

3rd INTERNATIONAL CONFERENCE ON SOCIAL SCIENCE, MANAGEMENT AND TECHNOLOGY IN COVID ERA

SOUVENIR

on 28th August 2022

ORGANIZED BY



INDIAN ACADEMICIANS AND RESEARCHERS ASSOCIATION (IARA)

IN ASSOCIATION WITH



**INSTITUT ZA NAUČNA ISTRAŽIVANJA I RAZVOJ,
MONTENEGRO**

SOUVENIR

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On

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in Covid Era**

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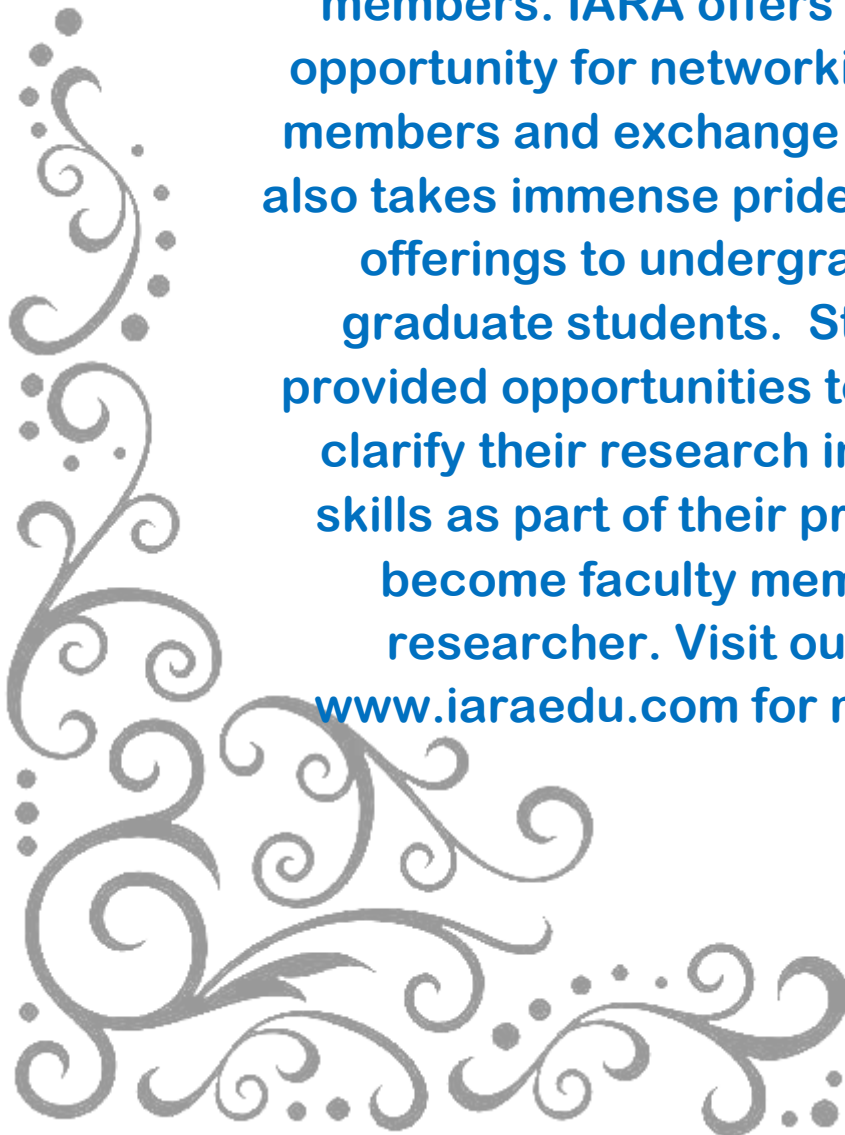
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Indian Academicians and Researchers Association (IARA) is an educational and scientific research organization of Academicians, Research Scholars and practitioners responsible for sharing information about research activities, projects, and conferences to its members. IARA offers an excellent opportunity for networking with other members and exchange knowledge. It also takes immense pride in its services offerings to undergraduate and graduate students. Students are provided opportunities to develop and clarify their research interests and skills as part of their preparation to become faculty members and researcher. Visit our website www.iaraedu.com for more details.



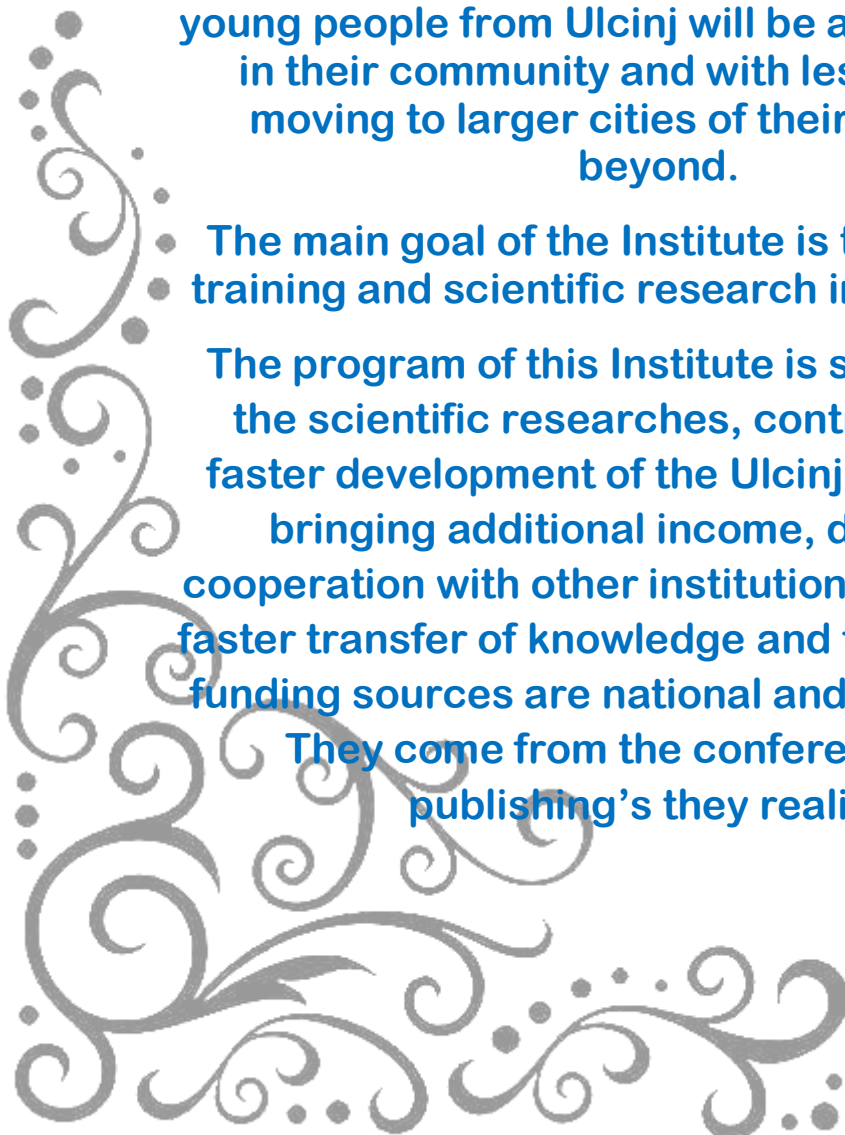
ABOUT INSTITUT ZA NAUČNA ISTRAŽIVANJA I RAZVOJ, MONTENEGRO

The Institute for Scientific Research and Development was established in 2012, in Ulcinj. Initially a group of intellectuals and scholars from Ulcinj started the establishment with the support of Novi Sad scientists. Legally known as a Judicial Person, it has been established as a joint-stock company that is open to all researchers, especially from Ulcinj, creating the premise for faster growth and development of its municipality, as well as for the region. Many young people from Ulcinj will be able to improve in their community and with less cost than moving to larger cities of their country or beyond.

The main goal of the Institute is to strengthen training and scientific research in social fields.

The program of this Institute is strengthening the scientific researches, contributing to a faster development of the Ulcinj municipality, bringing additional income, developing cooperation with other institutions and allowing faster transfer of knowledge and technology. Its funding sources are national and international.

They come from the conferences and publishing's they realize.



ABOUT THE CONFERENCE

The conference aims to provide a forum for the exchange of ideas on the researches and developments made in Management, Social Science and Technology during covid era. The conference aims to provide a common platform for researchers from the Academia as well as the Industry to discuss and present their research work and also will try to provide an opportunity for collaboration among them.



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PALLADIUM (II) CATALYSED OXIDATION OF ASPARTIC ACID BY QUINOLINIUM DICHROMATE (QDC) IN PERCHLORIC ACID MEDIUM: A KINETIC AND MECHANISTIC APPROACH

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ABSTRACT

The oxidation reaction of aspartic acid with quinolinium dichromate (QDC) has been studied spectrophotometrically in the presence of aqueous HClO_4 medium and the catalytic effect of Pd (II) on the reaction was observed. The reaction order with respect to aspartic acid, QDC, Pd (II) and H^+ were found to be first order. The reaction was carried out at three different temperature and activation parameters have been calculated. Initial addition of the reaction product, Cr (III) does not affect the rate. A transient complex formed between (PdCl_2) and aspartic acid in 1:1 ratio disproportionate in slow and rate determining step. A suitable reaction mechanism is proposed in agreement with the obtained kinetic results.

Keywords: Acidic Medium, Aspartic Acid, Quinolinium Dichromate (QDC), Oxidation, Palladium.



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BIMSTEC: INDIA'S PROSPECTIVE IN CONTEMPORARY WORLD ORDER

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ABSTRACT

In the age of globalisation inter-dependency and mutual-reliance is the dire need of time. Contagious process of economic development demands larger market access for greater outcome. India has been important economic and political element of integrated world. Besides, evolution of regional group turned out to be emergent need for higher mutual benefit and better international bargaining. The Bay of Bengal Initiative for Multi-Sectoral Technical and Economic Cooperation (BIMSTEC) is one of such multilevel cooperation groups initiated in 1997 and formally established in 2004. BIMSTEC's progress has never been motivating for India but after the SAARC getting faded, India started taking interest in BIMSTEC with hope for better cooperation among neighbouring countries. Gradually, BIMSTEC is getting place in regional cooperation by expanding fields of cooperation from four to fourteen with better policies and firm commitments. Comparative data of India's trade with BIMSTEC countries vis-à-vis SAARC countries and rest of world underline our faster trade growth with BIMSTEC group. BIMSTEC is especial for India for covering a wide range of mutual concerned issues such as transport and person-to-person connectivity, the Energy center and the Center on Climate, inter-connectivity of energy grid, joint counter terrorists exercise etc. which are never part of other conventions. Although, this forum has not fulfilled India's aspiration in time frame, we can expect more intensified economic cooperation after the instituting of the preferential trade agreement. The worry areas such as delay in progress on different projects and conventions, lack of FTA, influence of China on many countries, dearth of trust among nations etc. create doubt in the success of the forum. BIMSTEC can be proved to be very useful for India's economic, geo-political and strategic aspiration. India is biggest economy of the group and so has the largest consumer. India needs fast progress on its prime concerned issues- market access, energy requirement and security issues of this close neighbouring group. Sensing the aptness and potency of the group in its emergence as self-reliant regional economic power, India has aggressively started to strengthen it.

Keywords: BIMSTEC, FTA, Foreign Trade, Economic Development, Regionalism, SAARC

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IOT BASED ELECTRONIC VOTING MACHINE

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ABSTRACT

A malpractice in the election process is not an uncommon thing be it for any country in the world. Multiple voting, bribing the voters, booth capturing, removing the newly registered voters because the ruling administration does not like these new voters and many more continue to hinder the voting process. With IoT based fingerprint voting machine, every person's unique identification will be stored since everyone has a unique fingerprint. Firstly, enrolling of fingerprint takes place with their data stored in link with their Aadhar card. Hence, the people can now vote on the Election Day by using their unique identity and will no longer need to bring their Aadhar cards with them. This project includes real time database pupation of the voting process wherein a new column of Aadhar card number is also included for more security and hassle-free voting process for each and every citizen of our country. It consists of the Wi-Fi model on the Node MCU wherein the Wi-Fi chip is included in the controller to give the security key and Wi-Fi password known as the host name and said, till the time it's not able to find the right password it will show as connecting, all the code being written in embedded c language.

Keywords: Embedded C language, Fingerprint module, Wi-Fi module, Microcontroller



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CHEMICAL FRACTIONATION OF CALCIUM, IRON, COPPER, CADMIUM, ZINC AND LEAD IN SOILS NEAR IN VICINITY OF COAL BASED KSTPS IN KOTA CITY, RAJASTHAN

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ABSTRACT

Heavy metals are toxic to human life and environments. Hence, the sequential fractional procedure was confirmed as suitable for accessing the content and availability of heavy metals in the Kota City soils. Soil samples were collected from fifteen different sites near coal based Kota Super Thermal Power Plant Station (KSTPS) in Kota City, India in winter season of 2019 - 20. Soil samples assessment was done to study physico-chemical properties, total heavy metal concentration and chemical speciation of the heavy metals as a function of soil properties. Sequential chemical extraction procedure (SCE) was used to measure the lability of heavy metals such as Ca, Fe, Cu, Cd, Pb and Zn in soils to separate the metals into water soluble, $MgCl_2$, NH_4 -acetate, hydroxylamine hydrochloride, HNO_3/H_2O_2 and HF/ HNO_3 extractable fractions. Ca and Fe associated with HF/ HNO_3 and Na-acetate extracted fractions, copper with Fe-Mn oxide and HF/ HNO_3 extracted fractions, Cd with HF/ HNO_3 and hydroxylamine hydrochloride extracted fractions, Pb with organic and Fe-Mn oxide bound extracted fraction & Zn with hydroxylamine hydrochloride and carbonate extracted fractions.

Keywords: Sequential fractional procedure, Soil samples, Kota Super Thermal Power Plant Station, physico-chemical properties, heavy metals.

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RESURFACING MYTH: A CRITICAL ANALYSIS OF AMISH TRIPATHI'S NARRATIVE TECHNIQUE

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ABSTRACT

The practice of retelling mythology in literature is not a new genre but the contemporary writers, especially in Indian writings in English, have been practicing reinterpretation of such mythical texts in accordance with the present context. The common practice of retelling age old mythical stories seeks remarkable changes in the stories and characters of these texts to reach out the expectations of the modern readers. By practicing this genre Amish Tripathi also has tried to quench the thrust of the modern readers through fictionalized gods in human form in order to bring them closer to people. This paper explores the narrative technique of Amish Tripathi experimented in his fictional works in a larger spectrum. Further, it involves close textual analysis of 'Ramchandra Series' and 'Shiva Trilogy' to rationalize his practice of resurfacing myths of India in his literary works.

Keywords: Myth, Narrative Technique, Amish Tripathi, Ramchandra Series, Shiva Trilogy.



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**SEASONAL VARIATION ANALYSIS OF GROUNDWATER QUALITY OF “SALT CITY” OF
RAJASTHAN, INDIA, USING WATER QUALITY INDEX (WQI) AND PEARSON
CORRELATION MATRIX**

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ABSTRACT

Groundwater quality evaluation is essential for determining water potability. The water quality index (WQI), which measures water quality, has been used to determine the water quality of Phalodi Tehsil, Rajasthan. Ten sites were selected for collecting water samples. Twenty groundwater samples in triplets were collected from various areas of Phalodi Tehsil between March 2021 to November 2021 before and after the rainy season. Physico-chemical parameters pH, total alkalinity, TH, CaH, MgH, CL, NO₃, F, TDS, and electrical conductivity were determined, and the WQI for each site was calculated to assess the amount of pollution in each area. The Bureau of India (BIS, 2009) standards were used to compare the amount of groundwater pollution to average values. The study found significant strong correlations between various pairs of water quality measures and high correlation coefficients. The summer period's WQI values ranged from 44.39 to 526.20. The rainy period's values ranged from 78.04 to 535.25, indicating that most samples were highly contaminated. The high levels of TDS, EC, TH, chloride, nitrate, and fluoride suggest that water is unfit for consumption by humans or other animals.

Keywords: Phalodi Tehsil, Water Quality Index, BIS, Physico-Chemical parameters, summer period (pre-monsoon), Rainy period (post-monsoon), Pearson correlation matrix.



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PHYTOCHEMICAL QUALITATIVE AND QUANTITATIVE ANALYSIS OF EUPHORBIA HIRTA AND EUPHORBIA HETEROPHYLLA

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ABSTRACT

A wide range of components that can be utilised to make both natural and synthetic medications are enriched in plants. Thus, screening and evaluating medicinal plants is of significant interest to scientists in order to encourage the development of novel medications with fewer side effects and greater synergistic effects. The efficacy of a plant towards therapeutic medications was examined using a variety of pharmacological assays. In the current study, the main bioactive components of the medicinally significant plants *Euphorbia hirta* and *Euphorbia heterophylla* are analysed quantitatively and qualitatively. Both the samples *E. hirta* and *E. heterophylla* were extracted in methanol and ethyl acetate. On comparison methanolic extract shows better activity. In quantitative phytochemical analysis methanolic extract was taken for quantifying alkaloid (22 % and 34%), Flavonoid (16.98 % and 23.94 %) and Phenols (34.68 % and 49.72 %). When compared to the methanolic extract of *E. hirta*, the *E. heterophylla* exhibits higher activity. Therefore, the medicinal properties of the plant are by the presence of these phytochemicals.

