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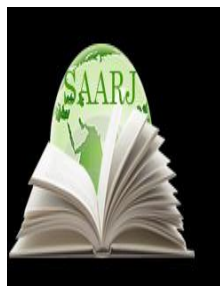
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VISION

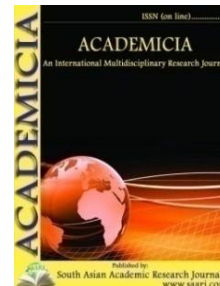
The vision of the journals is to provide an academic platform to scholars all over the world to publish their novel, original, empirical and high quality research work. It propose to encourage research relating to latest trends and practices in international business, finance, banking, service marketing, human resource management, corporate governance, social responsibility and emerging paradigms in allied areas of management including social sciences , education and information & technology. It intends to reach the researcher's with plethora of knowledge to generate a pool of research content and propose problem solving models to address the current and emerging issues at the national and international level. Further, it aims to share and disseminate the empirical research findings with academia, industry, policy makers, and consultants with an approach to incorporate the research recommendations for the benefit of one and all.



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LINKING HR ANALYTICS TO ORGANIZATIONAL PROCESS

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ABSTRACT

Human Behaviour is a very complex phenomenon. Focus is shifting towards study of human factor since human resource can be a decisive factor for an organization to sustain in cut throat competition. But human behaviour is very difficult to predict because it is very subjective in nature and comparatively hard to quantify for comparisons. This is when the role of HR Analytics comes to the picture. HR Analytics is the art of gathering Big Data and quantifying the qualitative as well as quantitative parameters which may help the organisations in predicting future trends and forming proper strategies. HR Analytics contain enormous amount of raw data. The raw data is both qualitative as well as quantitative. This raw data is analyzed using Data Mining and meaningful information is extracted out of it. This information is processed using advanced statistical techniques like regression analysis, Time Series Analysis, Cluster Analysis and many more.

KEYWORDS: *HR Analytics, HR Metrics, HR Processes, Big Data, Data Mining,*

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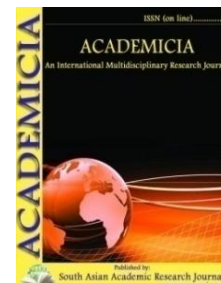
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NECESSITY OF MANAGEMENT SYSTEM IN LIBRARIES IN DIGITAL ENVIRONMENT

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ABSTRACT

In the wake of technological advancements, individuals and organizations are making investments and finding ways to save time. Strategic alliances, collaboration on mutually beneficial areas and agreeable terms are taking place to achieve quick success and big targets. There has been a corresponding emergence of tools that make complex and time-consuming tasks much simpler and time-efficient. One of the sectors that have benefited significantly from this advancement is the library system. As a result of unprecedented explosion of information and its availability in different forms, the library professionals are facing new challenges in the field of library and information services. Globalization and Liberalization have also affected every aspect of human life in one way and emergence of ICT and its application in generation, communication and access of information in another way besides satisfying their user's information demand. To cope with these problems, the modern librarianship needs changes in their philosophy and practices from custodian of document to information provider and for this a strong Library Management System is a need of the time for improving customer services with reducing costs. An attempt has been made here to examine some issues and challenges related LMS in libraries in the present day information management paradigm. This study is based on the review of primary and secondary literature, which includes books, journals, documents, seminar papers etc. Relevant literature were also collected and consulted through internet browsing.

KEYWORDS: Traditional Library, Digital Library, Management System, Library Management System

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DETECTING THE PROPORTION OF THERMOELECTRIC MODULES THAT COOL A CABIN OF A CAR

Ruzmetov Khujabek*; Dushamov Mashhurbek**; Sobirov Foziljon***;
Sultonmurotov Oybek****

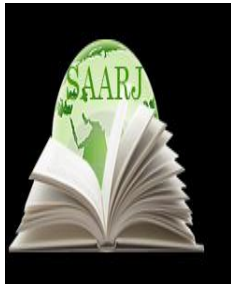
ABSTRACT

This article discusses the work done by TEMs to create a cool air conditioner and cool the car's cooling process. Particular attention is paid to the structure and operation of TEMs. The current work employs this optimization method on the thermoelectric car seat climate control to study any possibilities to improve the performance of such system regarding cooling power and the coefficient of performance (COP). Consequentially, this work investigates the optimal design of a single thermoelectric cooler used in car seat climate control, and experimentally validates the performance of the device. Modern methods of cooling the air, which have good and adverse effects on the car and the air. The Freon stays in the compressor and becomes hot. It cools in the condenser and enters a liquid state and then it travels to an expansion valve. Thus, constructing and experimentally testing the optimized air-to-air thermoelectric car seat climate control is needed to obtain the validity of the optimized analytical model.

