effective time management, to increase the level of organizational commitment by providing motivation and job satisfaction of employees can be counted as increasing and strengthening the corporate culture. In this study, the training and development function in human resources management is mentioned.

Key Words: Training and Development, Human Resource Management, Training, Development

Introduction:

The purpose of training and development programs organizational capabilities. When the organization invests in improving the Knowledge and skills of its employees, the investment is returned in the form of more productive and effective employees training and development programs may be focused on individual performance or team performance. The creation and implementation of Training and management development programs should be based on training and Management development needs identified by training needs analysis so that time and Money invested in training and management development linked to the mission on core Business of the organization Investing in human resources through training and management Improves individual employee capabilities and organization capabilities. But if an organization invests in improving the knowledge and skills of its Employees, there should be some benefit to the organization how the organization should Measure the effect. As measures of training program success Kirkpatrick (1959) suggested using 4 criteria. All organizations must manage four resources. Investment in better equipment may speed up production or Reduce waste information is power. Data about products, prices and customers are essential to every business investment in training and development of employees can make them more productive or more effective in their jobs, directly contributing to the bottom line.

Training and Development Process:

Training and development is a continuous process as the skills, knowledge and quality of work needs constant improvement. Since businesses are changing rapidly, it is critical that companies focus on training their employees after constantly monitoring them & developing their overall personality. Employee training and development implies a program in which specific knowledge, skills and abilities are imparted to the employees, with the aim of raising their performance level, in their existing roles, as well as providing them learning opportunities, to further their growth.

Company Profile:

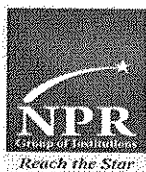
Yoe Electronic Private Limited is a private incorporated on 15 January 2009. It is classified as Non-Govt Company and is registered at Registrar of Companies, Chennai. It's Authorized share capital is Rs. 90,000,000 and it's paid up capital is Rs. 88,618,688. It is involved in Manufacture of Electronic valves and tubes and other electronic components. Annual General Meeting (AGM) was last held on 17 September 2021 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2021. Corporate Identification Number is (CIN) U32109TN2009PTC092730 and its registration number is



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EMPLOYEE WORK LIFE BALANCE TOWARDS PANASONIC APPLIANCE INDIA LTD, CHENNAI, TAMILNADU, INDIA : ANALYTICAL STUDY

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ABSTRACT

The Project has been done in Panasonic appliances India Ltd. The title of the project is "A Study on Employees work life balance in Panasonic appliances India Ltd, Chennai". The main objective of the study is to find out the Employees performance and overall Work life balance in both of Family and Company. In the company I have studied thoroughly the working method and functions of the HR department individually. The collected data was analyzed by using relevant tools such as Percentage analysis and chi-square test using SPSS software. This study has individually observed the employees at Panasonic appliance India Ltd Chennai and study of employee work life balance has been provided with suggestions with the consideration of findings.

ABOUT PANASONIC APPLIANCE

The Company was incorporated as a public limited company on 9th September 1988 in the name of Indo Matsushita Appliances Company Limited. The Company was promoted as a joint venture by Mr.P.Obul Reddy a leading Industrialist in Chennai, Tamil Nadu in Technical and Financial Collaboration with Matsushita Electric Industrial Co. Ltd. Japan (now known as Panasonic Corporation). The Company has come out with a public issue during the year 1990 and the shares of the Company are listed in the Bombay Stock Exchange Ltd (BSE) and Madras Stock Exchange Ltd.

The Company started manufacturing of Electric Rice Cookers during the year 1990 and marketed the same in the brand name of "National Nippo". The Company has been considered as the pioneer in the field of manufacturing and marketing of Electric Rice Cookers in India and is the market leader in this segment. The Electric Rice Cooker manufactured by the Company has a unique feature in which it has an in-built auto-thermostat which will cut off the heater once the cooking is completed and thereafter keep it warm for a long time. The Company expanded its products line by introduction of



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RECRUITMENT AND SELECTION PROCESS IN ROYAL ENFIELD, 73,
THADICOMBU ROAD, DINDIGUL DISTRICT, TAMILNADU, INDIA: AN
ANALYTICAL STUDY

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ABSTRACT

The Essential of selection are first, the nature of selection, whether faulty and safe and second, the policy of the company and the aptitude of the management and third, the length of the probationary or the trial period. The different types of selection test are ability test, aptitude test, personality test, graphology test, medical tests, and genetic screening. The final decision has to be made from the pool of the individual who pass the test, interviews, and the reference checks and also the HR manager plays the crucial role in the final selection process.

"Recruitment" is a process of the discover the sources of the manpower to meet the recruitment of the staffing, scheduling and the employ effective measure for the attracting that manpower. In definition of recruitment is it is the process of finding and attracting capabilities of applicant for employment. The process begins when new recruits are sought and ends when their applications are submitted.

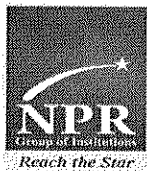
The process of recruitment involves planning, strategy developing, searching screening and control. The sources of the recruitment are categories as internal and the external sources.

ABOUT ROYAL ENFIELD

Royal Enfield is a motorcycle manufacturing company based in Chennai, India. Originally, a confluence of the British Motorcycle company, Royal Enfield and indigenous Madras Motors, it is now a subsidiary of Eicher Motors Limited, an Indian automaker. Along with its flagship motorcycle Royal Enfield Bullet, the enterprise is notable for its Mid-premium motorcycles with the characteristic thumping engine sound and high capacity engines. Royal Enfield motorcycles made in England were being sold in India from 1949. In 1955, the Indian government looked for a suitable motorcycle for its police and army, for patrolling the country's border. The Bullet was chosen as the most suitable bike for the job. The Indian government order 800350cc model Bullets. In 1955, the Redditch company partnered with Madras Motors in India to form 'Enfield India' to assemble, under licence, the 350cc Royal Enfield Bullet motorcycle in Madras (now called



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IMPACT OF EMOTIONAL INTELLIGENCE OF WOMEN LEADERSHIP TOWARDS INDELTA'S TRADE LINK, DINDIGUL, TAMILNADU: ANALYTICAL STUDY

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ABSTRACT

Women make up half of the world's population, but they continue to face inequalities in every field, whether in government or non-government organizations, and particularly in leadership because men believe women cannot be good leaders or managers, whereas men agree for women to work at home because men believe women are only good for domestic work. However, the number of female leaders is still low when compared to male leaders. Nowadays the percentage of women in leadership positions is increasing and advancing towards gender parity. We endeavored to examine by mean so literature view the impact of Emotional Intelligence (EI) on women's leadership since we found that EI is a key factor in predicting effective leadership traits. We also found there is a social perception that women tend to be seen as more emotional and empathic than men. We review the definitions of leadership and EI and explore the link between EI, leadership and women. Several leadership scholars and psychologists argue that EI is an important foundation for leadership effectiveness. When it comes to learning EI, men and women have the same opportunities to acquire a great EI through reflection and experience. The purpose of this study is to explore the relationship between emotional intelligence (EI) and leadership styles (transformational and transactional). This paper concludes that although Indian business are dominated by men were women do not have proportionate representation, skill the Indian women are better off than their counter parts in other regions of the world when it comes to holding higher positions in the corporate hierarchy. However, we highlight the necessity for increasing the number of women in leadership positions by enhancing and supporting women's leadership competencies.