Keyword: Medicinal plant, *Euphorbia hirta*, *Euphorbia heterophylla*, Phytochemical, Alkaloid, Flavonoid, Phenol



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STUDY ON EFFECT OF CONCENTRATION OF EMULSIFYING AGENTS IN EMULSION

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ABSTRACT

The main aim of research work was the development of emulsions by changing type, varying concentration of emulsifying agent and to study its effect on stability of emulsion. Emulsions are biphasic dosage form and are usually unstable; to make it stable it is necessary to add emulsifying agent regardless of its type i.e. oil soluble or water soluble. Research comprises formulation of total 9 batches of emulsion using 3 different emulgents i.e. acacia, tragacanth and sodium lauryl sulphate. The emulsion was prepared by dry gum method by using mortar - pestle. All 9 formulations were evaluated for parameters like appearance, pH, spreadability, viscosity and stability. Results showed all batches appeared as turbid milky white except formulation containing acacia appeared as brown turbid. pH of all batches were ranged from 4.1 to 6.0. Viscosity obtained is in the range of 1208 to 1600 centipoise. Spreadability of all formulations was found to be within range of 8.56 to 33.56 g.cm/min. The stability studies of all batches were conducted for 1 month with exposure to daylight and at 4°C in refrigeration. Stability study conducted shows that all batches were stable at 4°C however exposure to daylight makes them unstable except formulation containing tragacanth.

Keywords: Emulsion; Dry gum method; acacia; tragacanth; stability study



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EFFICACY OF REFLECTIVE LEADERSHIP IN COUNTERING CORRUPTION IN EMERGING MARKET ECONOMIES

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ABSTRACT

Grand challenges are 'formulations of global problems that can be plausibly addressed through coordinated and collaborative effort' (George et al., 2016, p. 1880). By this definition, corruption in high places in the emerging economies certainly qualifies and registers as a grand challenge. It is a malady that is plaguing the society for several decades. The tentacles of corruption have no bounds but have global reach leaving behind a trail of its economic, social, and political consequences affecting all of us. It is only hoped that this hydra headed problem can effectively be addressed through 'reflective leadership. In the 21st Century VUCA World, leaders from the business world need to imbibe an intention to reflect every day, even if they begin small. Investing their time and efforts in such a practice undoubtedly accelerates improvement in their leadership skills and enables them to gain a better understanding about themselves and others as well. They should accord the top most priority for building a regular practice of reflection as essential development activity. Emerging Markets or Emerging Market economy (EMEs) are an important contributing factor to global economic growth. Nations moving toward development and contributing a large amount of economic output comprise these markets. An attempt is made in this survey of literature-based Concept Paper to examine the efficacy of reflective leadership in countering corruption in emerging market economies.

Keywords: Reflective Leadership; Corruption; Emerging Market Economies; and Countervailing Measures.

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**SUSTAINING LIVELIHOOD FOR ROHINGYA REFUGEES IN MALAYSIA EMPLOYING AN
INTEGRATED APPROACH: A CONCEPT PAPER**

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ABSTRACT

Rohingya refugees who have suffered genocide in their home country Myanmar live in semi-urban and major city areas in Malaysia in search of economic opportunities to make a living while waiting for durable solutions accorded to them. This has forced them to engage in informal economy by undertaking various types of occupation and income-generating activities including temporary, unskilled and low wage workers albeit risks of arrest and exploitation. It is therefore a need for a comprehensive and integrated study of the status of Rohingya refugees in Malaysia to identify their challenges, classify their coping strategies and develop an integrated intervention policy to address their challenges while considering the legitimate concerns of the Malaysian government and society. Thus, there is a need to address and alleviate barriers to refugees' ability to legally seek work in Malaysia.

Keywords: *Economy, Policy, Refugee, Rohingya, Sustainability*



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MEASURING SCHOOL CLIMATE IN PRIMARY AND SECONDARY SCHOOLS

Prof. Dr. Jusuf Mustafai, Dr. Ismail Alii, Prof. Dr. Jetmire Zeqiri and Dr. Dritan Ceka

ABSTRACT

The purpose of this study is to explore the school climate in the school as an educational organization that changes depending on social changes and adapts to the new demands of society. The basic idea was to evaluate success and see how the school climate encourages learning and teaching and how motivated students and teachers are to learn and work. The analysis was made with the help of a Survey conducted in 156 schools in Northern Macedonia and 2673 responses of students, 86 responses of school staff, and 244 teachers from the Ladue Schools School Climate Survey in the United States. The methods used in the study define the goals of the research, the conceptualization, and the analysis of the situation with the school climate. The key results and arguments of the paper have expanded existing research, which has shown that the school climate relies on the example of the school life experience of students, parents, and school staff. The data were collected, processed, and systematized to serve the model formulation. In conclusion, the study suggested encouraging the contribution of all members of the school community, including students, parents, school staff, and school management.

Keywords: Student; teacher; parent; support staff; learning; teacher's classroom.



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IMPUTATION OF MISSING VALUES IN HEALTHCARE DATA USING PREDICTIVE MODELING AND DECISION TREE

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ABSTRACT

Missing of data is a greater problem faced by scientists from all disciplines, and this is due to the volume and scope of data sets. This has resulted a greater impact in the case of electronic health records (EHRs) information of patient diagnosis, where missed values sometimes outperform observed values. The EHRs are designed for the purpose of recording and improving patient healthcare and simplify billing process. Hence this information helps to improve awareness on human health and the required significant challenges. When EHR data are increasingly used in biomedical research as a basic source of genetic information, approaches to dealing with missing data become crucial to the development.

The medical laboratory research results are a particularly rich data source in the EHR, where they often appear to have a significant amount of missing information. Such data might be missing, for many various reasons. Many tests are used to check normal, where the screening may be inaccurate. Other examinations are not conducted because they are actually applicable to very particular illnesses. Patients may often seek care in various medical facilities, leading to the differences in expertise inside each organization. Age, gender, sociological status and exposure to medical problems will all influence how reliable the knowledge a patient wants to be. It is necessary to understand the mechanisms that allow knowledge to be lost, as failure to do so will lead to erroneous conclusions.

The EHR information is analyzed for trueness and completeness of information. The identified EHR record with missing data is processed to impute the missing information. This is done using Predictive Modeling and Decision Tree technique and the same is further evaluated for imputation performance metrics using Rule Based Classifier and Naïve Bayesian model. This performance metrics measure confirms the completeness of imputation.

Keywords: *ICD-10 CM, Missing Data, EHR, imputation, Decision tree, Rule based classifier, Naive Bayesian model, Predictive model.*

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HAS COVID-19 AFFECTED THE GLOBAL ECONOMY?

Syed Mohd Khalid

ABSTRACT

The global economy was already concerned about the consequences of trade war between US and China when the pandemic (Covid-19) hit the world. After the hit, the nations were put under lockdown in order to curb the virus. This halted the day-to-day life cycles of both the humans and the businesses. The health systems to deal with the situation and the consumer spending patterns, survival of businesses has been greatly affected by the pandemic that ultimately slow down the global economy. In this study, we discussed the impact of Covid-19 on the international stock markets.

Keywords: Covid-19, Global economy, Investors, Stock markets.



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HPLC METHOD FOR THE ESTIMATION OF ZONISAMIDE IN ITS FORMULATION

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ABSTRACT

Zonisamide (ZON) is an anti epileptic used for adjunctive therapy of partial seizures in adults, and children (6 years and above). Many methods for the estimation of Zonisamide have been reported which include spectrophotometry and HPLC methods. A validated HPLC method has been developed for estimation of Zonisamide in its formulation. In HPLC method, a C₁₈ column and methanol: acetonitrile: water in the ratio 60:30:10, pH adjusted to 3.0 using orthophosphoric acid were used at a flow rate of 0.8 mL/min and detected at 285 nm. The retention time for Zonisamide was found to be 3.6 min. The developed method was validated for linearity, precision, accuracy, specificity, LOD and LOQ as per ICH guidelines. Linearity was observed in the range of 5-25 µg/mL for Zonisamide and correlation coefficient was found to be 0.9954. LOD and LOQ for Zonisamide were found to be 0.11 µg/mL and 0.33 µg/mL respectively. The % recovery was found to be 99.8%. The method was applied for estimation of Zonisamide in its pharmaceutical dosage form. The assay result was found to be 99.5% of percentage label claim of Zonisamide.

Keywords: Zonisamide, High performance liquid chromatography, Capsules, Validation



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IMPACT OF COVID-19 ON DIGITAL PAYMENTS

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ABSTRACT

India's financial system is evolving continuously with the help of emerging technologies to make online transactions easier, safer, accessible and more personalized for customers. It is also becoming more agile and efficient. The study purpose is to examine the effect of Covid-19 on Digital payments and to compare the respondent's buying behavior before lockdown and during the lockdown, to study the acceptance level of Paytm and Google pay in India as an alternative to the cash transactions, to analyze the problems faced by them during online payment, for this, Primary data and secondary data are collected. The primary data is obtained from survey questionnaires using convenience sampling method. The contribution of this study is an attempt to comparatively analyze the switch to digital payments from cash payments and how covid-19 outbreak has made its contribution towards the contactless digital payments. The study basically helps us by to understand the major sector of people who are aware and adopted the mode of transactions of digital payments through e-wallets. The research and data collection in the study concluded that there was an inclination in the mode of digital payments. The customers with age group of 25-45 show the most usage of digital payments and are completely aware of it. Majority of respondents prefer phonepe and g-pay over other payment methods. The problems faced were mostly about non availability of financial accounts and the lack of proper internet access.

Keywords: Digital Payments, COVID-19, Buying Behavior, Problems, Customers.

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LAUNDRY MANAGEMENT AND ENVIRONMENT – A STUDY

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ABSTRACT

Everything in this world is changing and developing itself into something new and more efficient. The concept of laundry has also evolved with time. Washing clothes by our own has been replaced by the laundry vendors then later washing machines came in to the picture. So, lots of hard work has been replaced by smart work. Though introduction of laundry shops reduced people's laundry work in their homes, in a great manner, saving more time and energy it has also been degrading the environment that we all live in. Everything has its own benefits and loopholes.

This is a conceptual research paper with secondary data and is completely based on facts, the views of the author and the review of literature. The main aim of this paper is to understand the cause-and-effect relationship of the laundry chemicals and the environment. The concept of laundry management, its need in the modern world, environmental concerns that are caused by the laundry processes and activities are the various aspects discussed in the paper. This paper also gives suggestions and introduces and elaborates about the best practices and the green practices that can be used by the laundry firms and individual thereby protecting and conserving the environment from further degradation.

Keywords: Laundry, Chemicals, Laundry Detergents, Laundry Firms, Environment, Mankind

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MARKETING OF INFORMATION SERVICES AND PRODUCTS: A CASE STUDY OF MAHATMA GANDHI UNIVERSITY CENTRAL LIBRARY, KERALA, INDIA.

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ABSTRACT

Marketing and promotion are necessary for creating awareness of library and information products and services. This study primarily discusses the central library of Mahatma Gandhi University in regard to the significance of marketing and promotion in academic libraries. The study's objectives are to list the current information resources, services provided by central library and promotion strategies that the library has developed for its resources.

Keywords: *Marketing, Promotion, University libraries, Information products, Information services*



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**RESEARCH TRENDS OF OPEN ACCESS PUBLICATIONS DURING COVID-19 PANDEMIC: A
BIBLIOMETRIC ANALYSIS OF LIBRARY AND INFORMATION SCIENCE**

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ABSTRACT

Covid-19 has altered the way of life of human civilization. The new paradigm demanded novel solutions to cope with this shift, as a response to which the scientific community developed and disseminated knowledge. The hurdle-free access to this knowledge was catalyzed by the open access movement. Though there has been sufficient research work on understanding the trends of open access knowledge dissemination in domains of science and medicine, the areas of social science and humanities remained unexplored. This study aims at exploring the patterns of scholarly work disseminated as publications, citations, and collaborations from the field of library and information sciences. Bibliometric analysis is a tool that facilitates an understanding of the patterns existing within this domain. The publications from leading journals in the LIS domain were collected from the Scopus database and analyzed to decipher the patterns and trends in publications during the Covid-19 pandemic. The results inform researchers about the extent of productive collaboration, prolific authors, and corresponding trends in this domain during the pandemic period.

Keywords: Covid-19, Bibliometric analysis, library science, publication trends during covid-19, co-author analysis, citation analysis

ABSTRACT

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SOCIOLOGICAL ASPECTS OF DIGITAL LEARNING

Ismail Alii, Prof. Dr. Jusuf Mustafai, Jetmire Zeqiri and Dritan Ceka

ABSTRACT

The purpose of this study is to explore how digital learning can influence the social behaviour of students and teachers and revolutionise education. The basic idea was to assess whether digital learning as a new form of a social approach to learning increases students' access to education and knowledge by thinking and developing the skills they set for success in their present and future. The analysis is made to research the content of the literary review of papers on methodologies and tools for digital learning. The purpose of the content analysis was to extract and analyse materials on the social aspects of digital learning in a theoretical sense, how digital learning was conducted in five schools in the United States and how digital learning is implemented in the Republic of North Macedonia. The study showed that simply giving students access to the devices did not necessarily lead to better results. Careful integration and active adoption of a digital way of thinking about digital learning are needed to enhance students' overall experience. The study also found that digital learning should enhance the learning experience, not add to the burden or complexity. In conclusion, the study recommends digital learning to be used as a social learning process that becomes more time-efficient. Teachers can better personalise learning according to the needs of individual students, and effective learning can take place when working remotely.

Keywords: Education; Students; Devices; Tools; Thinking; Experience.



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**DESIGN THINKING MODEL FOR ANALYSING STRESS OF CONTRACT SYSTEM FACULTY
AROUND THE GLOBE**

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ABSTRACT

Purpose: Design thinking is a process for creative problem solving and has a human-centered approach. It basically focuses on the solution for the specific people. In utilizing design thinking, we are arranging what's attractive, according to a human perspective with what is innovatively achievable and financially practical. It additionally permits us to imagine the creation of all devices which helps in achieving the solution of the human centric problem. The interaction begins with making a move and understanding the right inquiries. It's tied in with accepting straightforward attitude moves and handling issues of perspective problems. Hence design thinking model is developed to find the right policies for the faculty working on contract basis in the border area of India.

Methodology: Research conducted on 150 faculty members working on contract system around globe and analysis of the model has been done with the SPSS 17 software.

Findings: In view of the design thinking model emerges with findings that the personnel policies with positive approach parameters like faculty development programs, promotions, leaves and reserve funds for retirement ought to be remembered for the strategies by organization of these establishments running around globe for the advancement of these employees for increment the degree of retention rate and satisfaction level.

Originality/ Value: New research focuses around design thinking approach or recognizing the central issues of the problem faced by faculty working under contract system around globe where the chance of moving to another scholarly foundation is extremely negligible.

Paper Type: Analytical Research.

Keywords: Contract Faculty, Design Thinking, Retention Rate, Job Satisfaction, Faculty Policies

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**A CASE STUDY OF DIFFERENTIATED INSTRUCTIONAL STRATEGIES CONDUCTED IN
THE CLASSROOM WITH TEACHERS IN A CBSE SCHOOL, PALLAVARAM**

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ABSTRACT

The research study focused on the effects and implementation of using Differentiated Instruction (DI) in one Private CBSE School, Pallavaram, Chennai, Tamilnadu, in India. One group is taught circulatory system in the traditional one-size-fits –all instruction and the other group using the differentiated instructional mode. The practitioner modified the classroom instruction based on the students' interests. Students were surveyed after the implementation of the DI methodology to measure the impact of DI on their involvement in varied chosen standardized activities. Maslow's theory of hierarchy was used to collect the data, with reference to the researcher's observation. Since there was a gap in incorporating the differentiated instructional strategies with the results based on the Maslow's theory, hence the practitioner adopted the ten different standardized instructional strategies :- i)Create learning stations ii)Use task cards iii)Interview students iv)Target different senses within lessons v)Share your own strengths and weakness vi)Use the think- pair share strategy vii)Make time for journaling viii)Group students with similar learning styles ix)Questioning x)Know your purpose and try it as an action research with the experiment and controlled group Apart from the case study, a qualitative survey (attached as Appendix A) was also used to delve deeper into the understanding of DI in teaching Biology. This study is aimed at introducing Differentiated teaching strategies in teaching Biology to students of grade 7 in a private CBSE school. This paper deals to find out whether there is any significant impact of differentiated instructional strategies on the student interest and on the process of learning activities amongst grade 7 students.