KEYWORDS: Conductivity, Semiconductor, Crystal, Local, Battery, Cabin

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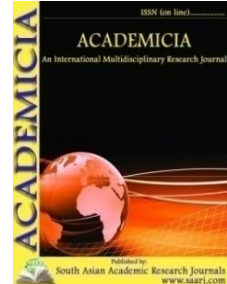
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SELF-LEADERSHIP AND SELF-EFFICACY AS DETERMINANTS OF FACULTY SATISFACTION ON ACADEMIC DEANS JOB PERFORMANCE IN STATE UNIVERSITIES AND COLLEGES

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ABSTRACT

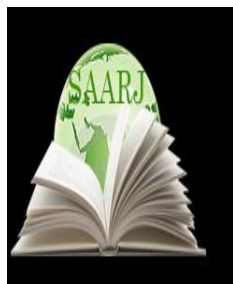
Understanding job performance of academic deans is essential to managing organizations. It is therefore significant to find out job performance of the immediate leaders to measure productivity at work. Learning to navigate within the broader organizational environment and the significant changes in the nature of their work makes academic dean position stressful and difficult. Along the emotional struggles are with a great sense of loneliness and isolation. Academic deans must turn such struggles into enjoyable tasks because they need to manage educational organizations and hold responsible of the activities to achieve the goals placed on their hands. The problem of a dean's multitudinous responsibilities seemed apparent in modern day educational setting. State Universities and Colleges (SUCs) Region III academic deans were not differently far from the academic deans in general. This research regional in scope was done with the aim at finding out the relationship between Inside-out Leadership and Self-efficacy to the Job Performance of Academic Deans in State and Universities and Colleges (SUCs) in Region III for the A.Y. 2016- 2017. The correlation approach was utilized in this study with three questionnaires using RSLQ for Self-efficacy, GSEQ for Self-efficacy, and APR: Dean Evaluation Process Questionnaire for Job Performance as the instruments used in gathering the pertinent data. Findings revealed that ADs were highly efficacious, and were using inside-out strategies to a great extent but the latter skills were not significant to their job performance.

KEYWORDS: *Inside-Out Leadership, Self-Efficacy, Academic Deans, Job Performance*

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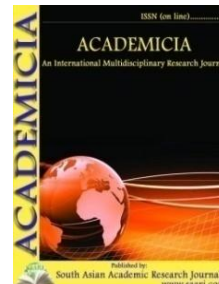
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BEST MANAGEMENT PRACTICES IN TEACHING HEALTH CARE ORGANIZATIONS- CORPORATE GOVERNANCE AND CSR PRACTICES

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ABSTRACT

Best management practices may include any methods of working/ Modus operandi or techniques found to be the most effective and practical means in achieving any objectives of the business organization while making the optimum use of the organization's resources. In today's globalized economy every business organization irrespective of existence of difference in their incorporation, operation, size, nature of product/ service providing and involvement of stakeholders wishes to be identified as Organization with Best Management Practices. Corporate Governance and Corporate Social Responsibility are two such aspects which affect the management practices of any kind of organization to greater extent. Among existing variety of healthcare organizations Teaching Healthcare organizations are most important healthcare organizations (others being Multispecialty, Super specialty and government healthcare organizations) as they produce or induce the key stake holders into the healthcare sector Viz. Doctors, Nurses, Clinical and Para clinical supporting staff. Hence these healthcare organizations are expected to understand the importance of Corporate Governance (CG) and CSR practices in implementing and continuing best management practices. The present research

paper is empirical in nature. Data is collected from two teaching healthcare organizations situated in Bangalore by circulating structured questionnaire among internal stakeholders of the organization. It is confidently shown that CG, CSR, Clinical Governance (CLG) and Organization Climate (OCL) are connected to each other directly or indirectly. Structural Equation Modeling is used to define this relationship.

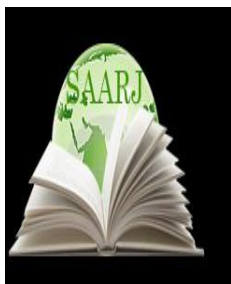
KEYWORDS: *Corporate Governance, Corporate Social Responsibility, Organization Climate, Health Care Organization Climate, Hospitals, Sem, Best Management Practice*

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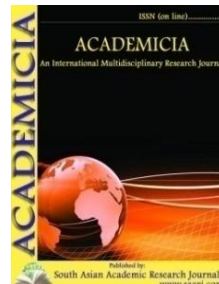
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STUDYING A LOCAL THERMOELECTRIC COOLING DEVICE FOR AUTOMOBILES

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Sultonmurotov Oybek****

ABSTRACT

*This article discusses how the TEMs are working to create a cool air environment and cool the car's cooling process. Particular attention is paid to the structure and operation of TEMs. The cold side temperature TEM is based on a special air cooler, which is fixed to the cooling air. The flow of air passing through the cooling radiators from the series was generated by a separate propeller. All in all, the analysis of the results shows that the thermoelectric cooling devices based on the Pelte module can be used for cooling the environment and move the cooled air to the interior of a car to improve microclimate in local conditions. A fan sits adjacent to the core to blow the cold outside air over it. As the cold air travels over the core, it heats up, and then it enters the cabin through heater vents. **The air conditioning system relies on Freon**, a compressed gas, to keep cool. The fan speed that generates the fan is controlled by the voltage value. The voltage to the fan was changed to 8-12 V, and the results were obtained. Temperatures of the cooled air, hot TEM radiators and cooling fan radiators were measured.*

KEYWORDS: Conductivity, Semiconductor, Crystal, Local, Accumulator, Radiator, Cabine.