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OCCUPATIONAL STRESS AND JOB SATISFACTION AMONG WORKING WOMEN IN FEMINA SHOPPING MALL, TRICHY

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ABSTRACT

At present world facing, the new term 'Occupational Stress' it can be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources or needs of the worker. Job stress can lead to poor health and even injury. The concept of Occupational stress is often confused with challenge, but these concepts are not the same. Challenge energizes us psychologically and physically and it motivates us to learn new skills and master our occupation. When a challenge is met, we feel relaxed and satisfied. Nowadays, the Education field is facing many challenges. It is an important issue not only for our students but our nation's development. In this context teachers are the most significant factor of the education process. It has a crucial role in individual's improvement. During the education, students gain the knowledge and skills, and teachers are the basic role models for their students. Teachers play a significant role in the development of countries, because they educate new generations. In this junction the research like to know the occupational stress of the Educational field especially women teachers society. In this title consists of reviews and concepts of the various studies. It helps to know types of stress and remedial measures used by the institutions.

Keywords: Occupation, Women, Education, Stress, etc.



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WORKFORCE DIVERSITY: A KEY TO IMPROVE PRODUCTIVITY AT PREETHI HOSPITAL.

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Abstract:

This paper describes about the employee's workforce diversity in terms of culture, age, gender, ethnicity, racial background and training in terms of its need, development and effectiveness. This study reveals when the organization has a good training for practicing workforce diversity, employees will enjoy all the positive benefits such as motivation, knowledge and skill transfer, creativity and better decision making. Hence employees are enhances the organization's growth. If workforce diversity and training is not handled correctly, the diverse workforce will badly effect organization growth. This research also aims to see the "how workforce diversity (cultural, age, gender, ethnicity), employee training and development influences on employee's performance in their workplace", in which Workforce Diversity, Training and Development consider as independent whereas dependent variable „Employee Performance“. This research investigates the relationship between work force diversity (cultural, age, gender, and ethnicity), training development and employee performance in the IT Companies and also how work force diversity, training and development influences on employee performance among the IT companies employees. The data were analyzed using Statistical Package for Social Science (SPSS) software analysis revealed that workforce diversity, training and development had significantly related with performance of employees.

Key Words: Workforce Diversity, Training and Development, Employee Performance

Introduction:

Employees are major assets of any organization. These unique assets through effective training become imperative in order to maximize the job performance. Also position them to take on the challenges of the today's competitive business climate. In India, Bangalore is one of the most globally competitive cities; it attracts highly skilled and extremely innovative people to work here. Globalization and Internet have reduced the gap in the time to market scale. Thus hyper competition is almost unavoidable in every field. At the same time the technical challenge of industrial problems is getting more difficult as well as more complex. In Bangalore workforce has employees from different states, cultures, generations and genders. This multiculturalism has positioned for improving organizational performance. It is highly influenced by individual employee performance. Employee's performance is the behavior and attitude of an employee at work. The accomplishment of the industry depends on its employee performance. Therefore, upper management knows the significance of expense in training for the advantage of improving employee performance and also places them to get the challenges of the today's competitive business environment. One of the key factors of any organizations is its employees. Employee performance can also be influenced by workforce diversity, training and development of an individual employee. This research investigates the relationship between work force diversity (cultural, age, gender, and ethnicity), training development and employee performance in the work force diversity, training and development influences on employee performance among the employees.

Benefits of Managing Workforce Diversity:

- High level of Productivity
- Exchange of varieties of ideas and Team work
- Learning and growth
- Effective Communication
- Diverse Experience

Need of Training & Development in the Workplace:

- To make employees more effective and productive.
- To match the employee specification with job requirements of organizational needs.
- To cope with the technological advancements.
- To improve the quality of product / service.

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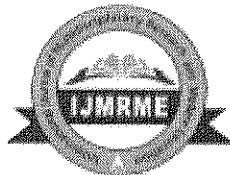
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EMPLOYEE INVOLVEMENT TOWARDS KARUR GOLDLINE EXPORTS PVT LTD, KARUR DISTRICT TAMILNADU: ANALYTICAL STUDY

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Abstract:

The Project has been done in Karur Goldline Exports Pvt Ltd. The title of the project is "A Study on Employee Involvement towards Karur Goldline Exports Pvt Ltd, Karur". The main objective of the study is to find out the employees engagement towards the organization. The collected data was analyzed by using relevant tools such as percentage analysis, chi-square test, paired comparison t-test were found related to employee and factor related to employees involvement in Karur Goldline Exports Pvt Ltd - Karur. The First Chapter deals with introduction, importance, statement of the problem, the scope, objectives, limitations and Research methodology. The Second Chapter deals with Review of literature. The Third chapter deals with the Complete Profile of Organization. The fourth chapter deals with the analysis and data interpretation. The fifth chapter reflects the thoughts of the researcher in the form of findings, suggestions and conclusions. Various supporting information have been incorporated for an easy understanding of the readers.

Introduction about Employee Involvement towards Karur Goldline Exports:

Employee involvement means that every employee is regarded as a unique human being, not just a cog in a machine, and each employee is involved in helping the organization meet its goals. Each employee's input is solicited and valued by his/her management. Employees and management recognize that each employee is involved in running the business. Employee involvement is creating an environment in which people have an impact on decisions and actions that affect their jobs. Employee involvement is not the goal nor is it a tool, as practiced in many organizations. Rather, it is a management and leadership philosophy about how people are most enabled to contribute to continuous improvement and the on-going success of their work organization. My bias, from working with people for 40+ years, is to involve people as much as possible in all aspects of work decisions and planning. This involvement increases ownership and commitment, retains your best employees, and fosters an environment in which people choose to be motivated and contributing. How to involve employees in decision making and continuous improvement activities is the strategic aspect of involvement and can include such methods as suggestion systems, manufacturing cells, work teams, continuous improvement meetings, Kaizen (continuous improvement) events, corrective action processes, and periodic discussions with the supervisor. Intrinsic to most employee involvement processes is training in team effectiveness, communication, and problem solving; the development of reward and recognition systems; and frequently, the sharing of gains made through employee involvement efforts.