Keywords: Differentiated Instruction, Flexible Grouping, Multiple Intelligence, Inclusive Education, Biology

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**A NEW BUSINESS MODEL IN THE FORM OF A STAYCATION IN A HOTEL IN RESPONSE TO
THE COVID PANDEMIC**

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ABSTRACT

The Covid-19 virus was discovered in Wuhan, China in 2019, and spread globally, prompting the WHO to declare the existence of this virus as a pandemic outbreak. Indonesia became one of the countries affected by the entry of this virus in March 2020, and an economic sector including tourism experienced paralysis. There was a decrease in the number of tourists which resulted in a low percentage of hotel occupancy. This study aims to determine the effectiveness of the Eastparc Hotel strategy in responding to the staycation trend towards occupancy rates during the Covid-19 pandemic. The method used in this study is a qualitative description method with data acquisition in the form of primary data which is collected after in-depth interviews with the HR Director of Eastparc Hotel and secondary data derived from literature studies through articles, theories, and dictates. The results showed that the Eastparc Hotel was greatly affected by the pandemic. There was a drastic decline in hotel occupancy and even a temporary suspension of operations took effect. However, Eastparc Hotel is being adaptive by bringing staycation innovation into the concept of facility development. The hotel is also always consistent with the principles of healthy and cleanliness in serving and providing facilities. Both of these things are effective in increasing hotel occupancy, in the sense that Eastparc Hotel has implemented an effective strategy to survive a pandemic. Furthermore, development activities are continued to be carried out of the flow of digitalization to improve the sustainability of the Eastparc Hotel.

Keywords: Hotel, Occupancy, Staycation Trend, Strategy, Covid-19 Pandemic

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DRUG ADDICTION AND HELP CARE

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ABSTRACT

Addiction is being overly involved in a habit. Although some habits like drugs, can have detrimental after-effects, the addiction causes an imbalance and one ends up constantly engaging oneself in a particular habit because of the satisfaction that comes from them.

Drugs are consumed by people for intoxication and entertainment. Drug addiction is a debilitating problem that affects both physical and social well-being. This affects the individual, and the community in many ways. Although we see more and more countries regulating the production, sale, and consumption of drugs, we also see a rise in drug addiction. The pandemic times have actually fuelled drug addiction even more. A simple survey conducted suggests that respondents consume drugs to escape from their problems and over a period of time end up harming themselves. Both the literature and Survey responses are of the opinion that drug help care websites are useful.

Keywords: *Drugs, Drug Addiction, Help Care*



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SMART FARMING SYSTEM FOR SOIL NOURISHMENT

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ABSTRACT

Internet of Things (IoT) technology has brought changes across the public sector life by making everything smarter and faster. IoT refers to a network of autonomous devices Of network with makes agriculture smarter. Development of Intelligent Smart Farming IoT devices supported daily to change the face of an agricultural product by not only improving it but also making it more economical and to reduce waste. The purpose / objective of this report is to promote Smart Farming based on IoT to build a system that helps farmers to get Live Data (Soil Moisture sensor, PH value sensor, Nitrogen Phosphorus, Potassium sensor, Temperature sensor) to produce Crop efficiently, which will help them increase their overall yield once and product quality. The IoT-based Smart Farming System proposed for this report is integrated with Arduino Technology mixed with various sensors and a Wi-Fi module that produces live data feeds that can be used via the android app. The proposed product is tested at Live Agriculture Fields which provides a maximum accuracy of more than 98% of the data feed.

Keywords: Soil Moisture, PH value, Nitrogen Phosphorus, Potassium sensors.



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SOLAR BASED CONTROLLING OF TUBE LIGHT USING TESLA COIL

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ABSTRACT

Electricity is required in every industry. A major part of electricity is produced using thermal, hydropower. Now a day, people are moving towards the usage of solar energy to produce electricity due to a lack of resources. Electricity is transferred from one place to another (i.e. Producing station to households) through high tension. This process requires a lot of human effort and materials because of the long wires and height poles. During heavy rains, the breakage of these lines leads to long hours of a power outage and sometimes leads to the death of living beings. Our model is the solution for the above. In our model, we use solar panels to produce electricity from solar energy and a tesla coil to transmit power. Light is the main component used everywhere. The solar panels make the current flow through the tesla coils which create an electromagnetic field. This will make the tube light glow. The battery is used to store energy for the time when solar energy is not present (i.e. nighttime). The tube lights can also be operated by using the remote. The main objective of this model work is to study and implement the Technology of "Wireless Power Transmitters" (WPT).

Keywords: Solar Energy, Tesla coil, Wireless power transmission, Microcontroller



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ACCESSIBILITY & USAGE OF ONLINE WALLETS IN NATIONAL CAPITAL REGION (NCR)

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ABSTRACT

Digital currency systems offered today have various drawbacks, such as being account-based or anonymous, and not allowing for offline peer-to-peer transferability. This is unacceptable to the vast majority of users. In e-commerce, a method like this falls short of fully replacing cash as a medium of exchange. Based on this study, a new prepaid multi-hop (transferable) cash payment system solution based on hardware technology has been developed to support digital currency. The transparent cash transfer (exchange) protocol software may be used on any network device, including the Internet, a mobile phone, or any other general purpose communication connection in the near future. So, a P2P electronic currency transfer that can be used by the general public is created. E-currency might be a viable replacement to traditional currency. For residential use, it is an interoperable digital cash payment system. In this article, we outline the needs and problems of launching a statewide digital wallet solution in India, which can handle small payments (down to 1 cent) as well as bigger ones, independent of the communication platform or transmission channel. We look at the benefits of a digital wallet in India and the difficulties in developing and implementing one. Our suggested solution to the difficulty of facilitating peer-to-peer currency transactions between persons utilizing a digital wallet is then discussed in further depth. Present research paper is considering the data collection from population to know awareness and interest. In order to achieve this goal questionnaire has been prepared and data analysis is made. Chi square method has been used to confirm whether hypotheses are satisfied or not.

Keywords: Online Wallet Usage, Need of Online Wallet, Chi Square method, Interest factor, awareness factor

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COMPREHENSIVE LITERATURE SURVEY ON THE LOCAL SELF-GOVERNMENT FINANCES WITH REFERENCE TO THE RECOMMENDATION OF FINANCE COMMISSION OF INDIA

Ongmu Lepcha

ABSTRACT

The 73rd and 74th constitutional Amendment Act bring about a major reform, it devolved powers, authority and responsibilities to the local governing bodies. Local governing bodies plays an important role in the functioning of local self-government, with the amendment; local governing bodies were entrusted with finance, functions and functionaries. This article is about the various challenges faced by the local government to function as an institute of local self-government.

Keywords: local self- government, public finances, function and functionaries



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A BRIEF REVIEW ON MULTIPLE CHARACTERISTICS OF WORK QUALITY OF WOMEN MANAGERS WITH A FOCUS ON TERTIARY CARE HOSPITALS IN INDIA

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ABSTRACT

In light of the expanding conversation about women's power and the advantages of having women in leadership positions, this review will explore the female leadership in business. The previous era in business was the masculine one, during which men dominated leadership and work. However, as women's education has increased and they have taken on new roles and responsibilities in various occupations, the conversation about women's leadership has become crucial in eradicating many of the issues connected to male leadership traits. The benefits of women's important involvement in business, both practically and economically, will be highlighted in this review. It will draw attention to the qualities of women that are advantageous to the requirements of the modern, inventive, flexible business environment. This review indicated that female leaders still face numerous obstacles in this environment, such as gender stereotypes in the workplace.

Keywords: Gender, General Management, Hospital Management, Women Leadership.



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DESIGN AND FABRICATION OF MULTIPURPOSE PUNCTURE ASSISTANT SYSTEM

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ABSTRACT

The numbers of two wheelers are increasing day by day. As the number of two wheelers increases number of punctures also increases where most of the riders are struggling to drag it to the nearby puncture shop, dragging the vehicle to the puncture shop may cause physical disorders like Fatigue cramp or back pain etc. Another major problem facing by many of us is to carry heavy loads from one place to another which may cause musculoskeletal disorders. So, in order to overcome these problems, we have come up with a solution "Multipurpose Puncture Assistant System" where Rider can place the punctured front wheel of 2 wheelers on the system and can ride it to the nearby garage, this reduces the stress of dragging the vehicle to the garage. The Width of the system can be extended, so that we can place the loads on the system and can be easily dragged to the destination.

Keywords: *Physical Disorder; Heavy Loads; Puncture; Destination; Extended.*



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STUDY OF DISASTER MANAGEMENT IN WIRELESS SENSOR NETWORK

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ABSTRACT

Distributed sensors are used in wireless sensor networks to collect data, which is then transmitted across wireless networks. WSN makes use of microsensors and the internal global positioning systems (GPS) of the sensors are used to pinpoint the exact location. Its main purpose is to monitor environmental changes as well as differences in the weather, temperature, humidity, and soil tests. Sensor networks are very portable, reasonably priced, and even practical in remote areas. Wireless sensor networks employ one of three topologies. Some topologies that can be used to create connections include measurement, star, and cluster-tree. Some of the parts used by WSN are the battery, radio, microcontroller, analogue circuit, and sensor interface. Disaster management, warning, response, and recovery are the key uses for wireless sensors. During natural and man-made disasters, wireless sensors act as monitoring instruments, warning people of imminent danger with things like fire, landslide, and flood warnings. Due to the advantage of remote monitoring offered by wireless sensors, numerous studies have developed techniques for managing their systems in the form of disaster management systems. In this paper overview of Wireless sensor network and disaster management.

Keywords: WSN, Disaster Management, Sensors



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NATURE INSPIRED TECHNIQUE USING WIRELESS SENSOR NETWORK

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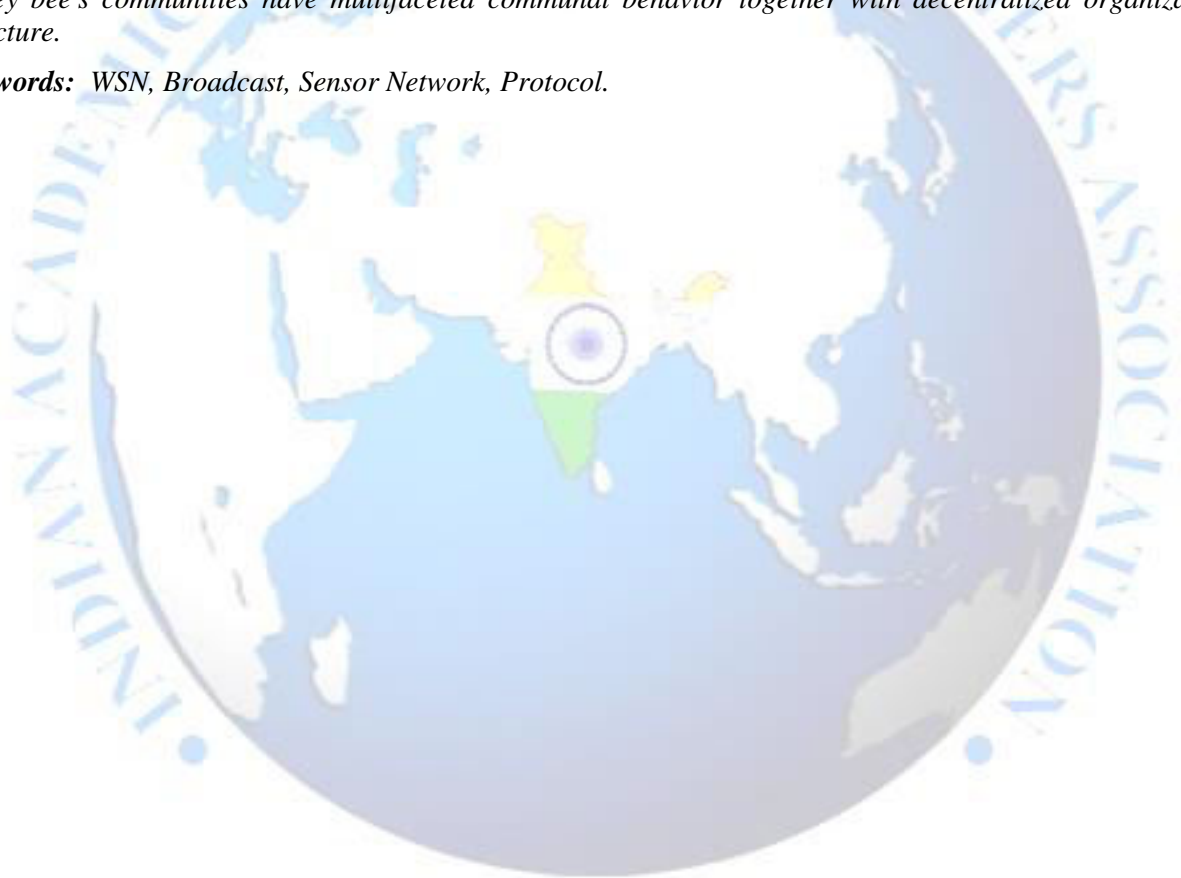
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ABSTRACT

WSNs is defined as a network of small, embedded devices, called sensors, which communicate wirelessly among themselves. The nodes mainly use a broadcast communication methodology and therefore the network topology, which may change constantly due to the fact that nodes are prone to fail. The nodes have limited power, low computational capabilities and limited memory. There are other interesting fields like home control, building automation and medical applications. WSNs also can be found in environmental monitoring applications such as marine fish farms and fire detection units in forest and rural areas. Ant and honey bee's communities have multifaceted communal behavior together with decentralized organization structure.

Keywords: WSN, Broadcast, Sensor Network, Protocol.



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SECURE CLOUD DATA ENCRYPTION THROUGH PAILLIER CRYPTOSYSTEM

Jaydip Kumar

ABSTRACT

Cloud computing is a trending technique for the storage of data and the virtualization of computing services. Due to this enormous evolution of data in computing fields. Cloud computing plays a vital role. Many hackers also try to steal personal or professional data from the cloud. So in the field of network security cloud computing still need enhanced security to protect data from hackers or intruders. To provide a highly secure cloud environment, we have implemented an enhanced model of Paillier cryptosystem to perform arithmetic operations on the ciphertext of decimal values as well as encrypt messages, with large mathematical computation and produce the ciphertext of a text message. We have implemented Paillier cryptosystem for decimal values as well as text data. The proposed enhanced algorithm provided higher security to the cloud environment.



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TOTAL CONTENT AND IN VITRO ANTI DIABETIC ACTIVITY OF AERIAL PART EXTRACTS OF BARRINGTONIA ACUTANGULA

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ABSTRACT

Objective: The aim of the study was extraction of aerial part extracts of *Barringtonia Acutangula* in different solvents to determine the total flavonoid, phenolic and alkaloid content by quantitative estimation and to screen for the inhibitory action of the aerial part extract on alpha amylase and alpha-glucosidase enzyme for invitro anti diabetic activity.

Method: Coarsely powdered aerial parts of *B.Acutangula* was extracted with seven different solvents by cold maceration method namely, n-hexane, petroleum ether, ethyl acetate, chloroform, ethanol, methanol and aqueous. The total flavonoid, phenolic and alkaloid content were investigated using specific invitro assay procedures. Invitro antidiabetic potential of extract was evaluated by alpha amylase and alpha glucosidase inhibition assay method, using acarbose as standard.

Results: Methanolic extract showed highest total flavonoid (31.543 ± 0.175 mg Quercetin/gm extract) and total phenolic content (19.127 ± 0.311 mg gallic acid/gm extract), whereas chloroform extract showed highest alkaloid content (23.570 ± 0.090) when compared with standard solution of Atropine. Secondary plant metabolites like polyphenols have potential therapeutic property of alleviating diabetes and inhibitory effects against alpha amylase and alpha glucosidase. The invitro anti-diabetic activity was examined by alpha-amylase and alpha-glucosidase inhibition methods. The ethanolic extract showed significant alpha amylase and alpha glucosidase % inhibition of (80.955 ± 0.023) and (73.250 ± 0.033) respectively.

Conclusion: Isolation of these individual compounds would help to find new drugs and provide a way for future studies on the basis of obtained screening reports.

Keywords: Total content, Invitro antidiabetic activity

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EVALUATION OF EFFECTIVENESS OF MICROLEARNING METHOD AMONG UNDERGRADUATE STUDENTS- A WAY OF MINDFUL EDUCATION STYLE IN STRESS MANAGEMENT

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ABSTRACT

Background: Stress affects everyone from time to time and not all stress is harmful. However, high levels of stress over time can negatively affect your mental and physical health and may be a risk factor for depression or anxiety. People experience stress in different ways (e.g., headaches, trouble sleeping, anger, stomach aches, sadness). Stress management will help you deal more effectively with the stressors in life. Effective techniques for stress management are varied. They typically include behaviors that improve physical health, such as nutrition and exercise, but may also incorporate strategies that improve cognitive and emotional functioning. The stress-reduction approach based on mindfulness practices has recently enjoyed an explosion of interest from a variety of healthcare and epidemiological researchers. E-Learning is training, learning, or education delivered online through a computer or any other digital device. Microlearning is a form of continuous training and learning in which complex chunks of information are broken down into simplified sections that are taught over a period employing the benefits of repetition. Aim: The aim of this study is to evaluate the effectiveness of Microlearning method among undergraduate students

Objectives: To introduce Microlearning method among undergraduate students

Methodology: The undergraduate Final year BAMS students of MGAC.H & RC will be selected for the study and equally divided in two equal groups i.e A and B. 'Inguinal Hernia' will be taken as study topic. In Group A, topic will be taught by CBME method while in Group B it will be taught by Microlearning and CBME method. Senior and experienced Shalya Tantra faculty will be chosen. Sensitization of teacher and final year BAMS student regarding Microlearning method will be done.