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ALL BEINGS OF THE NATURE AND ITS PRESERVATION IN THE ZOROASTR RELIGION

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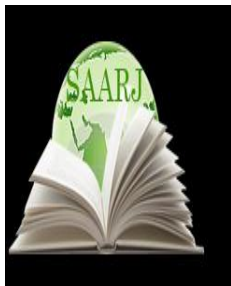
ABSTRACT

In this article the author pays attention the idea of preserving flora and fauna which are given the source of Aves to of Zoroastr Religion. The first five elements of the universe - the earth, the fire, the nature, the water, and the weather are glorified. Members of the tribe worshiped all the blessings of nature, respected them, and realized that they could burn only after the trees were dry. The people who broke a branch of the trees and threw a dirty pitcher into the pool were sentenced to 25 beatings. "Each person who prays Zoroastrianism had to wash five times in a day, by purifying he had to worship the Sun." The strongest, health-conscious drinks are made from vegetable fruits, soybeans, roots, juices, leafs by adding some milk. Some of the juices are prepared by adding milk, and some are prepared by adding water. The man who left the dumps in front of the door of the house or sweeping the streets, who had not dumped his stomach, was punished by 25 whips. In many avenues of Aves to there are interesting thoughts about the nature gardens, the preservation of useful and useless flora and fauna, the protection of water, the sanctity of water, the preservation of soil, fire and others. In the doctrine of Zoroastrianism, we find an idea very closely related to the idea that "every creature has a particle of God." This idea is that human beings can develop harmony with nature.

KEYWORDS: Avesto, Zardusht Earth, Fire, Nature, Air, Obonyasht.

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DEMONETIZATION AND CASHLESS ECONOMY

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ABSTRACT

Since the midnight of November 8'Th 2016 suddenly people of India faced a major currency crunch by finding Rs 500 & 1000 notes irrelevant for payment purposes. Since then the issue of India making less on cash dependent came into being. For a common man the term 'cashless' may sound as if India is going to become more rich i.e. by using less cash they can get more. But ,certainly it is not so --Neither it is for the cash abundant people to use less-cash nor a move towards barter economy rather to transform India into relatively better economy. Now the Global economy has moved from the state of Star war to Digital war in which China has taken a lead over America by having biggest On-Line payments system and fastest computers .We are marching on 3G & 4 G their common people are running on 7th generation services. So the crux of the issue is how to make Indians to switch over to use more of electronic mode of payments even without changing the other economic parameters. We generally correlate level of education & adoption of latest technology, income status & and adoption of technology. But in this present although very short study we found that with respect to mode of electronic payment mechanism formal sector is significantly weak from demand side while informal sector is from both demand as well as supply side.

KEYWORDS: Counterfeit, Fake, Digital, App, Demonetization, Mode

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HUDJWIRI AND THE ROLE OF HIS “KASHF UL-MAKHJOOB” IN THE SUFİ HISTORY

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ABSTRACT

This article is devoted to the analysis of the main problems of Sufism and philosophy advanced by the theoretician of Sufi history of 11th century Abulkhasan Ali Othman Jullabi Hudjwiri and the role of his manuscript Kashf al-Makhjoob in the history of Sufism. This type of people would spread heresy and prejudice activities among sufis and facilitate non-compliance with the sharia activities. All these books had been lost. Furthermore, Hudjwiri stated two more works that he created and misappropriated by strange people. The scholar's “Kashf al-Makhjoob li arbob al kulub” reached us. “Kashf al-Makhjoob” was written in the last years of Hudjwiri's life. Especially in “Kashf al-Makhjoob”, elucidation of the philosophical aspects of Sufism, which are insufficiently known to us, is worth notice. A famous german scientist of Sufism Annamaria Shimmel states that “Hudjwiri's most important novelty is that “Kashf al-Makhjoob” is written in Persian and the author started a new epoch in Sufi Literature”. One of them dates back to 17th century and two others to the 18th century⁴. “Kashf al-Makhjoob” is prewritten into Persian language in 1919. We may conclude that Hudjwiri's “Kashf al-Makhjoob” is a very important manuscript source in studying Sufism doctrine, history, development and its theory. Stydyng social-philosophical, spiritual-enlightenmented ideas of the book is important to develop human's spiritual mind and thereby to form his spiritual culture.

KEYWORDS: Sufism, Religious Orders, Perfect Man, “Kashf Ul-Makhjoob”, Jullabi, Gaznevi, The History Of Tasavvuf, Philosophical Problems, Opinions On Human Being

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