Impacts of Employee Involvement in the Workplace:

The impacts of employee involvement to an organization have numerous positive and negative outcomes. Managers must determine the most effective employee involvement strategy(s) by specific having clear and concise organizational goals. Managers from different organization at all levels must work effectively with their employees to carry out specific responsibilities while showing some degree of independence to the employee; however some managers train their employees to accept various responsibilities and duties assigned to them. Walter and supports this by stating "some organization present their employees with rewards, acknowledgment and recognition for performing tasks effectively and with high standards" (Walter, 2005). Listed below are factors that have been outlined by relevant researchers, scientists and doctors in this field that are potential positive and negative impacts of Employee Involvement to all stakeholders within an organization.

Positive Impacts:

Teamwork: McKenna has argued that "employee involvement or participation in the decision making process gives every employee an opportunity to express their opinions, and to share their experience knowledge with other employees or employers" (McKenna, 2002). This would improve the relationship between a manager and the employee; while it encourages a feel of teamwork among other employees. Expressing various views

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TRAINING NEED ANALYSIS IN DODLA DAIRY LTD, DINDIGUL: ANALYTICAL STUDY

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ABSTRACT

Employees are the most valuable asset of an organization, so to enhance their performance it is necessary to pay attention to their learning. Training and development programs help organizations to build a skilled and competent workforce in order to maintain a high level of competency and to survive in a dynamic business environment. This study was conducted with the aim to investigate the effectiveness of training and development on employee performance at Dodla Dairy Limited, Dindigul. The research employed descriptive analysis. Primary data was collected through distributing questionnaires to 150 employees, who were selected through the random sampling technique. Findings reveal that overall training and development has a significant impact on employee's performance. It helps the organization in reducing employee turnover, increasing the productivity of employees, and contributing to higher financial returns for the organization. The study suggests that there is a need for improvisation in identifying the area where training needs have actually generated and salary structure should be revised at a regular interval of time.

Keywords: Training, Development, Employee performance, Organization.

INTRODUCTION

Training and development are a part of an organization's subsystem that focuses on improving individual and group of employees. Training is the method of improving an employee's skill, knowledge, and abilities in order for them to perform a specific job. Employee development refers to their overall development. It is a process by which managers and executives develop experience and competency in their current job, as well as the ability to perform future tasks.

IMPORTANCE OF TRAINING

It is important for organizations to provide ongoing training and development programs for their workers in order to continue to improve. Since the business environment and competition are constantly evolving, it is important to continue studying and acquiring new skills.

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A STUDY OF JOB SATISFACTION AND ITS EFFECT J.K FENNER INDIA LTD MADURAI: AN ANALYTICAL STUDY

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ABSTRACT

The aim of the present research was to study the effect of job satisfaction on the performance of employees working in private sector organizations of Peshawar, Pakistan. For that purpose, one hundred and eighty employees were selected as a sample from private organizations of Peshawar. An equal number of employees, were selected through random sampling method from three types of organizations, viz., hospitals, banks, and universities. A Minnesota Satisfaction Questionnaire (MSQ-short form) developed by Weiss et al. (1967) and a self-constructed Performance Evaluation Form (PEF) were used as instruments for the study. Initially, the reliability statistics of both the instruments was calculated to know the significance of the scales. According to the findings of the study, the type of occupation has been shown significant correlation with job satisfaction. Similarly, the positive relationship of job satisfaction with performance of employees was also confirmed. Therefore, it is concluded from the study that satisfied employees were better in performance as compared to dissatisfied employees, thus contributing significant role in the uplifting of their organizations. As there are unstable economic and political conditions of Peshawar, it is therefore necessary for every organization to make their employees motivated and satisfied towards high performance by adopting different techniques and methods.

Keywords: Employee satisfaction, Human Resource Management, compensation, Organization development,

INTRODUCTION

Job is one of the important elements of people's life. Their living style and their social lives depend on their jobs. Therefore, it is necessary for every organization to have satisfied workforce. Nowadays, private sector plays significant role in uplifting the economy of Pakistan. They are not only providing good services but are also providing job opportunities to a large group of people. Keeping in view the contribution of private sector in the society and the significant role of job satisfaction in order to improve the employees' performance, the aim of the present study is to know the job satisfaction of employees and its relationship with the performance level.



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ORIGINAL PAPER



Parametric analysis of MQL-based sustainable machining using nano alumina mixed coconut oil-based cutting fluid: a computing approach

Nitin Kundlik Kamble¹ · R. S. Sankarasubramanian² · P. S. Satheesh Kumar³ · Balachandra Pattanaik⁴ · Ram Subbiah⁵ · Suresh Seetharaman⁶ · P. Satishkumar⁷

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Abstract

To explore the aerospace, chemical, and cryogenic vessel sectors applications, this work computes the minimum quantity lubrication using nano alumina mixed coconut oil-based cutting fluid for the machining parametric analysis on stainless steel 304 substrate applications in global sustainable development. Therefore, the authors attempt to vary the weight percentages of nano aluminum oxide particles added with coconut oil to enhance the machined surface characteristics. The analysis of input machining parameters such as cutting fluid (CF), spindle speed (SD), feed rate (FD), and depth of cut (DC) are investigated on the output responses i.e., material removal rate (MRR), and surface roughness (SR). The machining experiments are conducted with help of Taguchi methodology for the design of experiments by L_{16} orthogonal array. During designing, optimization is carried out by using Minitab computer software, for four different combinations of response variables considering the different importance of MRR and SR under various sustainable manufacturing circumstances. For optimization of these output responses during the machining process, the desirability function approach is used to attain better machining performance. Finally, it is revealed that the optimum parametric combination for better machining performance is to be obtained by CF₄ (coconut oil + 6% wt of Al_2O_3 nano-powder), SD = 1600 rpm, FD = 0.18 mm/rev, and DC = 2 mm. It is reported that the depth of cut is identified to be the highest important parameter with a contribution of 48.27% for composite desirability. The predictability of the regression model is found to be more than 95% for all the responses which highlight model significance.