Results: Result will be drawn on the basis of the observations.

Conclusion: Conclusion of the study will be drawn on the basis of statistical data calculated.

Keywords: Microlearning method, stress, Undergraduate students.

ABSTRACT

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SOCIAL INTELLIGENCE AMONG THE POSTGRADUATE STUDENT IN RELATION TO THEIR STREAM OF STUDIES IN MANIPUR UNIVERSITY

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ABSTRACT

The human capacity to understand what does happening in the world and responding to that understands in a personally and socially in an effective manner. The successful diplomat, salesman, and other occupant's success will depend on the social intelligence of a person with a knack for connecting people. He makes friends quickly and is tactful and understanding in human relationships. Social intelligence has the ability to understand others and act wisely in social situations. The concept of social intelligence has a long history consisting of ethnic composition and its inter-relationship in Manipur; it is essential to make an academic intervention to understand the potential of the state.

In the current study, descriptive survey method was adopted. 30 Arts and 30 Science Postgraduate students were selected, for the sample of the study by adopting stratified disproportionate random sampling technique. The data was collected by using Tromsø Social Intelligence Scale (TSIS) which is developed by Silvera, Martinussen and Dahl(2001). The data was analyzed by using "t" test. The finding of gender analysis indicate that female student's posses more social intelligence than male students and analysis of stream indicates that arts students are having greater social intelligence then students of other streams. The purpose of the present study is to find out the Social Intelligence among the students pursuing postgraduate in Manipur University.

Keywords: *Social Intelligence, Postgraduate students, Gender and Stream.*

ABSTRACT

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APPLYING MODERN MARKETING MIX ON HOTEL SERVICES IN DEVELOPING COUNTRIES: THE CASE OF ETHIOPIA

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ABSTRACT

In contemporary service marketing strategy, more attention has been given to the very concept of the 7ps marketing mix as a package and are believed to be crucial tools to bring about Customer satisfaction and loyalty thereby maximize company's performance. Having this into account, the study mainly aims at examining the impact of marketing mix and customer satisfaction on customer loyalty of hotel industry in Ethiopia. The study used 387 participants who were staying in some selected 3star hotels during the time of data collection and randomly approached using self-administered questionnaire. Structural equation model, specifically exploratory and confirmatory factor analyses were used to analyze the data. To this end, findings of the study showed that modern marketing mix are very importance to bring about more customer satisfaction and has positive significant effect on customer loyalty.



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EFFICIENCY OF STAPHYSAGRIA IN THE TREATMENT OF FOLLICULAR OVARIAN CYST AND LARGE SIZED CHOLELITHIASIS USING 50 MILLESIMAL POTENCY: A CASE REPORT

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A Constituent College of Vinayaka Mission's Research Foundation Deemed to be University, Salem

ABSTRACT

Cholelithiasis or gallstone disease is a very common recurring problem all over the world. And it is more common in females than in males. Abdominal ultrasound was the investigation of the choice for diagnosing cholelithiasis. Even though cholecystectomy is considered as a gold standard treatment for cholelithiasis, it has its own limitations, risks and post-operative complications and Follicular Ovarian Cyst Ovarian cyst is a fluid filled sac present on the ovary. Here, an alternative system of medicine, especially Homoeopathy being a system of holistic healing plays an important role in treating cholelithiasis and Follicular Ovarian Cyst. This is a case report of a patient with follicular ovarian cyst and large sized cholelithiasis which is successfully managed by Homoeopathic treatment without opting a surgery. Many Homoeopathic remedies like Chelidonium, Chionanthus, Lycopodium, China. Etc. acts effectively in reducing the Cholelithiasis and Cholecystitis and Ovarian Cyst. Based on the Generals symptoms of the patient treated the case with Staphysagria which is effective in Follicular Ovarian Cyst and with Hepatic and Gall bladder disturbances.

Keywords: *Homoeopathy, Staphysagria, Follicular Ovarian Cyst, Gallbladder, Cholelithiasis. Modified Naranjo Criteria for Homoeopathy.*



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A STUDY TO ASSESS THE RISK PERCEPTION AND ADJUSTMENT PROBLEM FACED BY NURSES DURING PATIENTS ' CARE WITH SARS COV-2 INFECTION ADMITTED IN A LEVEL-I COVID CARE CENTER IN NORTH INDIA.

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¹Assistant Nursing Superintendent, ²Nursing officer-A, ³Nursing Superintendent, ⁴Medical Superintendent, ⁵Nursing Officer -B, ⁶Nursing Officer –A, Homi Bhabha Cancer Hospital Lahartara, Varanasi, Uttar Pradesh. & Mahamana Pandit Madan Mohan Malviya Cancer Centre Sunder Bagiya, Banaras Hindu University campus, Varanasi Uttar Pradesh 221005, (A unit of Tata Memorial Centre Mumbai, Department of Atomic Energy, Government of India)

ABSTRACT

Background of the study- Coronavirus disease (COVID-19) is a transmissible disease affecting the population worldwide. Nurses employed in the Healthcare setting and communities are highly susceptible to SARS-COV-2 infection due to direct contact with patients. The healthcare workers, mainly doctors and nurses in India, have worked tirelessly and played a crucial role in managing COVID-19 cases.

Objective: - Assess the nurses' risk perception and adjustment problems regarding the care of covid-19 patients. Assess the factor influencing risk perception and adjustment in the covid ward and find the association of sociodemographic variables with risk perception and adjustment problems.

Material and Methods: Prospective cross-sectional survey study design was applied. 200 Nurses Participated in this study. Data collection was done by using of probability random sampling technique

Results: - Mode age of the participants was 26 years, and the standard deviation was 3.034. The lowest age of participants was 22 years, and the highest generation was 42 years. 48.5 % (97) participants had moderate risk perception, 45.5 % (91) had high-risk perception, 6 % (12) had mild risk perception, and 76 % (152) participants had adjustment disorder based on the international adjustment disorder questionnaire. An association was found between risk perception and marital conditions and Living conditions, and the presence of adjustment problems and marital status, the p-value in the Fisher Exact test (0.031) (0.046) (0.009) was less than the alpha value of 0.05.

Conclusions: A high degree of professional commitment toward the nursing profession and support from the institute and society is necessary for nurses working in an area that is riskier for them and their families. Pre-posting training and doubt clarification made nurses confident to work safely in areas of infectious diseases. These strategies help them to prevent being infected from infections. The policymakers of nurses and nursing managers are suggested to provide adequate Personal Protective Equipment and training to relieve their stress and anxiety.

Keywords: SARS-COV-2, Covid-19, Coronavirus infection

ABSTRACT

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DECODING THE SEARCH OF IDENTITY THROUGH SARTORIAL STRATEGIES IN SYLVIA PLATH'S POETRY

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ABSTRACT

The search for identity has played an important role in the life of human being and the literature has helped the writers to expose the feeling of alienation of oneself amongst the others. The writings have unveiled the different concept and ideas taken forth by the writers to express their search for identity. No doubt the very nature of such a struggle is a complicated business under any circumstances. A human identity defies finding and keeping. One's identity is a mixture of external and internal factors, an inchoate element always in the process to becoming to define a being as fixedly as possible in a world of flux. But in spite of the essentially inchoate nature of it as a developing element, it must also be granted that a central cohering thread runs through the whole process of development. Figuratively speaking the search for identity may be described as an attempt to find this connecting thread and by holding on to it, arrive at the end of the quest. Did Plath ever find this thread, this life-line, and by its guidance did she ever arrive at the end of the search? An attempt will be made in this paper to find an answer to that question through a study of the special key imagery of clothes that she has in her poems.

Keywords: Identity, Clothes, Existence, Experience, Self



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EFFECTING LEAN MANUFACTURING TECHNIQUES: A REVIEW

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ABSTRACT

The concept of lean manufacturing was conceived as a part of leveraging the resource applications and limiting waste generation. The reason behind the conception of Lean, as a concept, dates back to dynamic shift during early industrial revolution. This drastic shift made the business owners and industrial associations to undergo complications and challenges. Irrespective of the organization being service-oriented or product-oriented, its core capabilities to overcome the challenges remain its strength in enhancing the value of the product. So, value addition is a crucial task in accomplishing this objective. In order to sustain in competitive market, lean manufacturing system must be implemented in core facilities of an organization. In general, it is said that only a single aspect of lean should be focused in a number of studies conducted earlier whereas it is important for the organization to focus on different aspects of lean elements such U-line system, Kanban, Value Stream Mapping (VSM), Single Minute Exchange of Dies (SMED), Line Balancing, Cellular Manufacturing (CM), Force control, Pull System, Production Leveling etc., The current study is aimed at developing a lean route chart to be followed by an organization, when it attempts to implement lean manufacturing system. The authors discussed the results of exploratory analysis in detail to showcase how lean fundamentals are executed in a sequential manner under unpredictable business domains. The study findings help in constructing a unified proposition for the implementation of lean fundamentals.

Keywords: VSM, Cellular manufacturing, SMED, Pull system

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UREASE INHIBITORY ACTIVITY OF ARTOCARPUS HETEROPHYLLUS SEEDS EXTRACTS: AN IN VITRO STUDY

Jennifer Fernandes and Apurva S

ABSTRACT

Introduction: The urease enzyme is essential for *Helicobacter pylori*'s (*H. pylori*) continued presence in the stomach, which leads to gastrointestinal illnesses such as gastritis, duodenal ulcers, peptic ulcer disease, and gastric cancer. The use of herbal remedies as alternative medicine has grown in popularity due to the current rise in antibiotic resistance and the high cost of conventional medical care. Plants have long been used as the main source of natural elements with therapeutic benefits and have fewer negative effects when used.

Objective: This work aimed to determine the urease inhibitory activity of aqueous and ethanolic extracts of *Artocarpus heterophyllus* seeds.

Methodology: Fresh seeds of *Artocarpus heterophyllus* were collected, washed, dried, and powdered. The dry coarse powder was extracted by the maceration process using water and ethanol. The aqueous and ethanolic extracts of *Artocarpus heterophyllus* at different concentrations were examined using Jack bean urease enzyme activity by the Indophenol method. Absorbance was measured at 630nm using UV-visible spectrophotometry and results were compared with that of standard compound thiourea.

Results and conclusion: The maximum urease inhibitory activity shown by the ethanolic extract of jackfruit seeds was 81.17 % (IC_{50} 21.12 μ g/ml) at 50 μ g/ml and aqueous extract showed 79.91% (IC_{50} 23.42 μ g/ml) at 50 μ g/ml which is comparable with standard thiourea. Therefore, in the *H.pylori* urease inhibitory assay ethanolic and aqueous extracts showed significant urease inhibition.

Keywords: *Artocarpus heterophyllus*, urease inhibitory activity, *H.pylori*, pepticulcer, thiourea

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FORMULATION AND EVALUATION OF HERBAL LIPBALM: IXORA COCCINEA

Geetanjali Chavan, Mrunal Shirsat and Vishal Sakhare

ABSTRACT

Cosmetics are incredibly in demand since historical time. These days focus is shifted towards naturally derived cosmetics. Daily lip care cosmetics contain harmful components like heavy metals and preservatives, which makes them harmful. Now a day's ladies are more serious towards their beauty and for making face update and attractive, lip care cosmetics and mainly lipsticks are widely used. Current Lip balm formulation makes face attractive and give a glamour touch to makeup. Herbal lip balm gives attractiveness to lips by coloring and also maintains its softness, also promote healthy lips. Current cosmetic lip products are based on use of enormous chemical ingredients with various side effects. Lip balms are not gender specific products and both men and women can use them. In present day, majority population uses lip balm, many newer shades are also arrived in market to avail product as per consumer demand. Most often the applied lip balm can get ingested and therefore it becomes mandatory for the health regulators to approve them with caution. Lip balms can be used for coloring as well as moisturizing the lips. Herbal formulation is a sign of safety, satisfaction and surety as less or no harm to the users and so herbal lip balm can be made without the colors being compromised on. This lip balm is formulated according to the scientific procedure and evaluated as per standard requirements.



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FORCED DEGRADATION BEHAVIOR OF MELATONIN: ISOLATION AND CHARACTERIZATION OF DEGRADATION PRODUCTS

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ABSTRACT

Melatonin is a hormone mainly released by the pineal gland at nighttime, and have long been allied with manage of the sleep-wake cycle. While a dietary supplement, it is frequently used for the short-term treatment of insomnia, for example from jet lag or shift work, and is typically taken by mouth. To continue safe for additional processing or human consumption, study of stressed degradation for the identification of probable degradants is required. The stability indicating high performance thin layer chromatographic method was developed with Camag HPTLC system. Silica C60F254 precoated TLC plates were used as stationary phase for separation of degraded products. Mobile phase composed with toluene: methanol: formic acid (7:3:0.1) at 290 nm. From the mass particulars along with IR, NMR interpretation, the plausible structure of acidic and alkaline degradation product of melatonin could be 2-(5-methoxy-1H-indol-3-yl) ethanamine. Furthermore In silico toxicity studies of the degradation products were performed to assess the toxicity profiles of the products with ProTox online sever. This analytical method can be measured as a substitute practical and cheap method for simple, accurate and efficient quantitative detection of melatonin in the presence of its degraded products.

Keywords: Melatonin, Forced degradation study, Insilico toxicity, HPTLC.

ABSTRACT

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WOMEN'S SOCIAL LIFE IN MAHABHARATA

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ABSTRACT

In the human history of India, civilized life is recorded in the Vedas. At that time, it was time for all-round development for women. She was on a par with men for serious subject studies like Vishal Drishtikona's Tattva Dhyana on Swatantra Jeevan. It seems to be the age to build up some of the later mythological histories. In that context, the lack of freedom, equality, education facilities for her degraded the status of women. Let this depravity seen in the time of Ramayana and Mahabharata be re-emerged in Buddhism and Jainism in the name of Kanti Shrivare Yogina Suvalivura. But then Bandha Smritikar again increased the discrimination of men and women and dominated the women's society. Manu Maharishi said that women are worshiped and goddesses live where women are worshiped.

Thus, in the concept of objectivity and individualism, known as the eyes of women's society, the history of public life and its values, epics are more useful for the study of women's history. Therefore, in the way women's society, which is the main part of family society, has developed, the new fact of women's society has been highlighted in this article by observing the Mahabharata.

Keywords: Mahabharata, Women, women's society, Female Characters, Deities.



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FORMULATION AND EVALUATION OF PRESSED COATED TABLETS OF DICLOFENAC POTASSIUM

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ABSTRACT

The main objective of the studies described was to develop a time-controlled release formulation based on a press-coating technique. The intention was that the formulation is administered in the evening at 22:00, which provides treatment for diseases in which symptoms are experienced in the early morning hours (i.e. chronopharmacotherapy). The Diclofenac potassium pressed coated tablets were prepared using direct compression method. The coats contained a hydrophilic polymer (hydroxypropylmethylcellulose) to control drug release. Cores were immediate-release formulations containing all or most of the drug dose.

The time-controlled release dosage form containing HPMC allows time to peak plasma level to be adjusted to 6 to 8 hours after administration. Amount of HPMC used, HPMC viscosity grades selected were most important factors controlling drug release and absorption from the dosage form. The pressed coated tablets were evaluated for post compression studies such as hardness, friability, drug content, weight variation and dissolution studies. The kinetic data also applied to the dissolution. All the prepared tablets formulations were found to be good without capping and chipping. Post Compressional parameters (hardness, friability, thickness and drug content) was within the acceptable limit. FTIR Spectroscopic studies indicated that the drug is compatible with all the excipients. The in vitro drug release of polymer coated tablet of Diclofenac Potassium prepared by direct compression F2 method were found to be 96.60% at 8 hrs. Among the all formulations F2 formulation was found to be promising with controlled drug release. The inner Core tablets prepared with Superdisintegrant exhibited good disintegration characteristics. tablets having CP as the disintegrant showed faster dissolution rates and higher efficiency values.

Keywords: Diclofenac potassium, Compression coated, Tablets, FTIR, HPMC, Crosspovidone.

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COLLEGE READINESS IN LIVING THE VUCA ERA THROUGH TRANSFORMATION DIGITAL 4.0 BASED ON MATRIX IMPORTANCE PERFORMANCE ANALYSIS RESULTS

Bambang P. Hediono, Drs. M. Parnamawa P and Dr. J. Ellyawati

ABSTRACT

Universities face an era that is changing rapidly, full of uncertainty and very complex, often referred to as the VUCA era, VUCA is an acronym for Volatility, Uncertainty, Complexity and Ambiguity. One of the main causes is the occurrence of digital transformation that makes operations up to organizational governance institutions. This is exacerbated by the occurrence of a pandemic due to covid 19. Institutions, especially universities, must be able to change themselves in the service of implementing education.

The research aims to identify and develop the extent to which a university, namely Duta Wacana Christian University, is ready to undergo changes due to digital transformation. Evaluation is done by using Matrix Importance-Performance Analysis.

