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NAAC 2020/ Metrics Level Deviations/Cr3- 4

Date: - 25/01/2021

Criteria 3.2.2:	Number of books and chapters in edited volumes/books published and papers in national/ international conference-proceedings per teacher during last five years.
Findings of DVV	1. Provide Cover page, content page and first page of the selected publication. 2. Provide web-link of research papers by title, author, Department/ School/ Division/ Centre/ Unit/ Cell, name and year of publication. 3. Books with ISBN number only would be considered
Response/ Clarification	1) List of books and chapters in edited volumes/books published in the last 5 years (year wise) is attached. (Appendix-I) 2) e-copies of cover page, page showing ISBN Number as per the above list are attached. (Appendix-II)


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Appendix -I




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S. No.	Name of the teacher	Title of the book/chapters published	Title of the paper	Title of the proceedings of the conference	Name of the conference	National / International	Year of publication	ISBN/ISSN number of the proceeding	Affiliating Institute at the time of publication	Name of the publisher
1	Miss J.M. Tiwari	NIL	"Role Of Information Communication Technology In Employee Wellness Program To Improve Performance Of Indian Organization"	An International Conference on "Change for Sustainable Businesses"	NOVUS 2015	International	2015	ISSN No: 2277 2170, Volume No: 4 Edition 2015	NIT Graduate school of management	NIT Graduate school of management
2	Mr. Aakash Pande	NIL	"Positive Workplace Environment Is The Key Of Success Of Business"	Proceedings of 48th IRF International Conference	International Research Forum for Engineers and researchers	International	2018		International Research Forum for Engineers and researchers	International Research Forum for Engineers and researchers

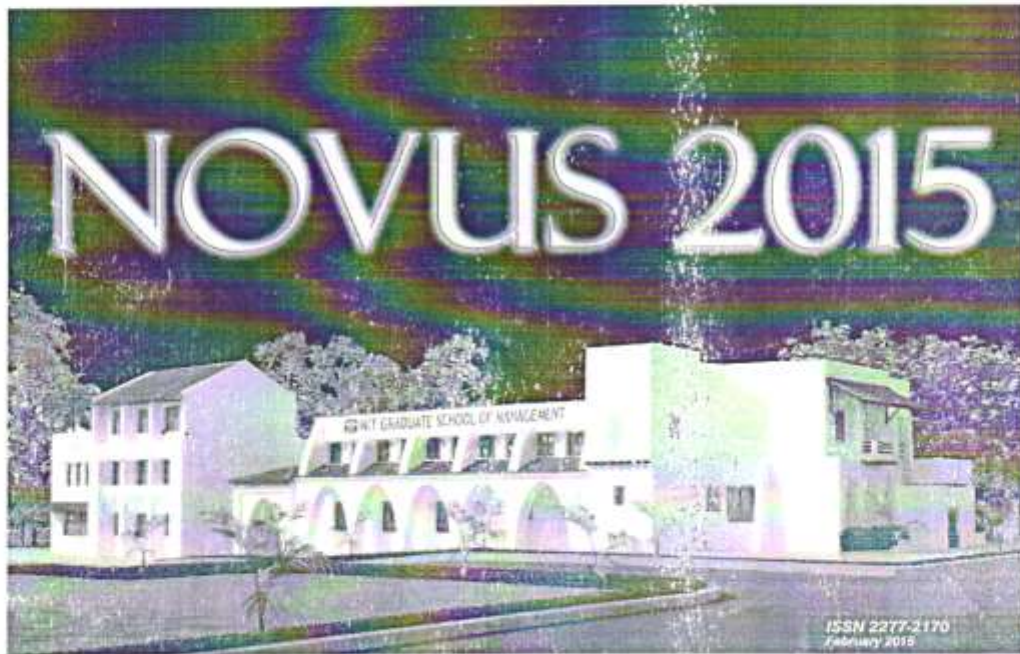

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Appendix -II

Proceedings of



An International Conference on
“Change for Sustainable Businesses”



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ISSN No: 2277 2170, Volume No: 4 Edition 2015

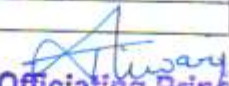


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Role of Information Communication Technology in Employee Wellness Program to Improve Performance of Indian Organization

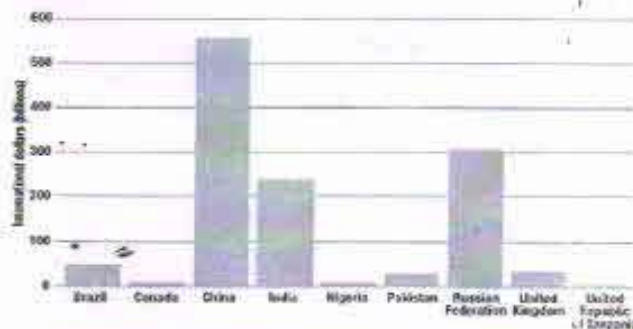
Jayshree M. Tiwari

Rajesh S. Bahurupi

Introduction:

In India, with growing urban population that is increasing susceptibility to life style diseases, where chronic diseases are expected to cause more number of death than non chronic diseases. Evidence has shown that chronic diseases have a significant negative impact in terms of economic growth in high income countries (Herzlinger, 2006). In 2005 it was estimated that, chronic disease in India occurred for almost 53% of all death and 44% of disability life years (DALYS). It is estimated that deaths from chronic diseases would register sharp increase from 3.78 million in 1990 to 7.63 million in 2020 i.e. 66.7% of all the death. India faces a great loss in terms of losing potentially productive year due to death from cardiovascular disease, which is quite light in the world. Similarly people with hypertension are expected to be increased 213.5 million in 2025. The projected forgone national income for India are to heart diseses,stroke and diabetes during the period 2005 to 2015 is estimated to be more than \$200 million (Molyneaux et al., 2009).

Figure 1: Projected foregone national income due to heart disease, stroke and diabetes in selected countries, 2005-2015



Many business leader and policy analyst's acknowledge that prevention is not adequately financed. By 2030 the loss is expected to rise to 17.9 million which is 94% more than the loss estimated in the USA. Between 2002 to 2030 India is likely to experienced more deaths of people in the age group of 35 to 64 than USA, china

the potential to improve and support delivery of health care in these communities. First Nations are using ICT not only for health care delivery but also many community development activities that contribute to improved health and wellness.

In terms of clinical use, ICT has already been established in many communities as a community (and family circle) for preliminary or follow-up visits. As Heaton notes, these trips from rural areas of Nunavut cost \$2,000 on average. The cost of the trip and time away from their family can be very stressful to the individual and may in themselves take a toll on their health (Heaton, 2006).

Video Conferencing:

Thus, increasing the non-institutional, everyday use of videoconferencing will have a positive impact on its use for telehealth and distance education (Walmark and Hancock, 2009). Researchers have noted that some populations learn not through written media, but through watching and listening (Hunter et al., 2007). Therefore, video communication, through videoconferencing or recorded video may be vital tools for both health and community development in First Nation communities. Videoconferencing is also being used to connect elders for regular social visits. Currently the staff in Fort Chipewyan is exploring the use of videoconferencing as a medium for traditional healthcare delivery, a method they call telespirituality (Molynieux et al., 2009).

Data Warehousing:-

In computing, a data warehouse (DW or DWH), also known as an enterprise data warehouse (EDW), is a system used for reporting and data analysis. DWs are central repositories of integrated data from one or more disparate sources. They store current and historical data and are used for creating trending reports for senior management reporting such as annual and quarterly comparisons.

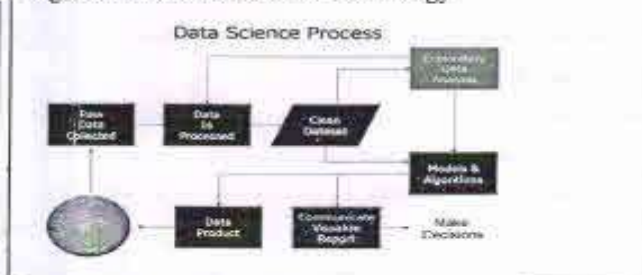
Data warehousing technique like online analytical processing (OLAP), online transaction processing (OLTP) are useful in organization to store information about each and every employee when he joins organization. Data about employee health treatment information can also be stored using data warehousing. Then, this stored data can be easily and fastly queried using OLTP and maintain data integrity in multi-access environment. With data warehousing large amount of data can be maintained and review regularly and special identification number should be given to user to retrieved its information uniquely so special care should be taken for each employee.

et al., 2007). Hence, electronic patient records further expands the possibilities regarding medical data mining thereby opening the door to a vast source of medical data analysis. If the same health information technology will be used in Indian organization, then it will also provide benefits to us in maintaining employee health related information and physician will utilizes electronic patient records and suggest proper treatment for them.

Data Visualization:

Data visualization is tool whose main aim is to communicate information clearly and effectively through graphical means such as table and chart. So we can use this technique to graphically represent updates in employee wellness program because visual thing are more effect that textual data. The researchers found that Aboriginal participants responded positively to the narrative multimedia sessions as well as the content that was activity-orientated or geared towards problem solving. Also, high levels of community involvement lead to greater interest in the subject matter (Hunter, et al., 2007). Health issues through audio-visual media, using touch screens to access health information that is culturally appropriate tool for communicating information to employee about their heath than textual data. Video images are easily understand and remembered than orally telling them and cost of implementing this is cheap but effect is long time. (H Molyneaux et al., 2009)

Figure 3: Data Visualization Technology



Cloud Computing:

Cloud computing, or in simpler shorthand just "the cloud", also focuses on maximizing the effectiveness of the shared resources. Cloud resources are usually not only shared by multiple users but are also dynamically reallocated per demand. The main enabling technology for cloud computing is virtualization. Virtualization software separates a physical computing device into one or more "virtual" devices, each of which can be easily used and managed to perform computing tasks. With operating system-level virtualization essentially creating a scalable system of multiple independent computing devices, idle computing resources can be allocated and used more efficiently. With cloud computing, multiple users can access a single server to retrieve and update their

organizations must list their corporate responsibility activities in government tenders, it 'pays' to invest in social responsibility (Van Den Ende, 2004).