Keywords Analysis · Machining · Taguchi design · Computing · Optimization · Analysis of variance · Regression modelling · Simulation · Minitab computer software

Abbreviations

MQL Minimum quantity lubrication
MRR Material removal rate

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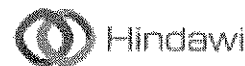
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Research Article

The Effect of Stir-Squeeze Casting Process Parameters on Mechanical Property and Density of Aluminum Matrix Composite

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This present investigation focusing on preparation of Al-based hybrid composites in which AA6082 is engaged as the main alloy reinforced with two reinforcements of ZrSiO₄/TiC. The combination of the stir-squeeze process helps to make different specimen by change of four parameters such as stir speed, stir time, reinforcements, and squeeze pressure. In this process, two reinforcements are reserved as constant about 7.5 wt%. The four levels of each parameter are stir speed (300, 400, 500, and 600 rpm), stir time (10, 15, 20, and 25 min), reinforcement (2.5, 5, 7.5, and 10 wt%), and squeeze pressure (50, 60, 70, and 80 MPa). According to the L16 orthogonal array Taguchi design, the specimens are created to analyze the mechanical properties of tensile strength and hardness along with porosity. In addition, the optimization technique is used to determine the optimal parameter on improving tensile strength. The optimization process can be assisted by the software namely Minitab-17 which helps to study analysis of variance, regression model, and contour plots. The observed result of ANOVA showed that stir speed (41.8%) is the maximum influenced parameter that increases TS, followed by squeeze pressure (25.7%), stir time (12.7%), and reinforcement (1.96%), and optimum tensile strength is found at the parameters of stir speed 600 rpm, stir time 10 min, reinforcement 2.5 wt%, and squeeze pressure 80 MPa. The fractured surface of tensile strength also examined by the SEM test. The combined parameters of S4-T1-R1-P4 achieve the highest TS, and it is observed that there are nearly no pore defects and good diffusion as a result of the reinforcements to be properly mixed. It is noticeable that the TiC and Al 6082 matrix, as well as the various ZrSiO₄ exhibit stronger bonds.

1. Introduction

AMCs which strengthened with ceramic elements like TiC, SiC, and Al₂O₃, reveal more benefits such as good tensile and impact strength, abrasion resistance, hardness, impact strength, as well as excellent physical features [1]. 6082 aluminum alloy is one of the important alloys in 6XXX series that is mainly applied in several fields of aviation, navigation, automobiles, and construction business [2]. Sekar et al. [3]

analyzed mechanical properties of SiC/ZrO₂ reinforced AA6082 composites prepared via combined stir and squeeze casting and the outcome of UTS and hardness value are more when compared to base metal due to addition of silicon carbide and zirconium dioxide. Stir casting mainly produce effective parts through molten metal transfer into standard molds. Mechanical properties of the developed composites varied due to some criteria such as the size and shape of reinforcements, weight ratio, and bonding between



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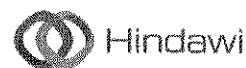
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Research Article

Effect of SC Parameters on Material Characteristics for Al 5083-Based Hybrid Matrix Composites Using Taguchi RSM Technique

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This research concentrated on material characteristics such as tensile property (TS) and hardness (HV) for AA-5083 manufactured using the stir casting (SC) process. The reinforcing elements silicon carbide (SiC-7.5%) and flyash (FA-5%) in the form of powders will be added to Al alloy to improve the characteristics of composites. Response surface methodology (RSM) was a scientific technique to make optimizing task at stir casting parameters. As per central composite design (CCD), 20 samples (L1-L20) were fabricated at a variation of factors such as stirrer speed (A) 350-550 rpm, stir time (B) 15-35 min, and stir temperature (C) 750-950°C. The result presented that best TS and HV exhibited at experiments L5 (A2-450 rpm, B1-15min, and C1-750°C) and L6 (A1-350 rpm, B1-15min, and C1-750°C). Design expert software (DES) is one of the optimization tools that employed to determine analysis of variance (ANOVA) and the best optimal parameter levels of SC. ANOVA helped to check contribution of SC factors on TS and HV, and it was noticed that mechanical properties were improved with increasing stir speed and stir time but it was reduced with rising of temperature.

1. Introduction

The chemical element like Al lacks sufficient strength when used to manufacture components in industrial business areas [1]. To address these challenges, particles or particulate reinforcements such as alumina, silicon-based carbides and oxides, TiB_2 , and TiO_2 are blended with Al to increase the strength of heavy items [2]. Al 5083 is made from many chemical elements including Mg, Mn, and Si. This kind of alloy is generally used in different application such as ship construction, automobile bodies, mine skip work [3], and pressure containers [4]. Stir SC routine is implemented in

cheap wise which was able to create difficult designed products among various fabrication techniques powder metallurgy, plasma sintering, etc. [5, 6]. Numerous researches suggested that using a single metal would not be able to produce the needed material properties [33, 34]. It is applied in several production enterprises [7]. B_2O_3 , B_6O , and BN_3O_6 are added to the primary matrix as reinforcements to improve material properties [8, 9]. TiC is to improve resistance [10] and wear property while adding on Al alloy [11]. SiC is one of the ceramic metal which had less density compare to titanium carbide [12]. Most of the researchers chose it to add up with different metals to develop properties



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Influence of nano alumina/vegetable oil based cutting fluid on MQL turning of stainless steel 304

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ABSTRACT

In the current modest world, the cutting fluid playing dynamic part by cooling and lubricating the cutting tool with work piece interfacing. The impact of minimal quantity lubrication (MQL) employing Nano Al₂O₃ with vegetable oil on machining performance of SS-304 in comparison to totally dry and wet machined in terms of MRR and Ra were presented in this paper. An attempt was done by using Vegetable cutting fluids mixed with different Wt. % (0, 2, 4) Nano aluminum oxide particles during turning operation with changing process influences such as speed of spindle, feed range and cutting depth to evaluate surface finish (Ra) and material removal rate (MRR). It was established that MRR and Ra of surface are affected by the nano particles present in the vegetable oil-based cutting fluid.

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1. Introduction

Machining of various materials played vital role of every manufacturing process and the preferred shapes, dimensions, good surface finish can be attained via excess materials removal in smaller chips form. Stainless steel 304 is one of the essential metal alloys that made of collaborating other elements such Cu, Ni, Mo etc [1]. S.Ekinovic et.al done work on MQL turning of carbon steel 52-3 was investigated. There are three factors selected quantity of oil, water level and nozzle place and result of experiment showed that cutting force through machining 1.8 L/hour for water & 10 ml/hr of the oil, force of cut was 18% lesser throughout cutting process without lubricant [2]. Cutting fluid is major part for machining process for cooling and lubricating the tools and specimen of work piece in order to improve the life of them [3]. There was a technique which reducing a usage of fluid (cutting) named as dry cutting [4]. Sometimes adding of different coating that increase a life of tool [5]. SS304 is one type of stainless steel [7] having better corrosion, creep resistance [8] and machining operation carried out on ECM to studying a effect of current, pulse on,

pulse off time considerations on responding for MRR, Circularity on selected material [9]. With main help of taguchi technique [10-13], EN45 metal machining parameters (MRR) are analysed by change of input factors of current, pulse off and ON as well as voltage values, from the result it was noticed that Response table showed pulse off time and current levels are most major parameters, while time of pulse on is least factor for MRR [14]. The testing samples of Al₂O₃/SiC/MoS₂ hybrids were produced by stir cast methodology, the reinforcements of silicon carbide (10-15 %wt) and Molybdenum disulphide (2 %wt) have been taken and L27 OA design of experiments and parameters such as voltage, feed rates, electrolytic concentration(%) are chosen for find out the best optimal factor on MRR and surface roughness [15,16]. The inspection of MRR, Roughness of the surface over-cut along with clearance were done by change of input factors such as voltage, current values, time (pulse on) & electrode distance [17]. AA6061 strengthened to silicon carbide of 0.12 & Gr of 0.05 rises because of development weld ampere [18], pulse time, applied voltage noticed that brass metal is the preeminent electrode which attain surface roughness at low [18]. MQL along with H₂O was a good combination which improves a surface quality of the specimens [19]. MQL method only not possessing to disperse heat in machining region efficiently. So that Nano essences in MQL performance showed effectively for dissipate the temperature from the cutting