The variables evaluated include leadership, human resources and the readiness of facilities and infrastructure. The evaluation was carried out by paying attention to the response to the readiness of these variables as announced by the university leadership, as well as paying attention to the steps in developing a digital business from Sugiwarsono. The evaluation results show that there are several variables that need to be developed because they are not in line with the expectations set by the leadership

Keywords: VUCA, digital transformation, Matrix Importance-Performance



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PREDICTORS OF EMPLOYEE ABSENTEEISM AND THEIR IMPLICATIONS FOR EMPLOYEE RETENTION

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ABSTRACT

Purpose: The research paper aims at examining the factors responsible for employee absenteeism and the strategies adopted by the management to curb the absenteeism and enhance retention of employees. The study is conducted at Hindustan Calcined Metals Pvt. Ltd, Bellary.

Design/ Methodology: The study conducted is exploratory and descriptive in nature and convenience random sampling method was used. A structured questionnaire with five point likert scale was used to gather primary data from a sample of 50 employees at, Hindustan Calcined Metals Pvt. Ltd., Bellary. The data is analysed using simple tools like averages and percentage measurement scales.

Findings: Sickness, poor compensation structure, family and personal issues of the employees are the main factors for the absenteeism. Management observed that few measures like Job rotation, Training and development, welfare measures, rewards and reorganizations, better working conditions, good employee relations would help reduce absenteeism and assist in retaining the key workforce.

Research Implications: This study helps understand the various factors that lead to employee absenteeism. An effort is made to understand employee as well as employer's perception about absenteeism and the measures to achieve employee retention

Keywords: Employee absenteeism, employee retention, employee relations, rewards & recognition

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EMOTIONAL INTELLIGENCE AND MENTAL ILLNESS STIGMA IN EARLY ADULTHOOD: A CORRELATIONAL STUDY

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ABSTRACT

The study purpose is to measure whether there is a significant relationship between emotional intelligence and mental illness stigma among early adults. The sampling method used was the Purposive sampling method with a sample size of 100 (50 male and 50 female). The study adopted a Correlational research design and the tools used were the Emotional intelligence and the Beliefs toward Mental Illness (BMI). The statistical measure used was Spearman's Rho rank correlation and Mann Whitney U Test. The result indicated that there is a negative relationship between Emotional intelligence and mental illness stigma among early adults. There is a significant gender difference in the level of Emotional Intelligence in early adults. There is a significant gender difference in the level of Belief toward mental illness in early adults.

Keywords: Emotional intelligence, mental illness stigma, early adults



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AN INSTINCTIVE TUTEE DECISION PERCEPTIVE ONLINE ENVIRONMENT DESIGN USING MODERN MACHINE LEARNING ALGORITHMS

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ABSTRACT

In the modern age of computing, decision making has subjected itself into everyone as a necessity trait that everyone must directly or indirectly possess. Now decision making can range from a wide verity of scenes, all the way from deciding a fate of a company to deciding what to have for your breakfast. In this huge spectrum of decision making there lies a grey area where decisions decide the future of a particular individual. As you go up the decision- making tree harder decisions require you to consider more variables and constraints, while considering huge number of data sets, that may or may not imply plausible to the current problem case. This paper addresses this particular issue in modern times so that the most 'logical' and 'realistically' plausible decisions could be considered. The key intension of this paper is to provide students with mathematically generated most desirable decisions that the pupil may not be able to reach if not for the algorithms used in this perceptive environment. This paper shall be divided into phases, as the phases increase the range and understanding of the environment shall proportionally increase as well. As the decision- making power of program increases, the same environment can be subjected with more difficult situations to decide and conclude better results for a given data set.

Keywords: *Concept Learning, Instances, Training Examples, Weights, Candidate Elimination1. Introduction*



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APPLICATION OF PUBLIC SERVICE STANDARDS (CASE STUDY AT KUPANG CITY LAND OFFICE)

Victor William Benu, Melkisedek N. B. C Neolaka and Laurensius P. Sayrani

ABSTRACT

This study uses a qualitative descriptive approach with data analysis techniques using the interactive model developed by Miles and Huberman (1992) . This research was conducted from March to April 2022 at the Kupang City Land Office with 8 informants consisting of employees and service users . The focus of the research is the application of service standards related to service delivery, namely requirements; procedure mechanism system; term of service; fees/tariffs; service products; and handling of complaints, at the first registration service. The author examines the application of service standards at the Kupang City Land Office based on 6 (six) principles, namely; (a) simple, (b) participatory, (c) accountable, (d) sustainable, (e) transparency, and (f) fairness. These six principles are a combination of elements contained in the theory of Lovelock (1992) (Visibility, Accountability), LAN (2017) (participatory, transparent, easy, fair), Thoha in Widodo (2001) (simple, transparency, punctuality), and Complaint handling, which is not only contained in the theory, is also contained in Law No. 25 of 2009 concerning Public Services and several decisions of the Minister of Administrative and Bureaucratic Reform.

The results show that when viewed from the principle of transparency, the Kupang City Land Office is relatively obedient in informing each component of service delivery. Meanwhile, the principles of participatory, accountable, sustainable, and fairness have not been fully used as guidelines in the application of service standards at the Kupang City Land Office. Overall leadership and human resources factors are supporting and inhibiting factors in implementing service standards at the Kupang City Land Office.

Keywords: *Public Service, Public Service Standard, Land Service*

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FACE RECOGNITION SYSTEM UNDER DIFFERENT LIGHT CONDITIONS

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JSS Academy of Technical Education, Noida, UP, India

ABSTRACT

Face recognition technology is one of the kinds of biometric technologies where a system is able to identify a person using facial features. Different faces are first recognized in real-time & then the system can easily identify using various algorithms. In today's fast growing technological era, face recognition technology has emerged as one of the necessities & not only restrained to our desires only. The paper introduces numerous perspectives & related researches of this named technology. A methodology is proposed for face recognition system under different light conditions. This proposed methodology may prove to of utmost use in the nearby future.



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DEVELOPING OCCUPATIONAL SAFETY AND HEALTH (OSH) TECHNICAL COMPETENCY MAPPING FOR THE PETROCHEMICAL INDUSTRY; STUDY CASE: PT PUPUK KALIMANTAN TIMUR

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ABSTRACT

This research was conducted for the needs of Occupational Safety and Health (OSH) technical competence in the petrochemical industry, where in this research a case study was conducted at Pupuk Kalimantan Timur (PKT). The purpose of this research is to develop OSH technical competence for employees in the OSH Department, mandatory OSH technical competence for all employees in PKT and OSH competency training syllabus. The preparation of OSH technical competencies uses a conceptual framework in the form of determining performance effectiveness criteria, identification of the OSH Department job desk, identification of work activities and work competency requirements (using SIPOC diagrams, RACI Matrix analysis, and Taxonomy Bloom Principles) taking into account OSH regulations and OSH standards, validating competencies work and prepare the application of competency models. In validating the proposed OSH Technical Competencies, a mapping of compliance with Indonesian government regulations in the OSH sector was reworked with a list of OSH technical competencies. In this study, the results obtained in the form of PKT the number of OSH technical competencies for employees in the OSH Department as many as 174 competencies, mandatory OSH Technical competencies for all employees in PKT as many as 74 competencies and the OSH training syllabus as many as 65 training syllabus.

Keywords: *OSH technical competency, SIPOC diagram, RACI matrix, OSH training syllabus.*

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IMPACT OF EMPLOYEE MOTIVATION ON JOB PERFORMANCE

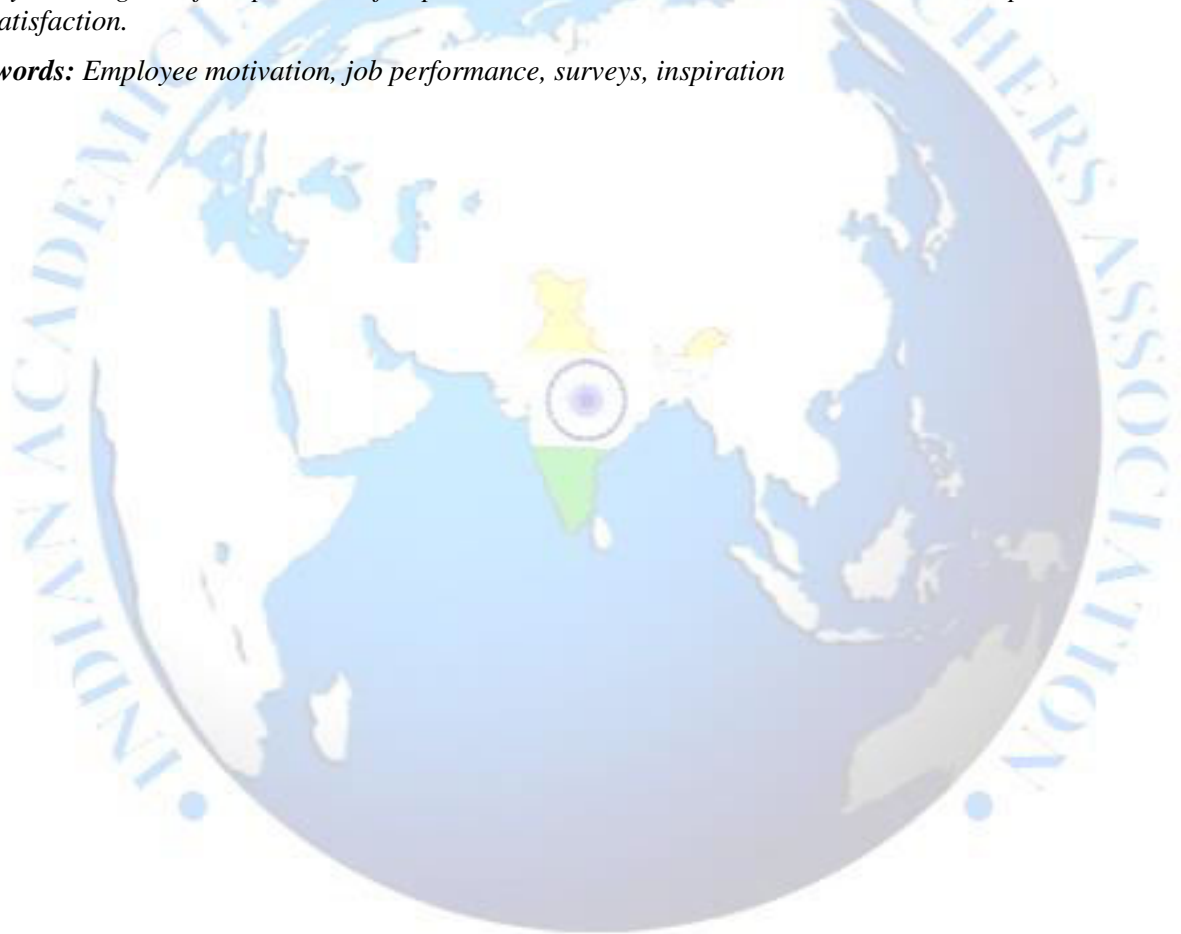
Gowri Namratha Meedinti, Prabir Chandra Padhy and Giridhar Jadala

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ABSTRACT

This article aims to review how motivation impacts job performance. It has been conducted by both primary and secondary sources. Primary sources include two surveys that were conducted and secondary sources include reviewing many literature works and other papers. Employee motivation is that the vital factor to zest up the capacity of a company. In this current era, each organization needs to support in the furious serious market. Business work or their presentation inside the market are frequently assessed by survey the degree of inspiration of representatives. Motivation can assume a lead part to encourage jobsatisfaction.

Keywords: *Employee motivation, job performance, surveys, inspiration*



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**CHALLENGES AND OPPORTUNITY WITH FOCUS TO EFFICIENT E-HEALTH CARE:
IMPORTANCE IN CURRENT SCENARIO - AN EMPIRICAL ANALYSIS**

Indu¹ and Dr. Sushil Kumar²

¹Research Scholar and ²Associate Professor, Jagannath University

ABSTRACT

As healthcare prices grow and healthcare experts become scarce and difficult to recruit, healthcare companies will be forced to explore using "Health Information Technology" (HIT) systems. Health information technology enables health care companies to simplify several of their procedures and deliver services more productively and cost-effectively. Cloud Computing (CC), one of the most recent technology breakthroughs, provides a robust foundation and is a great facilitator for Health information technology services via the Internet. This may be accomplished using a pay-per-use paradigm of "e-Health Care" to assist the healthcare business in meeting present and forthcoming needs while maintaining prices low. Notwithstanding its considerable capability, Health information technology as a Cloud Computing model has received little attention in the literature. There are no obvious frameworks that incorporate all conceivable Health information technology and Cloud Computing systems and interconnections. As a result, assessing and evaluating the efficacy of such methods is critical. The authors explain the notion of "e-Health Care," emphasizing many of its parts and suggesting the creation of an e-health environment, as well as illuminating several of the problems that face e-Health Care's achievement. The primary data is acquired from 320 men and women in India. The aim of the study is to find out demographic profile's impact on E-health care services. The study also examined several options for dealing with issues like confidentiality and safety.

Keywords: *e-Health Care; Health information technology; healthcare services; Cloud computing; security; privacy*

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ALTRUISM: IMPACT OF CHILDREN'S LITERATURE IN COVID-ERA

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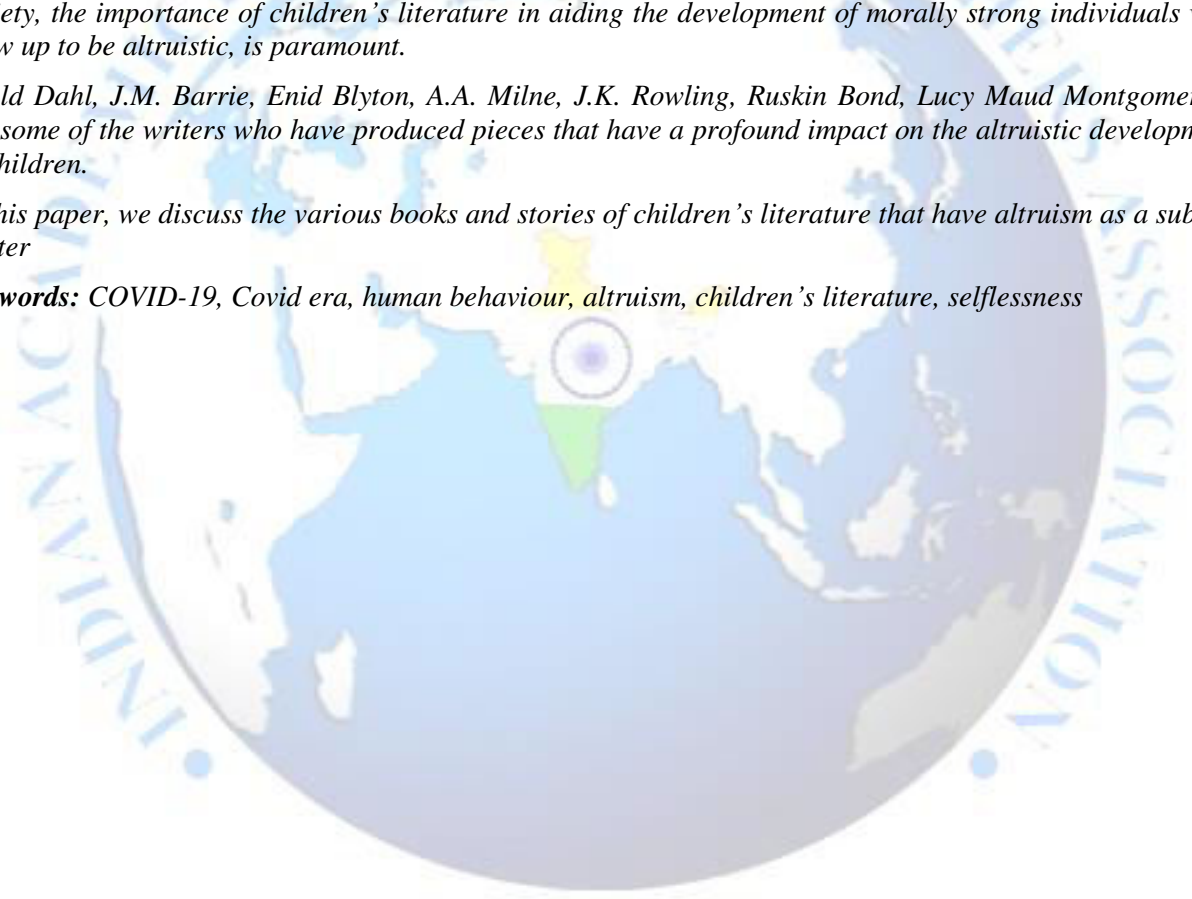
ABSTRACT

The COVID era showed many facets to the human personality and behaviour. Along with fear, uncertainty, greed, malice, stress, violence, vulnerability, etc., there was also a surprising display of human valour, bravery and selflessness. Altruism or selflessness, as it is more commonly known, is the act to promote someone else's welfare, even at a risk or cost to self. A recent study on Altruism and Egoism in Children's Literature revealed that Altruism was more prevalent in literature aimed at younger children. The fact that this revelation was found to true across various media of communication focuses on the importance that society has placed on these motivators. In the era where COVID-19 has lead to moral degradation of society, the importance of children's literature in aiding the development of morally strong individuals who grow up to be altruistic, is paramount.