Purpose of this paper is to provide a technological support to employee wellness program but, this is successful only if these tools are widely accepted and organization authorities are aware of these tool.

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INTERNATIONAL CONFERENCE on
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Certificate

This Certificate is presented to Prof. Jayshree Tiwari for

participation / presentation / submission of Research Paper in NOVUS 2015, the International Conference on 'Change for Sustainable

Businesses' titled "Role of Information and Communication Technology in employable
WILLNESS Program to improve performance of Indian organisations."


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POSITIVE WORKPLACE ENVIRONMENT IS THE KEY OF SUCCESS OF BUSINESS

AAKASH PANDE

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Abstract - Today's world is the world of competition, where success is get only when there is a positive energy in the work atmosphere. If work atmosphere is positive then employee works without taking stress, group work will increase which leads into the success of business. This paper suggest techniques of developing workplace positive which help businessman in their business.

INTRODUCTION

Workplace environment consists of all those factors that have a bearing on the business, such as the strengths, weaknesses, internal power relationships and orientations of the organization etc.

To make work environment positive, employees believes and built trust & values on company which reflects on their performance and, in turn, they are more effective, efficient, and fulfilled in the work they do.

To make work environment more effective here are the some effective points:-

1. Transparent & Open Communication
2. Strong Team Spirit
3. Show Your Appreciation
4. Listen to everyone
5. Trust
6. Motivate employees
7. Training & Development

1. Transparent & Open Communication:-

A transparent and open form of communication addresses the employee's need to feel that what they have to say has value. It is what makes employees feel that they belong in the organization. Work then becomes meaningful because the employees know that what they contribute affects the organization that they are affiliated with.

When you make the effort to connect with your team members in person—individually and as a group—you're establishing a position of caring that motivates individuals in all sorts of crazy-good ways.

2. Strong Team Spirit:-

As social beings, we naturally seek support from our peers and seek to belong to a group. Come tough times, the team should come together to deal with whatever problems are out there. This is where a sense of unity is evoked in the team and employees will no longer just feel that they're working for themselves. They are now working - towards something bigger than themselves, and as a team. Instilling a strong team spirit is not easy because it involves the acceptance and tolerance of

differences in perspectives and working styles between teammates. There is a need for them to see that they're working towards a common goal before they can look beyond the differences.

3. Show Your Appreciation:-

One of the biggest complaints from employees is that they don't feel appreciated. The second someone gives us a "nice job" or "you made a difference on this project," we feel like we matter in a way that gives our work a sense of purpose. If you're not so inclined to give out verbal gold stars, an easy place to start is with a simple "thank you."

The next step is to give meaningful appreciation. Thread the high-fives and "nice jobs" with a more detailed picture behind your acknowledgment. This way, your employees can understand what they're doing well, and do more of it. Also, detailed praise shows you're paying attention and not throwing around empty phrases. When people feel like they're doing good work, they want to rise to the occasion even more.

4. Listen to everyone:-

Your entire team has great ideas. They're in the trenches all day, bringing their own experience and perspectives to the part of the project they're focused on. For example, if there's a way to make spreadsheets more efficient or cold-calls more productive, the team members know how. It's tempting to stick with protocol because you know that works well. But these days the world moves so fast nobody can afford to stay with a status quo for too long. So instead, make it a policy to listen to new ideas (you could structure appropriate time periods for this, too), and this will tell everyone they're a valuable part of the team. Give the good ideas a try; you never know what might happen—other than the team becomes more invested in their work and the project outcome, for starters.

5. Trust :-

This is a harder rule to practice for some more than others. So try to default to the assumption that your team is made up of adult, responsibility-taking, competent workers that don't need to be treated like children. (In the end, people act the way they're treated.) In action terms, this means that when you

delegate, really let go and let the individual own the task you gave them.

6. Motivate employees:-

Rewards are necessary to encourage certain behaviors in persons. This is known as **positive reinforcement** under operant conditioning. in the field of psychology. It is used in organizational behavior management as well: by rewarding employees who put in effort for their work, this will promote similar behaviors in the future.

7. Training & Development:-

In a time when change is more rampant than ever before, it is necessary for organizations to be keep abreast with the changes and train their employees accordingly. For instance, technology is evolving so rapidly that what organizations commonly used ten years ago could be made obsolete today (e.g. Zip drives, dial-up modems, etc).

Adapting to change is never more crucial in this era because **those who don't, get replaced**. This applies to both the individual and the organization itself.

A training and development-focused organization has a clear roadmap for training their employees to sustain and enhance the productivity of the organization as a whole.

CONCLUSION

I hereby conclude that if any entrepreneur use above my research tips then definitely it will help them in their business development and it will make their workplace more effective.

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This is to certify that Aakash Pande has presented a paper entitled "Positive Workplace Environment is the Key of Success of Business" at the National Conference on Recent Advances in Science, Engineering, Technology and Management (NCRASETM) held at Hyderabad, India on 02nd December, 2018.



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