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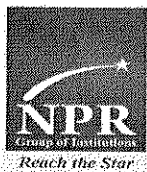
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Synthesis, Characterization and Anti – oxidant Screening of Zinc-Oxide Nanoparticles

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Abstract

ZnO nanoparticles (NPs) were synthesized by using different capping agents such as Cetyl trimethyl ammonium bromide (CTAB), oleic acid and polyethylene glycol (PEG). The synthesized nanoparticles were dispersed in hydrophilic solvents and characterized by using electronic absorption, X – ray diffraction and Scanning Electron Microscope techniques. Anti-oxidant screening of ZnO NPs is performed by using UV – Visible spectrophotometer.

Keywords: ZnO nanoparticles, CTAB, oleic acid, PEG, SEM, anti – oxidant screening



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DNA cleavage using magnetic iron oxide-silica/curcumin core-shell nanocomposite - ScienceDirect



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DNA cleavage using magnetic iron oxide-silica/curcumin core-shell nanocomposite

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Highlights

- Synthesis of Fe₃O₄-silica/curcumin nanocomposite.
- Analysis of magnetic properties of Fe₃O₄-silica/curcumin nanocomposite.
- Circular Dichroism studies of herring sperm DNA with Fe₃O₄-silica/curcumin nanocomposite.
- Electrochemical studies confirm the surface binding of DNA on Fe₃O₄-silica/curcumin nanocomposite.
- Gel electrophoresis studies confirm the Form I cleavage of DNA.

Abstract

Increasing the dispersion ability of curcumin in water is a prominent strategy to increase the bioavailability of curcumin. Iron oxide-silica core-shell nanostructure assisted enhancement of dispersion ability of curcumin in water.



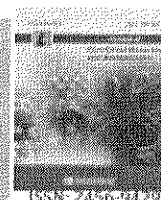
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A facile synthesis and characterisation of cadmium sulphide nanoparticles (CdS NPs)

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Abstract

Cadmium sulphide nanoparticles (CdS NPs) were successfully synthesized using cadmium acetate and thiourea as the precursor in presence of polyethylene glycol (PEG) at room temperature and maximum of 90°C respectively. The effect of sodium hydroxide was introduced into the CdS NPs preparation. The samples characterized using UV-Vis, FT-IR and SEM studies. The CdS NPs were functionalized using bio molecule of L-Cysteine it gives the reducible size of CdSNPs into self-assembled leaf-like structure.

Keywords: CdS nanoparticles, Cysteine functionalized CdS-NPs, metal sulphides, thiourea functionalized, semi-conducting materials.

1 Introduction

In recent years, metallic and metal-oxide nanoparticles are capable of increasing the activities for many chemical reactions due to the high ratio of surface atoms with free valences to the cluster of total atoms. In addition to a high surface area-to-volume ratio for nanoparticle derivatized materials, the size controllability, chemical stability, and surface tenability provide an ideal platform for exploiting such nanostructures in sensing/biosensing and catalytic applications [1]. Inorganic semiconductor nanoparticles such as PbS, ZnS, CdSe and CdS due to their unique electrical, optical and electrochemical properties have been discussed in numerous electrochemical and electrochemiluminescence (ECL) fields [2-5]. CdS semiconductors with a band gap of 2.42 eV indicate superior optical, photophysical and photochemical properties [6]. PANI due to its excellent conductivity, high chemical and electrochemical stability is a good host matrix for the inorganic semiconductors [6]. Composites composed of conducting polymers and inorganic semiconductors indicate the reinforced mechanical, electrical and thermal properties [7] and are valuable for commercial applications like nanoelectronics [8], biosensors [9], photovoltaic and light-emitting diodes [10]. These materials are also predicted as effectual and promising electrode materials in various electrochemical devices [6].

Metal sulphides are of great importance in many scientific and technical fields owing to their outstanding chemical and physical properties. It is well known that the physical and chemical properties of metal sulfides are relative

to their phase, morphology, size, crystal defects, surface properties, etc., which, in turn, depend on their preparation methods and preparation conditions. In addition to photo catalysis, cadmium sulfide nanoparticles can be used in various fields of industries such as medicine [11], hydrogen production [12], photovoltaic devices [13], optoelectronics [14], diodes [15], gas sensors [16], etc. For example, in medicine, CdS nanoparticles reveal antibacterial [17], antimicrobial [18], and antifungal [19] activities against micro-organisms. Recently, many methods have been developed to produce CdS nanoparticles such as microwave-assisted co-precipitation [20], the wet chemical method [21], microwave irradiation [22], reverse micellar methods [23], electrochemical deposition [24], solvothermal [25] and hydrothermal [26] processes, green synthesis [27] and biological methods [28]. However, most of the reported low temperature synthesis methods have somewhat difficulties in large-scale production of metal sulfide nanoparticles at low cost [29-33]: either the adopted precursors and equipment were expensive and not easily available; or the synthesis processes were very complex and the reactions were performed in the presence of solvents, in which a great deal of waste water would be produced and the products must be separated from the solvents and dried; or the reaction times were very long, etc.

Cysteine is a nonessential, water-soluble, sulfur-containing amino acid and is usually found in most proteins, although only in small quantities. Cysteine can be used as a strong binding agent through one of its functional groups, the thiol group, and successful examples include the capping agent of Ag⁰ [34], Au⁰ [35] and Cu⁰ [36] and even alloy particles [37]. The sulfur in the SH is divalent and endows cysteine with an additional function, acting as an antioxidant [38]. In addition, the existence of the NH₂ group and COOH in the cysteine molecules will enable the cysteine-capped magnetic particles to have good biocompatibility and good solubility in aqueous solutions.

Herein, we report the unassuming synthesis of cadmium sulphide nanoparticles via the liquid-solid reactions of corresponding metal acetates and thiourea in aerobic con-

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Studies on DNA Interaction of Alanine and L-cysteine Functionalized ZnO Nanoparticles

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Abstract:- We have efficaciously stated the bioactive zinc oxide nanoparticles (ZnO NPs) in presence and absence of cetyl trimethyl ammonium bromide (CTAB) with the help of sodium hydroxide (NaOH). The prepared ZnO NPs were functionalized alanine and L-cysteine were characterized using UV-vis and FT-IR spectroscopic technique. The functionalized NPs were interact with DNA, it finds the groove binding.