Roald Dahl, J.M. Barrie, Enid Blyton, A.A. Milne, J.K. Rowling, Ruskin Bond, Lucy Maud Montgomery – are some of the writers who have produced pieces that have a profound impact on the altruistic development of children.

In this paper, we discuss the various books and stories of children's literature that have altruism as a subject matter

Keywords: COVID-19, Covid era, human behaviour, altruism, children's literature, selflessness



ABSTRACT

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IMPACT OF E- BANKING SERVICES ON FINANCIAL PERFORMANCE OF KOTAK MAHINDRA BANK

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ABSTRACT

In today's era of business, information technology has been treated as a necessary tool in Indian banking industry. It has developed various new business models, E-banking has been developed from such an innovative phase of development. Market competitiveness increased day by day due to increase in market pressure forces, so banks are implementing various initiatives and E-banking is one of them. E-Banking is set of combination of technology in respect to banking sector. This consists of various kinds of financial services available to their loyal customers by way of various delivery channels. Customer is core part in case of financial sector such as bank etc. e-banking is mainly emphasis of loyal customer without having this, banks are not executed its services to their customers. Apparently, customers are playing a vital role in accomplishing the goal of e-banking services. This paper main focuses on the impact of e-banking services and its impact on financial performance of Kotak Mahindra Bank.

Keywords: E-Banking, Performance, Transformation, NFET, RTGS



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ONLINE SHOPPING BEHAVIOUR OF CUSTOMERS-PRE & POST COVID

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ABSTRACT

The Internet has already made inroads in our lives whether it is one's presence on social media, searching the internet for various information, or doing online shopping.

Online media managers, marketing managers, and other concerns are leaving no stone unturned to lure customers to their websites.

However, the sudden outbreak of pandemic covid led online marketers to rethink their strategy as it has significantly impacted the online shopping behaviour of customers.

Since this pandemic has taken everyone by surprise marketers do not want to get caught in a similar situation in the future and for that, they have already started strategizing and planning.

With new trends emerging in customer behaviour post covid marketers have to be more creative and innovative in their approach to lure the customers.

With technology at their disposal customers, today have become smarter and more proactive before he finalizes the product, hence, marketers have to be constantly on their toes to pre-empt the behavior by analyzing their past purchase behaviour.

Keywords: Covid, E-commerce, Customer Behaviour, Technology

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RIGHT TO LIFE IN LABOUR JURISPRUDENCE

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ABSTRACT

*The Constitution of India expressly addresses the fundamental right to life, and through judicial intervention, it inserts the phrase “right to life with dignity” through Article 21. The Supreme Court observed in *Shantistar Builders V. Narayan K. Tomate* (1990) 1 SCC 520. that right to life would take within its sweep right to food, the right to clothing, the right to decent environment and a reasonable accommodation to live in. The right to livelihood is discussed in Article 25 (1) of Universal Declaration of Human Rights as a human right of everyone means labour is not the exception. If the right to livelihood is not treated as part of the Constitutional right to life, the easiest way of depriving a person of his right to life would be to deprive him of his means of livelihood to the point of abrogation. Such deprivation would not only denude the life of its effective content and meaningfulness but it would make life impossible to live. But any person, who deprived of his right to livelihood except according to just and fair procedure established by law, can challenge deprivation as offending the right to life conferred by Article 21 of the Constitution of India. This right to live with human dignity enshrined in Article 21 derives its life breath from the Directive Principles of State Policy and particularly clauses (e) and (f) of Articles 39, 41 and 42 and therefore, it must include protection of the health and strength of workers, men and women and go the tender age of children against abuse, opportunities and facilities for children to develop in a healthy manner and in conditions of freedom and dignity, educational facilities, just and humane conditions of work by Article 6 (1) of the International Covenant on Economic, Social and Cultural Rights.*

Keywords: Constitution, livelihood, intervention, deprivation

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ROLE OF ICT IN DEVELOPING SKILLS AMONG LIBRARY PROFESSIONALS WITH RESPECT TO DIGITALIZATION

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ABSTRACT

The purpose of the study is to investigate the ICT skills of LIS professionals working in the universities and college libraries affiliated to the Universities of Maharashtra state and bring inferences for the betterment of the library. The present study also provided a platform to LIS professionals to find the area of focus to learn and update their ICT skills in digital environment by LIS professionals for efficient delivery of library services for the betterment of the library as a whole



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**THE RELATIONSHIP BETWEEN LEARNING STYLE AND SELF DIRECTED LEARNING
READINESS DURING ONLINE LEARNING FOR STUDENTS OF THE FACULTY OF
MEDICINE, UNIVERSITY OF LAMPUNG**

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ABSTRACT

The COVID-19 pandemic in Indonesia has caused changes in various aspects, one of which is education. The Indonesian government itself is trying to stop its spread, one of which is by implementing a policy of teaching and learning activities remotely or online learning. Changes in learning methods, into indirect lectures, students are required to have self directed learning readiness (SDLR). Learning style as one of the intrinsic factors plays an important role in the formation of students self directed learning readiness. This research is a comparative analytic study with a cross sectional with sampling using stratified random sampling technique. The samples used were 106 samples that met the research inclusion criteria. Furthermore, Chi square test was conducted to see the relationship between learning style and SDLR. The results of the Chi square test analysis is $p = 0.548$ ($p > 0.05$) which means H_1 is rejected and H_0 is accepted so as to produce data in the form of no relationship between learning style and self directed learning readiness. The learning style possessed by most of the respondents in this study was auditory as much as 31%. A high level of self directed learning readiness is the level possessed by most of the respondents in this study and none of the students had a low level of self-directed learning readiness.



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SOCIAL MEDIA MAKES THINGS POSSIBLE FOR LIBRARIANS AND MODERN LIBRARIES: AN USERS IMPORTANT VIEW

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JJTU, Research Scholar

ABSTRACTS

For library personnel and librarians, the fast growth and enhancement of social media and related technology is beneficial. Social media is today's fastest communication tool, and anybody may connect with others with a single click. At the equal time, librarians are familiar with social media and associated tools for use of their respective libraries. Librarians use social media to create a virtual platform for interacting with users, which enables them attain their target market and clients. Librarians utilise social media to communicate with library patrons and sell their resources and services.

Keywords: *Social Media Library, Librarian, Digitalization, ICT, Library Network*



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TREND OF INTERNAL MIGRATION IN INDIA DURING THE PERIOD OF 1991 TO 2011

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ABSTRACT

Migration is a very common demographic phenomenon in a country. It indicates the change of residence from one place to another. It is an important factor of demography of any area. Migration is related with lots of socio-economic and political factors. Owing to uneven pattern of development people from developing and underdeveloped country tend to migrate towards the developed section of the world, demonstrating a higher rate of immigration in those regions. India is a country having 45 crore migrants as per 2011 census. In the previous census of 2001, the migration was 31 crores. Internal migration is one of the many different types of migrations. It represents relocation of people within the territory of a certain nation. It includes the inter-state, inter-district, inter-block, a migration that happens inside the barbed fences within the international border. Due to various socio-economic conditions, regional differences, internal migration has increased in every possible nation in this terra. In India the trend of internal migration accelerated to almost double from the census years of 1991 to 2001. Short-term migration has also increased 10% from 1991 to 2001. Interestingly the rate of migration of the female population is higher than that of the men and unexpectedly rural to rural migration has been recorded higher than usually expected rural to urban migration. However, the trend of internal migration in India is very much uncanny and interesting that highlight the equation of different socio-economic, ethnic characteristics of the country.

Keywords: Migration, Immigration, Internal-migration, Development, Socio-economic factor



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THE EXISTING SCENARIO OF DISABLED IN INDIA APROPOS OF MANIPUR

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ABSTRACT

India is a democratic country. Democracy ensures equality of opportunity to all for full-flowering of inherent potentialities of each individual to contribute to uplift the nation. Article 45 of the Indian constitution envisages the provision of universal elementary education for ages 6-14. Every person including the disabled has his life and liberty guaranteed under Article 21 of the Constitution. As per the Census 2011, the differently abled population in India is 26.8 million. In percentage terms, this stands at 2.21 %. There has been a marginal increase in the differently-abled people in India, with the figure rising from 21.9 million in 2001 to 26.8 million over the period of 10 years. Among the State and Union territories, Sikkim has the highest prevalence of disability. 2.98% of the total population of Sikkim has been reported as disabled. Daman & Diu (0.9%) reported the lowest prevalence of disability. In terms of population, Uttar Pradesh has highest number of disability i.e, 4157514 and Lakshadweep has lowest no of disability i.e, 1615. Among disabled population in the age group 5-19 years, total number of 1753737 persons with disability never attended educational institutions. In Manipur, 3409 people with disabilities never attended educational institutions under the age group of 5-19 years. A glance into the social scenario, even in the 21st century, reveals the fact that considerable number of children with disabilities are deprived many facilities. If no adequate provision for the education of deprived is being made heart and soul, their potentialities will remain undeveloped and merely go a waste resulting in sheer non-utilization of human resources. The main aim of this article is to investigate the present scenario of persons with disabilities in India with special reference to Manipur.



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TAX ANALYSIS OF DEDUCTIONS CLAIMED UNDER THE INCOME TAX ACT, 1961 FROM SALARY INCOME BY THE TEACHERS OF MUMBAI

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ABSTRACT

Income Tax Act of 1961, have provided additional benefits to the salaried individuals with respect of increasing their avenues of tax deductions measures. The main objectives of this paper is to study deductions options available for income tax and to analyze awareness level regarding different deductions options available to permanent teacher of south Mumbai. Total 101 Respondents were studied for that.

Keywords: Income Tax, Deduction in Tax



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IMPACT OF COVID-19 ON HIGHER EDUCATION IN MAHARASHTRA

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and V.P. Varde College of Commerce & Economics, Mumbai, Maharashtra

ABSTRACT

Coronavirus disease 2019 (COVID-19) is an infectious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It was first identified in December 2019 in Wuhan, Hubei, China, and has resulted in an ongoing pandemic. The first case of the COVID-19 pandemic in the Indian state of Maharashtra was confirmed on 9 March 2020. The current pandemic is not only seen affecting the health of the citizens in the country but is also seen hindering various industries and shaking them to their roots. Education is likely to become the first casualty of the coronavirus crisis in economically weaker. The national lockdown and the increasing health crisis were effecting the education of the students as well, with their universities being shut and their syllabus stranded, until the industry decided to start a revolution instead. The world is facing the economic crisis and the second most area is affected is education system. In Maharashtra the number of cases have been increased and till date the cases are at the highest peak. The impact of lockdown in this article is mentioned about the issue future exams of schools and colleges of students, the exams have been cancelled in Maharashtra of higher education and traditional way of teaching is been changed to online education. Information is been provided in this article. The educational reform in India in the COVID-19 times seems to be a drastic step to adopt the changes. Allowing educational institutions to adopt online learning and start a virtual study culture, the pandemic is already shaking the sector forward with technological innovation and advancements.

Keywords: Covid-19, Lockdown, Higher Education, Impact, virtual.



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POST COVID-19 INDIAN ECONOMIC SCENARIO

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ABSTRACT

Covid-19 (Corona Virus Disease-2019) is the infectious disease caused by the most recently discovered corona virus. This new virus and disease were unknown before the outbreak began in Wuhan, China, in December, 2019. The outbreak of Covid-19 has disrupted the Chinese economy and is spreading globally. We can't ignore the fact that the outbreak of COVID-19 has significant impact on the economy globally including economic slowdown, trade, supply chain disruption, commodities, and logistics. More than 200 countries across the world are lockdown for last few months, their socio-economic activities are badly affected. Everyone is trying very hard to survive in this situation. The people working in government sector are any how getting their salaries. In India major portion of the population is employed with the private sector are not getting their salaries, money at their disposal is getting reduced. The daily wage earners are going to their native places they are not even able to satisfy their basic amenities of life. This impact is highly uncertain which makes it difficult for policymakers to formulate an appropriate macroeconomic policies for a developing economies like India. It is our expectation at this time that the course of economic recovery in India will be smoother and faster than that of many other advance countries. Indeed the UNCTED in its latest report, the COVID-19 shock to developing countries has predicted that major economies least exposed to recession would be China and India.

The present paper seeks to study the impact of Covid-19 on Indian Economy and finally arrives a meaningful conclusion and provides scope for further research in this area.

Keywords: Indian Economy, COVID-19, Macro-economic Policies

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**AN EXPLORATORY STUDY ON QUALITY OF LIFE USING WHOQOL-BREF OF UNIVERSITY
EMPLOYEES WITH TYPE 2 DIABETES MELLITUS VISITING THE MYSORE UNIVERSITY
HEALTH CENTRE**

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ABSTRACT

Introduction: Type 2 diabetes mellitus (T2DM), a chronic non-communicable metabolic disease can have a negative impact on their overall quality of life (QOL). The purpose of our research was to evaluate T2DM patients' quality of life and its impact on gender, as well as to identify risk factors for poor QOL.

Methods and Materials: A cross-sectional exploratory study was conducted on 35 T2DM subjects (30–70 yrs., 16 M, 19 W) over a period of 2 months at the University Health Centre, Mysuru. Standard methods were used to assess socio-demographic profiles, anthropometric measurements, and Hb. The WHOQOL-BREF questionnaire was used to assess QOL in the English edition. The reliability was validated by Cronbach's alpha (= 0.83). To determine the QOL of T2DM patients, descriptive statistics, Pearson correlation, independent sample t, and linear regression tests were used.

Result: The majority of the subjects were women (54.3%). The QOL of women was lower when compared to men in all four domains and overall QOL. The lowest and the highest mean scores were observed in the psychological health domain (56%) and the environmental health domain (63%), respectively. Women were found to have a higher body mass index (BMI) > 25 kg/m², a longer duration of diabetes (> 10 years), and an increased non-vegetarian type of diet (73.7%) as the risk factors. Backward multiple linear regression revealed that BMI and T2DM diagnosed age were significantly associated with the psychological health domain, while haemoglobin (Hb) was significantly associated with the domains of physical health and social relationships. **Conclusion:** The findings of our study, suggest that high BMI, duration of diabetes, low Hb levels, and non-vegetarian type of diet, are risk factors for the development of diabetes-related complications and eventually results in a reduction in QOL, which has an impact on society and family productivity.

Keywords: WHOQOL-BREF, T2DM, BMI, and Hb.

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OKRA AND IT'S PHARMACOLOGICAL PROFILE: ANOVERVIEW

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ABSTRACT

Okra commercial vegetable crop belong to family Malvaceae. It originates from Ethopia and is widely spread all over tropical, subtropical and warm temperate regions of the world. It play an important role in the human diet and is a good source of protein, carbohydrates ,vitassmins, calcium, potassium, enzymes. The various part of these plant used for medicinal pupose.It has various reported pharmacological properties like antidabetic, antioxidant , nootropic, eye, heart disease and neurological disorders etc. This effort is towards providing the evidence in support to encourage more scientific research to find out more pharmacological and neutritional potential of Abelmoschus esculantus that may be suggestive of new drug discovery.



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**MODERN STRATEGIES TO PROMOTE DIVERSITY, EQUITY AND INCLUSION IN THE
HYBRID WORKING OF I.T. STARTUPS**

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ABSTRACT

A startup is a company or enterprise that an entrepreneur launches intending to discover, develop, and prove a scalable business model. While the word "startup" applies to all new firms, including self-employment and enterprises that never aim to register, startups refer to new businesses that aspire to develop beyond the sole founder. Startups are new businesses that have the intention of growing beyond the single founder. The hybrid system is a project that was initiated to satisfy the specific needs of the active parties in a system or organization. If a hybrid arrangement is available in a situation that meets certain requirements, it should offer a solution to the issues of location, distance, cost, availability, and administration. A startup from a conventional small or medium-sized business stands out with a distinctive and original product that has the potential for rapid worldwide expansion, with tens of millions of euros in annual sales as a need. Additionally, it should be noted that scalability is necessary from the beginning, enabling substantial exponential revenue growth without substantially increasing costs. The study aims to examine the modern strategies to promote diversity, equity, and inclusion in the hybrid working of IT startups. The study is suggesting that the startup strategy begins with diversified prospect, intricacy of the startup, loyalty and brand equity, the purpose and significance of brand, innovation, relationship, work-life commitment integrated into the corporate environment. This concept is then implemented by attitudes and actions.

Keywords: Startups; Modern strategies; Hybrid; Diversity; Equity

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**THE INEFFECTIVENESS OF PROTECTIVE MESSAGES AGAINST COVID-19: A PROBLEM
OF PERCEPTION**

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ABSTRACT

To contain the life-threatening SARS-CoV-2 pandemic, countries worldwide have been issuing miscellaneous public health messages, perhaps based on the untested assumption that such messages must be effective. This study analyses the effectiveness of the dissemination of protective messages against COVID-19 spread. The findings show that the primary factors for poor compliance with the preventive messages include insufficiency or absence of enforceable warnings and sanctions, poor noticeability of the messages, and the inability of the messages to engender accurate perception and awareness of the pandemic. Hence, an urgent need for greater attention to the design of warning messages has become apparent due to the diverse responses of the public. Against an unreceptive population, the success of any regulation becomes contingent on the presence or absence of a significant deterrent or penalty for ignoring rules, especially in times of high social responsibility when the violation of regulations threatens the well-being of society.

Keywords: COVID-19, SARS-CoV-2, Pandemic Signs, Pandemic Guidance, Coronavirus Warnings, Life-Threatening Hazards, Protective Messages, Ineffective Penalty.

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COMPLICATIONS OF MANDIBULAR FRACTURE

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ABSTRACT

Mandibular fracture, also known as fracture of the jaw, is a break through the mandibular bone. In about 60% of cases the break occurs in two places. It may result in a decreased ability to fully open the mouth. Often the teeth will not feel properly aligned or there may be bleeding of the gums. Mandibular fractures occur most commonly among males in their 30s. Mandibular fractures are typically the result of trauma. This can include a fall onto the chin or a hit from the side. Rarely they may be due to osteonecrosis or tumours in the bone. The most common area of fracture is at the condyle (36%), body (21%), angle (20%) and symphysis (14%). While a diagnosis can occasionally be made with plain X-ray, modern CT scans are more accurate. Immediate surgery is not necessarily required.^[1] Occasionally people may go home and follow up for surgery in the next few days. A number of surgical techniques may be used including maxillomandibular fixation and open reduction internal fixation. Before any definitive treatment of mandibular fractures, the patient needs to be evaluated for more potentially life-threatening injuries. Complications can and do occur with treatment of mandibular fractures and can occur during any of the phases of treatment. The development of an accurate diagnosis and appropriate treatment plan is vital in achieving optimal success and decreasing complications. Knowledge of the anatomy and the principles of bone healing is also an important factor in preventing complications. To limit long-term untoward effects, complications should be recognized early and the appropriate treatment should be started before a minor complication becomes a complex one that is more difficult to manage.

Keywords – Mandible, fracture, complications, fixation healing, teeth



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SIMULATION OF SPOT WELDED WIRE MESH BASE OF STORAGE BIN FOR ONION WAREHOUSES

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ABSTRACT

Onion is perishable commodity and vulnerable to changes in climatic conditions. Hence, government and policy makers are in favor of employing the warehousing systems for onion. Upon surveying such facilities, it was observed that major portion of setting up these storage structures goes into building bins/ containers to store these onions. Major factor which affects the shelf life of onion is unscientific handling, heavy staking and poor ventilation system. Further, it was found that very less scientific caliber is applied while designing staking system for onion warehouses. Ideal staking system should be able to consider ergonomics and man-machine interaction, cost effective solution and reduced labor efforts for loading and unloading of onions. The Stacking system should be able to carry high amount of load. It is necessary to carry out experimental as well as analytical analysis for the wire mesh grid because the whole weight of onions is acted on it. The Static Analysis for wire mesh was carried out and it was found out deformation was under permissible limits. The software used was ANSYS.

Keywords: Onion, Static Analysis, Wire Mesh, Stacking System.



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COVID ERA IMPACT ON IT AND AGRICULTURE SECTOR IN INDIA

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ABSTRACT

Information Technology (IT) has made its presence felt in every field over the past few decades, in fact it has now become the biggest contributor to Indian GDP after service and agriculture sector. It influences every sector from the highest strata of value chain to lowest one in the value chain. Outbreak of Covid in the late 2019 acted as a catalyst in the sense that it made every one realize how important IT can be in such difficult times when people are supposed to be holed up in their homes. The changes which the education sector saw are nothing short of a revolution. Covid changed the way classes and exams were held. IT companies which were planning to give Work from Home (WFH), a try before Covid times had to implement it after Covid and the results were so encouraging that many companies are now planning to extend it indefinitely. Covid also impacted many sectors adversely. In this paper we have tried to study the impact of Covid on IT and Agriculture sectors specifically.

Keywords: Covid, Information Technology, Agriculture, Impact



ABSTRACT

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COVID ERA PERSPECTIVE OF CYBER ISSUES IN INDIA

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ABSTRACT

Since January 27th 2020, when first official case of Covid-19 was reported in India, the number of Covid-19 cases increased rapidly at an exponential rate. Till date, nearly 4 crore cases have been reported in India with over 4.9 lakhs official deaths. The country has witnessed nearly 3 waves of this pandemic and is still fighting to recover from this outbreak. The outbreak deeply affected various sections of the society like business owners, industry working people, school going students, education sector etc. Covid-19 pandemic is surely one of the most devastating outbreaks that humans have faced in the 21st century and still there is no exact day or month to which we can say that it will finally end. Death figures due to this pandemic in the whole world looks really humongous, approximately 56 lakh deaths have been reported till date. Cyber Security is one of the adversely affected sectors by the sudden outbreak of Covid-19 around the world and India is no exception. This paper focuses on major impacts of Covid-19 on Cyber Issues.

Keywords: -Cyber security, Covid-19, Cyber attack, Perspective



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**PEDAGOGICAL PRACTICES AND LABORATORY FACILITIES IN SCIENCE EDUCATION :
AN OVERVIEW**

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ABSTRACT

Education is the backbone of any nation. The quality of nation depends on the quality of its citizens. The quality of citizens depends on the quality of their education. The quality of their education depends on the quality of teachers. The shape of the contemporary world is being determined to an ever increasing extent by science and technology and it impacts directly and indirectly on men and things. It is profound on people in many lands including our own having contributed to the advancement of the fundamental science and its continued process. One should make more effective use of laboratories for acquiring Practical knowledge. The capital investment on buildings and equipments impacts the science student. The practical works and laboratories reminds us about the dominating characteristics of the modern world. Primarily it promotes and develops the openness of mind, tolerance, world wide co-operation, ability to adjust to change and above all encourages a vigorous and relentless pursuit of truth and free enquiry. The vital role of science in India is to fight on ignorance, poverty and disease and functions a powerful instrument to bring about social transformation, so that millions could live longer and happier lives. The present study throws an insight on various schemes like collaborative learning, science laboratory facilities, and activity-based learning aspects of higher secondary education in India.

Keywords: Science Education, Heuristic method, Experimental learning, Classroom practice, Laboratory facilities.

ABSTRACT

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IMPACT OF PERFORMANCE APPRAISAL ON EMPLOYEE PRODUCTIVITY

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ABSTRACT

In the ever-changing pandemic environment, it becomes challenging for the organization and employees to adapt and keep abreast of everything happening around them. Organizations are finding it very challenging to retain skilled talent as employees are attempting to find greener pastures. The work from home concept has again posed a severe challenge to the employees to prove their worth. Organizations are looking for better and more accurate methods and tools to appraise their employees. Therefore, this paper attempts to understand the significance of employee appraisal and its effect on employees' productivity. It also tries to understand the new methods of performance appraisal followed in many companies today.

Keywords: Performance Appraisal, Employee Productivity



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IMPLEMENTATION OF A DIGITAL-BASED OUTPATIENT HEALTH SERVICE SYSTEM IN QUALITY IMPROVEMENT SERVICES FOR SILOAM HOSPITAL KUPANG

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ABSTRACT

RSU Siloam Kupang is one of the hospitals that has tried hard to serve the people of Kupang city with the maximum service. In serving patients during the pandemic, the Siloam Kupang Hospital continues to maximally carry out a digital-based service system so that the authors are interested in identifying the implementation of a digital-based outpatient health service system in improving the service quality of Siloam Kupang Hospital.

This study uses a qualitative descriptive approach while the data sources used in this study consist of two types, namely primary data and secondary data. Then the data collection techniques in this study are through in-depth interviewing, observation and documentation, as well as equipped with audiovisual materials that allow to be taken in the field while the data analysis technique in this study uses the model proposed by Miles and Huberman (1992:16), that the analysis consists of three streams of activities that occur simultaneously, namely: data reduction, data presentation, conclusion drawing/verification.

The results of the study found that in its implementation it has not been fully implemented optimally if we look at the communication that runs in all parts or work units that have used mysiloam, it is still not running optimally, sometimes there is still miscommunication, especially on the problem of sudden leave of doctors practice, resulting in losses in patient. And also the mysiloam system is still not stable, so officers still often feel miscommunication that occurs in the mysiloam system and also on the stability of the network.

Keywords: Service, Health and Digital

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HYDROQUINONE: RISK ASSESSMENT AND SAFETY IN COSMETICS

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ABSTRACT

1. *Hydroquinone (HQ) has been used widely as a skin lightening agent in cosmetic industry but over the years many concerns was raised related to its safety. Chemically hydroquinone is known as 1,4-dihydroxybenzene.*
2. *The aim of this study is to find out risk and safety associated with use of hydroquinone in cosmetic industry.*
3. *Lately use of hydroquinone is banned because of arousal of concerns like leukomelanoderma en confetti and exogenous ochronosis. Hydroquinone is a skin bleaching agent.*
4. *There are some contraindications which need to be kept in mind while using hydroquinone (HQ).*
5. *Various risks associated with hydroquinone (HQ) are explained.*
6. *Other than side effects if used with safety and care it shows tremendous effects on skin and is used in various skin diseases.*
7. *Hydroquinone is topically applied agent that reduces the production of melanin which is responsible for colour.*
8. *Hydroquinone (HQ) is used for the treatment of melasma and hyperpigmentation. Various properties and risk associated with hydroquinone are elaborated. Case studies were studied about use of hydroquinone in treatment for various skin conditions like melasma, post- inflammatory hyperpigmentation.*
9. *Treatment is difficult and centred on lots of mechanisms to stop, hinder, and/or save you steps withinside the pigment production (melanocytic hyperactivity) process, breaking down deposited pigment for inner elimination or outside release, exfoliating cells to decorate turnover, and lowering inflammation.*
10. *For the effective treatment of hyperpigmentation, Hydroquinone (HQ) were loaded into solid lipid nanoparticles (SLNs) to get over the side effects of hydroquinone. The hot melt homogenization process was used to create the optimum SLN formulation, which was then completely characterised by different method.*
11. *Combination therapy was used to reduce side effects and increase efficiency, hydroquinone was used with various other components like kojic acid, glycolic acid, hyaluronic acid, tranexamic acid etc.*
12. *Topical lightening remedy in aggregate with solar safety is crucial for capacity improvement. The maximum normally prescribed and researched topical lightening marketers are hydroquinone (HQ)*

Keywords: *Hydroquinone (HQ), Mechanism, Risk, Uses, Melasma, Post inflammatory hyperpigmentation*

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UTILIZATION OF NATURAL INGREDIENTS MORINGA TO INCREASE IMMUNITY AS IMUNOMODULATOR

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ABSTRACT

Moringa is a plant that grows around the house and has various functions in maintaining public health in Indonesia. Moringa is used both for humans, livestock, shrimp and fish. Its use is in various forms such as drinks, food mixes, vegetables, snacks, for bathing, as creams, as masks, and injected. This study was conducted to determine the benefits of Moringa in fish, in shrimp, in mice, and in humans as an immunomodulator. The benefits of Moringa in humans are in the form of tea drinks, snacks, food, skincare masks, body lotions and creams as well as Morricecare® herbal medicine. The method used in this study is a literature study of various research results that have been published in journals and making a Morricecare® herbal drug formula followed by laboratory tests so that the distribution permit can be further processed by the Indonesian Food and Drug Administration. The results of this study indicate that Moringa can be used to increase immunity for shrimp by adding Moringa extract, while fish immunity is also increased by injection of Moringa extract. Immune enhancement in humans is consumed in the form of tea, snacks, vegetables, food and skincare (creams, lotions and masks) and the herbal medicine Morricecare® has been successfully formulated as an immunomodulator for human health. During the COVID-19 pandemic, early 2020 to 2021, by consuming Morricecare® 3 times a day, you can recover from COVID-19 symptoms within 1 week. This proves that Moringa is effective as an immunomodulator agent.

Keywords: Moringa, Fish, Shrimp, Human, Imunomodulator, Covid 19

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IMPACT OF ORGANISATIONAL CLIMATE ON EMPLOYEE PERFORMANCE: A CASE STUDY OF INDIAN IT SECTOR

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ABSTRACT

This paper aim is to study the climate of the organisation and its impact on employee's performance. The employee performance is substantially depends upon the climate that prevailed in each organisation for case positive stimulant and provocation at organisation leads to positive performance at organisation, negative climate leads to slow performance at organisation position. The satisfaction with organizational climate appreciatively affects the performance and has negative relationship with development and counter culturist geste of the workers at work. This composition intended to assess the organizational climate and its impact on hand's performance. This study also researched the position of climate which influences the hand's performance. Positive or Negative climate prevailing in the association are prognosticated and analysis are carried out. To achieve this defined ideal questionnaire is prepared. The set questionnaire is used to get the direct responses from eighty workers. The responses given by the workers are anatomized and interpreted using the different type of statistical tools like Correlation, Chi-square and Anova. workers are the main asset of associations for delivering services. A work terrain should be created where workers feel appreciated for their sweats.

Keywords: Organisational Climate, Performance, Information Technology , productivity



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A FRAMEWORK TO EVALUATE PERFORMANCE OF ROUTING ALGORITHM IN VANET

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ABSTRACT

The challenge to select the best routing algorithm for network performance is a major concern in present research area. Vehicular Adhoc Network (VANET) has its own difficulties in deploying routing algorithm. The standard algorithm like DSDV, AODV, OLSR and some bio inspired routing algorithm are already available for VANET. In this paper authors discussed the problem and proposed a new framework that has been applied and tested on such routing algorithm to analyse the performance of selected routing algorithm. The Ad Hoc On-Demand Distance Vector (AODV) routing protocol is used for three distinctive traffic scenarios in the VANET environment. Open Source tools like SUMO, NS is opted for simulations. Simulation of Urban Mobility (SUMO 0.32) is the traffic simulator and Network Simulator NS-3.29 is used for network simulation to acquire the experiment results. The simulation is executed for three considered traffic scenarios are taken including realistic city traffic scenarios of Dehradun city. Through this paper, the authors wish to present the best way for performing and testing the routing protocols in VANET. Through the simulation test results it is concluded that the proposed framework is best fitted for VANET routing performance evaluation.

Keywords- VANET, DSDV, AODV, OLSR, SUMO, NS, Simulation

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HRBPNNCSO BASED LUNG DISEASE CLASSIFICATION USING CHEST X-RAY IMAGES

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ABSTRACT

Lung diseases are most dangerous and leading disease around this world. In this study we proposed two machine learning algorithms for classifying the lung diseases. The Hybrid Regression Support Vector Machine (SVM) and Artificial Neural Network of Back Propagation Neural Network (ANN-BPNN) with Chicken Swarm Optimization (CSO) is called as HRBPNNCSO used to predicting the respiratory diseases of Lung Cancer, Pneumonia and Normal lung with Chest X-Ray images. In this system, the ANN with back-propagation algorithm used for training the network. The regression SVM used to choosing the best model for classification through kernel function. Totally, there are 1500 images were used for training and testing which are separated 500 as cancer, 500 as normal and 500 images as pneumonia from Kaggle web source. The pre-processing performed with Weiner filter to enhance the noise image. Then K-means segmentation has been applied on pre-processed image for segmenting left and right side of the lungs. After the features are extracted through Grey Level Co-occurrence Matrix (GLCM) into 13 numbers of features. The main purpose of HRBPNNCSO is improving the classification accuracy which can support the early prediction of respiratory diseases. Finally, the performance of the proposed method has been evaluated in terms of sensitivity, specificity and accuracy which is helpful to choosing the best model for lung disease classification.

Keywords: ANN, CSO, CXR Image, GLCM, HRBPNN, K-Means Cluster, SVM

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SAFETY AND RISK ASSESSMENT OF KOJIC ACID

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ABSTRACT

Like all ingredients in cosmetics have some adverse effect, kojic acid has also contain some risk factors but also have more advantages for cosmetic industry. Kojic acid is exploited for various of applications in the food, agriculture, cosmetics, pharmaceutical, and chemistry industries, but the cosmetics industry is now exhibiting its efficacy. The aim of this study is to known about safety and risk of kojic acid (KA). Kojic acid and its derivates is performed as antioxidants, antimicrobial, anti-proliferative, radio protective and exfoliant in cosmetics products. It is used as creams, lotions, soaps and dental care products and it is suitable for topical application. Kojic acid inhibit the melanin production. It improves the uniformity of the skin tone in the treated regions by preventing the formation of melanin. As a result, dark and spotted skin patches gradually fade until they mix with the surrounding skin. KA may also be designed as a chemo sensitizer to improve the effectiveness of commercial fungicides or antifungal medications. Acute, long-term, reproductive, and genotoxicity investigations revealed that kojic acid was not toxic. Kojic acid is slowly taken into the circulation from human skin and is unlikely to reach the threshold at which these effects were recognised. This is true some animal evidence discovered modest carcinogenicity and tumour promotion of kojic acid but the kojic acid-based nano-carrier system exhibits efficient anti-cancer medication delivery, greatly inhibits cell proliferation, and also slows tumour growth. Nanotechnology based drug delivery system modulate drug penetration to the skin and enhance the efficacy of the drug. The FDA banned the use of KA in pharmaceutical field without prescription but the cosmetic ingredient Review (CIR) Expert panel approved it because according to clinical trial, a formulation containing 1% kojic acid has been proven to be successful in treating hyperpigmentary conditions like melasma, post-inflammatory hyperpigmentation, age spots, and freckles.