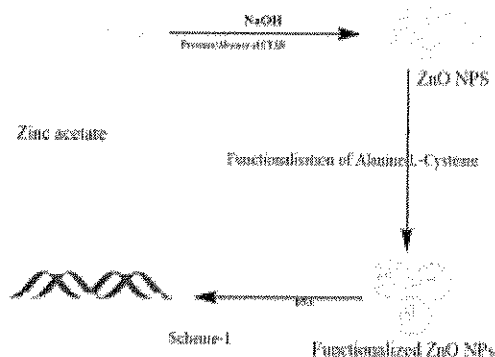
Keywords:- ZnO nanoparticles, aminoacid functionalised ZnO nanoparticles, DNA, groove binding, alanine-ZnO NPs, L-cysteine ZnO NPs.

I. INTRODUCTION

Over the last few decades, nanotechnology has witnessed an incredible development in the fastest-growing domain of science and technology because metal oxide nanoparticles (NPs) are progressively being used in bids of many industrials. Among the different metals, zinc attracts more attention because of its strong reducing potential, moderate reactivity, and having five stable isotopes. In the midst of the different zinc-based nanostructures like sulfide, ferrite, phosphide, selenide, and telluride, zinc oxide (ZnO) is most attractive due to its vast applicability, being eco-friendly, and its diverse physiochemical properties [1].

ZnO have a photo active compound, which influences the catalytic and oxidizing on chemical and biological species, respectively [2-4]. ZnO NPs, is a bio-safe material is compared to bulk ZnO. Actually, various studies have already revealed the potential toxicity of ZnO NPs based on their size, shape, and concentration, etc. [5, 6]. The U.S. FDA (Food and Drug Administration) granting ZnO has been permitted for use of cosmetic, the detailed toxicological profile and the mechanism of cytotoxicity for ZnO nanomaterials is, thus far, not fully understood [7]. Moreover, ZnO NPs are testified to have a good biocompatibility with anthropological cells, and the ZnO has been documented as a safe material by the FDA [8, 9], although the intrinsic cytotoxicity of ZnO NPs against certain human cell lines has raised some apprehension concerning potential health hazards [10]. On the other hand, their inherent cytotoxicity indicates a necessary quality against pathogenic cells if the properties are precisely tailored [7, 11]. Indeed, recent studies have revealed that ZnO NPs have cytotoxic effects toward cancerous cells, while at the same concentration, ZnO NPs have negligible effects on normal

cells, leading to speculation that they can be used in cancer treatment. On the other hand, for more pervasive applicability in modified forms of ZnO NPs, for example, through appropriate polymeric materials with surface coatings [12-14] or green chemical approaches (capping with phytochemicals) and bio-inspired manufacturing [14-16] that might perfection their biocompatibility. In our group previously reported the metal and metal oxides nanoparticles such as nickel, copper and magnetic materials to interact with DNA to form the structural reformation of DNA with helpful of drug delivery [17-19]. Herein we discuss the spectral supported the DNA interaction studies of prepared and characterized ZnO NPs stabilized with or without CTAB and biomolecules of alanine and L-cysteine functionalized ZnO NPs (Scheme-1).



II. EXPERIMENTAL METHODS

A. Materials and Methods

All required chemicals were AR grade purchased from Himedia, Qualigens, Sdline and Sisco chemicals chemicals Pvt. Ltd from India and were used as received. Zinc acetate dihydrate, sodium hydroxide, sodium chloride, Tris-HCl and L-cysteine (Merck), herring sperm DNA and cetyl trimethyl ammonium bromide (CTAB) (LOBA Chemie) and were used as received.



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Optimization of wear characteristics on boron carbide/flyash reinforced aluminum alloy (7000 series) hybrid composites

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ABSTRACT

In this research process, AA7475 was represented as a main material, boron carbide(B4C) along with fly-ash (FA) are utilized for reinforcements or additional elements to improve the wear behavior by using Friction stir processing method(FSP).Al hybrid composites are made by FSP by change the level of the altered processing parameters such as Tool rotation speed TR (800,1000 & 1200 rpm), Tool travel speed TT (30, 40 & 50 mm/min), groove width GW (1,1.5 & 2 mm) and % of reinforcements RS (B4C ~5,5.10 wt % & fixed FA 5%), wear experimentations were conducted on POD apparatus. Taguchi orthogonal array (L9) have been selected for doing optimization process in which Signal to noise ratio (SN Ratio) helped to identify highest wear amount among the prepared samples.

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1. Introduction

Hybrid Al Matrix composites are fascinating considerations of many industries such as electronics, automobile and aerospace's because of material and tribological activities [1–2]. For joining samples of Al composites, we have utilized many techniques [3–4]. But frequently Friction Stir process have remained used by many researches for their work due to cost is less, flexible, wettability and maintain time duration [5]. Boron Carbide is super hard abrasive material which acting as reinforcement to add up with Al alloy to conduct wear testing 0.7075-Al-B4C-Fly Ash composites with constant fly-ash and boron carbide (2–8%) have been effectively made by SC method in which mechanical property like hardness around 124 HV was improved while increase percent of reinforcement [6]. N. Balaji Krishna and his team investigated wear rate of AA 7075/Zircon/Graphite composites, the outcome of research exposed that while addition of additive particles which led to reduction the wear aggregate but it was increased when load (N) and sliding velocity (m/s) values were improved [7].K. Sharan

Teja Reddy stude about AA 7475 mechanical properties after addition different weight % of graphite (2 to 10 wt%) and analyse SEM along with UTS, compression test [8]. M. Makesh Kumar et al prepared AA 7075 / niobium surface composites via Friction stir process, groove gap, tool rotation and travel speed preferred as processing variables. The optimization performances used as weapon to find out significant parameter level of designated factors among other levels. They revealed that tool rotation (700 rpm), welding speed (40 mm/ minute) & groove width (0.6 mm) given the best influenced standards as associated during comparison of other combinations [9]. S. Sunil Kumar Reddy considered Nano silicon carbide /boron carbide as preservative materials on AA7075. The composite samples were produced by squeeze cast routine and the final part established elongation in Tensile test is around 11% [10]. Rishabh Dwivedi has done optimization procedure on Al7075/SiC/waste eggshell prepared by FSP method. The results showed UTS value and BHN ranges were developed. The enhanced value of UTS and hardness is 395 MPa and 159 at Parameters of tool speed(1739.5 rpm), tilt angle(1.96) and (6%) reinforcement[11]. From the discussion of different manuscripts, we aim to create nine samples with FSP considerations and analyzing influenced parameters on wear rate.

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OPTIMISING SYSTEM-ON-CHIP ARCHITECTURE USING ASYNCHRONOUS REGRESSION MODEL

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Abstract

This paper presents the results of a study that utilises genetic algorithms to optimise the scheduling of tests for a core-based system-on-chip (SoC) system. The research aims at reducing the amount of time that is required to test a SoC system, as well as ensuring that a system meets the requirements of the design. The findings show that it is possible to locate networks that have been carefully tailored to meet the requirements outlined by the RT packets with relation to latency, area, and deadline. The results show that the irregular networks with heterogeneous routers fared much better than the mesh networks when it comes to performance and compliance with the design requirements.

Keywords:

System-On-Chip, Asynchronous Regression Model, Quality of Service, Scalability

1. INTRODUCTION

One capacitor, one transistor, and three resistors were all that were needed to construct the very first integrated circuit ever created. Integrated circuits (ICs) now have architectures known as System-on-Chip (SoC), which comprise billions of transistors. These advancements came about because of breakthroughs in the technology used to fabricate electronic components. The SoC consists of more than a million gates, as well as cores, memory, and both digital and analogue blocks, all of which are packed onto a single chip.

When designing and manufacturing a large-scale integrated circuit, one of the most important challenges that must be surmounted is to find a solution to the issue of temperature control, as well as the problem of power consumption. Because of the high switching activities that are inherent to testing, it is recommended that more time and energy be spent in test mode as opposed to regular mode [1]. This is because testing requires more switching activities than normal mode.

Utilising modular testing of embedded cores is one solution to the testing challenge posed by SoCs. Another solution is to test embedded cores individually. These cores are complex building pieces that have previously been established, which makes design reuse simpler and, therefore, minimises the amount of time that is required for the development of the product. Nevertheless, the production tests and the debugging of those designs are the components of creating SoCs that present the greatest amount of difficulty [2].

The design of the test architecture is required because of this to gain access to the test resources and cores. Thanks to modular testing, SoCs that are outfitted with an Automatic Test Equipment (ATE) Test Access Mechanism (TAM) and embedded cores can communicate with external ATE [3].

Isolating embedded cores is a required step in modular testing, as is getting access to the individual SoCs that will be utilised for the transmission of test data to complete the testing procedure. This method entails the pushing of pre-computed test sets of embedded cores and is performed as part of a divide and conquer strategy.

The modular testing process is driven by these fundamental components [4]. If adequate effort is invested in advance constructing the test infrastructure and organising the tests themselves, it is possible to significantly reduce the cost of the overall testing process. The objective function for this examination is shown by the Eq.(1) that is presented below.

$$T(W) = [1 + \max(S_i, S_o)] \cdot tp + \min(S_i, S_o) \quad (1)$$

The equation is solved by entering the output and input lengths of the scan chain, which are denoted by S_i and S_o , respectively, as well as the test pattern, which is denoted by tp . Presentations of benchmark circuits for evaluating SoCs [5].

The scheduling of tests is a fundamental component of system-on-chip (SoC) test automation. A well-thought-out testing strategy will cut expenses and quicken the rate at which the chip will be made available to customers [5]. The proposed approaches offer the additional advantage of lowering test expenses, which is accomplished by cutting down on the amount of time spent on testing, which in turn cuts down on the amount of time spent on testing.

In this article, we discuss regression strategy for scheduling tests with the intention of cutting down on the amount of time as well as the amount of money that is necessary.

2. RELATED WORKS

An Undefined Topology Network on Chip (UTNoC) is described in [6], which may be found here. Each router in this network can interact with any other topology in the system, and each topology can communicate with a single processor. Additionally, each processor can communicate with any other router in the network. Tables are utilised in the process of routing, and the values contained in such tables are distributed to various locations. Every router in the UTNoC network can communicate with every other router in the topology. Every router in the network can have a sizable number of ports.

Experiments were performed on the UTNoC network utilising a simulator constructed with SystemC, to optimise the network and get results that are comparable to those of the application graph, the tool makes use of a genetic algorithm to cut ties between the routers. This allows the tool to accomplish the desired outcomes. Because of this, the technology can generate findings that are more precise [7].





Bipolar Neutrosophic Fuzzy Structure of H-ideals on Fuzzy (α, β) Translation and Multiplication in INK-Algebra

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Abstract

In this paper, we define the notion of Bipolar Neutrosophic Set in INK-algebras, Bipolar Neutrosophic sub algebra, Bipolar Neutrosophic H-ideal, Bipolar Neutrosophic (α, β) translation and Bipolar Neutrosophic (α, β) multiplication in INK-algebras. Relation between these notions has been established.

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1. Introduction

LA.Zadeh introduced the concept of fuzzy sets in 1965. A new branch of philosophy, which actually studies the origin, nature and scope of neutralities is introduced by Florentine Smarandache in 1995 and this concept is well known as neutrosophy. In neutrosophic logic each proposition is approximated to have the percentage of truth in a subset (T), the percentage of indeterminacy in a subset (I) and the percentage of falsity in a subset (F). Neutrosophic logic is an extension of fuzzy logic. In fact, the neutrosophic set is the generalization of classical set, fuzzy conventional set, intuitionistic fuzzy set and interval valued fuzzy set. Neutrosophic logic is used to overcome the problems of impreciseness, indeterminate and inconsistencies of data etc. The theory neutrosophy is so applicable to every field of algebra. The Neutrosophic set has three independent parts, namely truth-membership degree, indeterminacy membership degree and falsity membership degree provided the sum of these values lies between 0 and 3; therefore it is applied to many different areas, such as algebra. In 1994, the notion of bipolar fuzzy sets was proposed by Zhang as a generalization fuzzy

sets. Lee discussed Bipolar fuzzy sub algebras and bipolar fuzzy ideals in BCK/BCI algebras and T. Priya discussed Bipolar fuzzy sub algebras and bipolar fuzzy ideals of PS-algebras. In this paper we introduce the concepts of Bipolar neutrosophic sub algebras, Bipolar neutrosophic (α, β) translation, Bipolar neutrosophic (α, β) multiplication and Bipolar neutrosophic H-ideals in INK-algebras. The notion Bipolar neutrosophic (α, β) translation, Bipolar neutrosophic (α, β) multiplication and Bipolar neutrosophic H-ideals with several related theorems are investigated. Also, the relation Bipolar neutrosophic (α, β) translation, Bipolar neutrosophic (α, β) multiplication and Bipolar neutrosophic H-ideals in INK-algebras are introduced

2. Preliminaries

Definition 2. 1 : Fuzzy set

If X is an universe of discourse and x is a particular element of x , then a fuzzy set A defined on X and can be written as collection of ordered pairs.

$$A = \{(x, \mu_A(x)); x \in X\}$$

For example,





An Exploration of Different Web Search Algorithms for the Improvement of Web Crawler

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ABSTRACT- The crawler is a vital module of a web search engine. The effectiveness of a crawler directly affects the searching quality of the web search engines. As the crawler interacts with millions of hosts or servers over a period of weeks or months, the issues of validity, flexibility and manageability are of major importance. Also crawler could retrieve some other information, which may be of unimportant to the search from the HTML files as it is parsing them to get the new URLs. In this paper, an attempt has been made to improve the performance of the Web Crawler by comparing certain features of several algorithms such as best-first, breadth-first, pagerank, shark search and Hits. For this, various performance parameters such as precision, recall, accuracy and F-Score are taken into consideration. Based on the output parameters, an analysis is made for the improvement of web crawler towards web searching.

Keywords: WebCrawler, best-first, breadth-first, pagerank, shark-search, HITS, precision, recall, accuracy and F-measures

I. INTRODUCTION

Web crawlers are said to be spiders or robots, they are the programs that automatically retrieve the Web pages when a query is placed in the search engine. Since information on the Web is scattered among billions of pages served by millions of servers around the globe, users who browse the web can follow hyperlinks to access information, virtually moving from one page to the next.

A crawler can visit many sites to collect the information that can be analyzed and mined in a central location[1]. A lot of machine learning

approaches are being employed to estimate their significance with respect to the user queries. This is a critical task because it greatly influences the perceived effectiveness of a search engine. Users often look at only a few top hits, making the precision achieved by the ranking algorithm of dominant importance.

Many search engines ranked pages principally based on their lexical similarity to the query. The main objective of this work is to compare five Crawler Algorithms such as PageRank, Breadth-First, Best-First to assess their performance measures like precision, recall, accuracy and F-Score.

II. FUNCTIONALITY OF A CRAWLER

A crawler starts from a set of seed pages (URLs) and then uses the links within them to fetch other pages. The links in these pages are, in turn, extracted and the corresponding pages are visited. The process repeats until a sufficient number of pages are visited or some other objective is achieved. In fact, Google founders Sergey Brin and Lawrence Page, in their seminal paper [2], identified the Web crawler as the most sophisticated yet fragile component of a search engine.

Frontier [1] is the one where the Crawler maintains a list of unvisited URLs. The list is initialized with seed URLs which may be provided by the user or another program. In each iteration of its main loop, the crawler picks the next URL from the frontier, fetches the page corresponding to the URL through HTTP, parses the retrieved page to extract its URLs, adds newly discovered URLs to the frontier,



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Experimental study and development of machine learning model using random forest classifier on shear strength prediction ...

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ORIGINAL PAPER

Experimental study and development of machine learning model using random forest classifier on shear strength prediction of RC beam with externally bonded GFRP composites

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Abstract

The reduced life span of RC structures is mainly due to the corrosion of the steel reinforcement. Hence, there is a need to consider alternate materials. In the present study, GFRP composites are used as external bonding shear reinforcement of the RC beams. They were cast with C30 grade concrete with steel/GFRP shear reinforcements for experimental analysis. For the external bonding work, chopped strand mat (CSM) and woven roving (WR) GFRP composites were attached to both sides a 'U' wrap on the shear zone of the RC beams. Two point loads were applied at 150 mm spacing on all the beam specimens and the experimental results of the RC beams with GFRP composites are compared with that of the control beams. The major outcome of the present study is that the RC beam externally bonded with GFRP WR 'U' wrap on full shear area perform well. The failure loads are 20.93, 6.57 and 18.94% and these are more than that of the beams externally bonded with normal 'U' wrap strips on the shear area, sides of the full shear area and strips on sides, respectively. Also, theoretical analysis was carried out to determine the shear resistance of RC beams, and the results are compared with the experimental results. In addition to that, the random forest classifier was used to develop a machine learning (ML) model to predict the failure load, mid-span deflection and type of failure. The predicted ML results are validated, and it proved that the experimental result are well in line with the developed ML model in terms of performance and accuracy.

Keywords Shear reinforcement · GFRP composites · Chopped strand mat · Woven roving · Random forest classifier · Machine learning model

Introduction

In the recent scenarios, reinforced concrete, structural steel and prestressed concrete structures are the three major construction technologies used for infrastructure development worldwide. Every technology has some advantages and drawbacks over the others. However, the structures

constructed using all these technologies are commonly affected due to corrosion of steel reinforcement/structural steel. Also, corrosion of steel reinforcement reduces the life span of the structures. Construction engineers and researchers use many techniques to control steel reinforcement corrosion. In the present study, RC beams were reinforced with main steel bars at the tension zone, but hanger bars and stirrups were eliminated for the GFRP externally bonded beams. The shear performance of the GFRP externally bonded beams

GFRP, CFRP
mer composite
universally used
availability and
GFRP composite
weight ratio and
requirement, I

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Exploring The Role Of Art In Shaping Historical Narratives

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Abstract:

This research paper examines the significant role that art plays in shaping historical narratives. Art has been an integral part of human expression and communication for centuries, serving as a powerful tool for interpreting, preserving, and reshaping historical events and collective memory. By analyzing various forms of art, including visual arts, literature, music, and film, this paper explores how artists have actively participated in constructing historical narratives, challenging dominant perspectives, and providing alternative interpretations. Furthermore, it investigates the impact of artistic representations on public perception, identity formation, and the collective understanding of historical events. Through a multidisciplinary approach, this paper underscores the importance of art as a catalyst for critical thinking, dialogue, and the continuous evolution of historical narratives.



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INVESTIGATING THE RELATIONSHIP BETWEEN CULTURE AND ENGLISH LANGUAGE LEARNING



INVESTIGATING THE RELATIONSHIP BETWEEN CULTURE AND ENGLISH LANGUAGE LEARNING

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Abstract

This review research paper aims to investigate the relationship between culture and English language learning. It seeks to explore how cultural factors influence the acquisition and usage of the English language among learners from diverse cultural backgrounds. The study draws upon relevant theories and frameworks such as sociocultural theory, intercultural communication, and language acquisition theories to provide a comprehensive understanding of the complex relationship between culture and English language learning. A systematic review of existing literature was conducted to gather and analyze relevant studies, research articles, and scholarly works. The review followed a structured approach to identify key themes, theories, and empirical evidence related to the topic. The findings of this review highlight that culture plays a significant role in English language learning. Cultural beliefs, values, norms, and practices influence learners' attitudes, motivations, and language use. Cultural factors impact various aspects of language learning, including vocabulary acquisition, pronunciation, pragmatics, and intercultural communication competence. This research contributes to the existing body of knowledge by emphasizing the importance of integrating culture into English language teaching and learning. It provides insights for educators, curriculum developers, and policymakers to develop culturally responsive pedagogies and materials that cater to the diverse cultural backgrounds of learners. Additionally, it highlights the social implications of promoting intercultural understanding and communication in English language education. This review research paper provides a comprehensive analysis of the relationship between culture and English language learning, consolidating various perspectives and empirical evidence. The findings emphasize the need

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