Keywords: Kojic acid, Nanoparticles, Safety assessment, Trade name and use

ABSTRACT

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LOW COST CONVERSION OF OLD HOME APPLIANCE INTO REMOTE CONTROLLABLE USING INTERNET OF THINGS

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ABSTRACT

In this research paper the process of converting old home appliance into remote controllable using internet of things to make a smart home without changing the existing home appliances with the help of IOT and Android application for physically challenged people. Toggling power switches of the appliance is a tedious work and time consumption for physically challenged people. However Smart applications are moreover expensive to substitute the current one. Thus, to fix these issues this paper has come up with the solution. It is expensive and takes too much time for the installation. Some of the issues like short circuit, cable break up in internal is too difficult to fix. In the proposed scheme the graphite is used as the power transmitter instead of wires with Bluetooth arranged change panel. Thus, the installation time and cost are minimized. Where the above issues are optimized. The Graphite raw material is converted into graphite paint using chemical composition of Sodium silicate and aluminum silicate. Thus, it is a water resistant and can be painted at the top or near the ceiling of our wall with two parallel lines, so we can take one line as positive and another as negative. This improves the technology to the next level of transferring electricity. So, the luxury level will get steeped up with controlling the appliances using the mobile and thus it is safety too.

Keywords: Internet of Things, Graphite, Arduino, Relay, MIT App Inventor.

ABSTRACT

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IMPACT OF MOBILE-BASED TECHNOLOGY ON LIBRARY SERVICES

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ABSTRACT

Recent years rapidly developing technology. We are in the so called “Age of Smart Phones and Tablets. Smart phones have taken a vital role in everyone’s life. One could have difficulty in recalling days when life was without phones. Mobile computing presents a golden opportunity library to provide services and connect with users anywhere and anytime, Anytime, anywhere, any device - our Library on your Mobile Phone. This study focused on mobile-based library services, it covered advanced wireless network technology, mobile devices used in libraries, mobile-based library services, advantages, requirements and implementation of library, M-OPAC.



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FLOOR ART AND RITUALS OF THE DISTRICT HAZARIBAGH, INDIA

Paresh Modak

ABSTRACT

In the district Hazaribagh of the state of Jharkhand, India's tribal people have been observed interacting with the environment to the fullest extent and caring for their animals and forest. During this festival and no festival, I spent several days working on my research article in the tribal communities of Hazaribagh. Village women create floor art during Sohrai puja on the mud floor in honor of animals, Lord Pashupati Shiv, and Lord Lakshmi just after Diwali (Kali in Hinduism). Additionally, create a new sohrai painting and ornamentation on the newly prepared mud walls. Preparation of mud walls is a long day's process, actually, after the rainy season, they repair the mud walls. This event is celebrated with the help of nature, animals, numerous traditions, and conventional beliefs. On these festival days, female singers perform a variety of tunes. They make special meals on this day of the festival and prepare color material for the floor art using rice dust, which is used as a pure hue for the floor and in prayer. That floor art or design called Aripa is long in size and geometric shapes are visible in the design. Their cattle will enter from outside to the cowshed on this design only. Prepare a different dish by combining various seeds for their livestock and humans to consume as a Prasad (divine food). There are legends about this worship of cattle. The primary source of income for the villagers is agriculture, and animal husbandry is the only source of riches for them, from their ancestors they have worshipped and revered animals. They sing the songs for offering thanks to cattle and mention that due to the cattle they are healthy and wealthy. The paintings on the walls and all the symbols are very much similar to primitive cave paintings of the Mesolithic period in Hazaribagh. Now, these days villagers design paintings on paper and daily utensils to easily sell and spread to the global platform.

Keywords: Rangoli, Sohrai, Art, Pashupati, Aripa, Cattle, Cowshed, Jharkhand.

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FACE RECOGNITION SYSTEMS: RECENT APPROACHES AND ISSUES

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ABSTRACT

Face Recognition is one of the most efficient techniques of Biometric System. Various Biometric systems such as iris, ears, fingerprint, retina eye scan, voice, palm, etc have been in race of technological advancement earlier but as Face Recognition came into existence, it has proved to very effective among all. Due to this reason, many researchers in industries and academics have come up with various Face Recognition system techniques and this area is among the fastest growing research area among the researchers. The reason why this research being fastest growing is its diverse applications in different fields and different environments including unconstrained situations where other existing approaches does not work best. Such environmental situations include numerous poses, occlusion, ageing process, illumination, low resolution, plastic surgery, etc. Here, in this paper different reviews on various approaches and issues faced by face recognition techniques are presented. Also, the significant datasets of face, which consist of many facial limitations that portray real-life situations, are reviewed, as well as the flaws related with them. Additionally, researchers' recognition performance on various datasets is reported. The report comes to a close, with recommendations for future research.

Keywords Face recognition, Uncontrolled environment, Biometrics Techniques, Face dataset



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A REVIEW ON E-LEARNING BASED ON CLOUD COMPUTING

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ABSTRACT

Cloud technology and e-learning are getting more and more popular, and they now play a significant and strong role in the field of education and learning. In the educational area, cloud computing becomes a necessary service that goes beyond the classroom. E-learning and cloud computing are expanding quickly, and they are both highly important to the subject of education and learning. Because of this, users of smartphones may do their tasks quickly and effectively while spending less money if they utilise the cloud-based applications provided by cloud service providers. One of the most significant problems that has hampered the expansion of cloud computing is security. In light of their standard design and particular security needs, this paper reveals the use of cloud computing services in e-Learning systems. Due to technology advancements in support of e-learning and the growing number of heterogeneous devices connected to such systems, e-learning systems have gained in popularity in recent years. Cloud computing has immense promise, and it has attracted the educational industry as a means of delivering instructional information in a cost-effective, secure, and dependable manner. Today's cloud architecture combines distributed computing, grid computing, and virtualization technologies to provide flexible execution environments in which various resources may be coupled to application and platform components. Beyond the classroom, cloud computing is becoming a crucial service in the educational sector. Higher education, distant learning, online learning, etc. leverage cloud computing technologies to provide students more freedom. The capacity of architecture to change while maintaining the strength of objectives is known as continuity, and this attribute of a cloud system has an influence on its economic viability. The current paper examines the current state of cloud-based e-learning systems and compares the available cloud-based e-learning architecture with the goal of improving the architecture's ability in light of current technologies such as the Internet of Things (IoT), Fog Computing (FC), and Big Data Streams.

Keywords— Cloud Computing, E-learning, Cloud Based e- learning, E-learning portal.

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ROLE AND APPLICATIONS OF ARTIFICIAL INTELLIGENCE IN PHARMACY

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ABSTRACT

1. AI aims to create intelligent modelling that helps in knowledge generation, problem solving, and decision making. Artificial intelligence (AI) application has recently increased in many sections of society, with industry of medications being a main focus.
2. AI today plays a key role in many areas of pharmacy like, hospital pharmacy, drug discovery, drug delivery formulation development, polypharmacology, or so on.
3. Deep Neural Networks (DNNs), Recurrent Neural Networks (RNNs) or Artificial Neural Networks (ANNs) or are used in drug delivery formulation development or drug discovery.
4. Several drug discovery implementations are currently being studied or supported the technology's control within quantitative structure-activity relationship (QSAR) or quantitative structure-property relationship (QSPR).
5. Furthermore, de novo design favour's the creation of newer explored drug particles with ideal qualities/desired properties.
6. Currently, artificial intelligence is used in almost every industry.
7. A healthcare or pharmaceutical industries are recently embracing AI for a diverse range of reasons applications, with drug design or drug discovery, product development, manufacturing process improvement, drug adherence and drug repurposing,
8. Predictive biomarkers, predicting treatment results, identifying clinical trial candidates, rare diseases, and personalized medicine, processing biomedical and clinical data, medical imaging, analysing gene expression pattern, and detecting rare diseases.
9. The crucial principle of information science, a better statement for AI might be "augmented intelligence," or combining the strengths of computers and clinicians to improve patient outcomes.
10. Implementation technique could save time and costs even while enabling a better understanding of process and formulation parameters.
11. Understanding the terminology and methods used in artificial intelligence will enable clinicians to productively communicate with data scientists in order to collaborate on developing models that augment patient care.
12. This primer discusses approaches to identifying practice problems that could benefit from AI application and those that would not, as well as methods for training, validating, implementing, evaluating, and maintaining AI models. Some of the key limitations of AI in the medication-use process are also discussed.

Keywords: ANI: Artificial narrow intelligence; ANN: Artificial neural network; AGI: Artificial general intelligence; QSPR: Quantitative structure-property relationship; QSAR: Quantitative structure-activity relationship.

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A MIXTURE OF AUTOMATED AND MANUAL VEHICLES IN TRAFFIC ADAPTIVE CONTROL

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ABSTRACT

Now a days mixture of autonomous and manual vehicles will continue as a part of many decades. Here, some of the safety issues regarding through over the mixture of autonomous and manual vehicles are entirely critical. Autonomous vehicles evince problems like low intention recognition rate and poor real-time performance when imagine the driving direction. Automatic vehicles having a map of upcoming surroundings based on variety of sensors are positioned at different parts of the vehicle. Radar sensors track the nearby vehicles position and send the information to the vehicle. Video cameras are detecting the traffic lights, road signs, look for pedestrians. In this paper we propose a mixture of autonomous and manual vehicles in traffic adaptive control. In this scheme automated vehicles have to be a safe and self-playing key role in traffic conditions. In this case, the driver's state is an important role along with low level intention might increase driver reaction time to take over control of the vehicle. Autonomous vehicles are having a lane change module is implemented in this paper. It is the main key role while in traffic. Automated driving vehicles are having some of the applications like robot taxis, automated commercial delivery trucks, passenger cars, smart forklifts and automated tractors for farming. Here, we provide implemented outputs along with raw images, and also obtained lane detection outputs through the python and OpenCV python software. Finally, we compose the guidelines and standards related to automation in driving methods along with limitations.

Keywords: Autonomous, Intention recognition, Lane detection, DDT, ADS.

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**CALCULATION OF POINT IN TIME PD FROM THROUGH THE CYCLE PD OF CORPORATES
UNDER IFRS9**

Shruti Verma, Rahul Singh Bhatti, Vivek Kumar Kanaujia and Pritam Choudhury

ABSTRACT

Indian banks have to mandatorily borrow the new International Financial Reporting Standard (IFRS)9 (Ind AS 109). One of the major changes is the impairment of financial assets which will cover provisioning for the same. The earlier accounting method primarily led to provisioning grounded on incurred cost at the time of objective substantiation of impairment (90 days past due) which was conventional in nature (as per RBI guidelines).

IFRS9 approach demands early recognition of loss allowances grounded on credit quality (significant increase in credit risk) & considers forward-looking point in time (PIT) probability of Default rather than historical PD to measure loss allowances and therefore makes banks more in risk monitoring and better prepared for unborn events.

The focus of this research is to explore some of the methodologies to estimate forward-looking Point in time (PIT) PD from Through the cycle (TTC) PD which is calculated using credit rating and default data taken from credit rating agencies.

The probability of Default (PD) is a quantified measure of credit risk. To assert whether there's a significant increase in credit risk or not, Banks need to compare PD at the original recognition of financial assets and PD at the reporting date. IFRS 9 demands that PD at reporting date should incorporate forward-looking information and should be sensitive to the profitable cycle. Hence, banks need forward-looking Point-In-Time (PIT) PD. Credit rating agencies give Through the Cycle (TTC) PD which is grounded on historical Default rates and equaled out over a given period so it nullifies the effect of the profitable cycle. So, we've deduced PIT PDs from historical TTC PDs and also we've adjusted these historical PIT PDs to make them forward-looking PIT PDs using regression analysis.

IFRS 9 also recommends using continuance PD over the remaining life of an instrument while assessing a significant increase in credit risk since original recognition. It should be noted that while using continuance PD for an assessment, continuance PD at original recognition cannot be directly compared with continuance PD on the reporting date. The comparison should be made between continuance PD on the reporting date and continuance PD of remaining life on the reporting date calculated at the time of original recognition. PDs for the same ages should be compared.

Keywords: Probability of Default, IFRS-9, PIT, TTC

ABSTRACT

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IOT BASED WEATHER REPORTING SYSTEM-A REVIEW

Sudarshan Kapale, Chaitanya Bhagwat, Siddhant Dashmukhe, Hrichika Choudhari and Prof. Bhagyashree S. Madan

Department of Computer Science & Engineering#, JD College of Engineering and Management, Nagpur, Maharashtra, India (440013)

ABSTRACT

With a extreme change in climatic conditions continuously it is very disastrous to the people who are living in the disaster-prone areas. In some areas the people are not properly warned for the consequences of coming specifically in their areas, they are told about the average temperature and humidity of the city while the humidity and temperature vary at different altitude and changes at short distances. The main purpose of the paper is to design and develop a low-cost alternative weather monitoring system that will work in real-time with display of weather related parameters. This proposed system mainly based on Node MCU for processing and sending the data. This system can display data on LCD/ oled or on web application. This system uses traditionally wired connection for stable and reliable data transmission with low cost. The system is tested properly. On the basis of data collected by all the sensors, it will give proper and updated weather values on display.

Keywords: Nodemcu, oled, IOT, Blynk, data, sensors.



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**A REVIEW ON FACTORS CONTRIBUTING TO UNIVERSITY STUDENTS' USAGE TOWARDS
ONLINE FOOD DELIVERY SERVICE DURING COVID-19 PANDEMIC**

Nur Syakinah Abdul Nasir¹, Nurul Labanihuda Abdull Rahman^{2*} and Hasyeilla Abd Mutalib³
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ABSTRACT

Online food delivery (OFD) services are increasingly common in Malaysia. Many people are drawn to use OFD in their daily lives because of its benefits for customers. Consumers have the option of ordering food online and using a delivery service rather than doing so in person. People from all walks of life are able to order food with just one click from their gadgets in the information technology (IT) era. A developing new trend in Malaysia's food and beverage business is online food delivery (OFD). Online food ordering has replaced eating out, which is no longer solely limited to takeout and dining out. The development of online food delivery services may be ascribed to the evolving urban customer. Even though OFD services are significant and Malaysian consumers' attitudes toward them are changing, research on the factors that influence university students' attitudes toward OFD services is scarce. There was little use of online food delivery services during the COVID-19 Pandemic. Hence, customers' constantly shifting demographics have necessitated adjustments in marketing strategies, particularly in the area of food ordering and delivery. The way customers interact with merchants has changed significantly, notably in the area of ready food. However, some restaurants have been compelled to change their business models to adopt creative strategies for Online Food Delivery (OFD) services as a result of the COVID-19 outbreak. This paper seeks to study the factors contributing to university students' usage towards online food delivery service during Covid-19 pandemic. A quantitative approach was used in this study. Questionnaires used to collect the data from all respondents via Google Form. The respondents were university students aged 18 to 24 who used online food delivery services during the ongoing COVID-19 pandemic with the number of samples as many as 360 people. Therefore, Statistical Package for Social Science (SPSS) will be used to evaluate the research data. Finally, this study can be applied and extended to determine factors contributing to university students' usage towards OFDS during the new normal of COVID-19 in other countries. Moreover, the results found how online food delivery services had an impact on service providers in giving excellent service and fulfil their customers' desires.

Keywords: *Online food delivery (OFD), perceived usefulness, perceived ease of use, trust, social influence*

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THE NEW AGE MEDIA- OVERPOWERING THE MODERN COMMUNICATION

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Assistant Professor, Rachana Sansad College of Applied Art and Craft and Research Scholar- (MIT – ADT University – Pune /Loni Kalbhor)

Dr Milind Dhoble

Guide, MIT – ADT University – Pune /Loni Kalbhor

ABSTRACT OBJECTIVE

To know how:

A) Science and Technology with ‘AI’ has impacted total Socio-economics.

It has led to new Lifestyle. And the New Age Media has emerged, taking a lead role to meet the needs of the changing Socio-economics. In the process, it is overpowering, today, the entire Communication Industry.

B) As a result, Media has become New Creative in Modern Communication.

(Backed by Artificial Intelligence with Digital platform.)

C) The scope for ‘Visual’ in Communication Industry is ever widening, in the context of New Age Media (we are progressing from 2D, 3D, 4D, 5D and so on to Virtual Reality and Augmented Reality.)

SCOPE

It’s qualitative research that involves observations, examination and understanding of a Human, behaviour in regard with personal, Social and Business activities.

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A STUDY OF IMPACTS OF COVID-19 ON NETC FASTAG SYSTEM

Ms. Lovely

Research Scholar, Faculty of Management & Commerce, Jagan Nath University, Jhajjar

ABSTRACT

The National Payments Corporation of India (NPCI) created the National Electronic Toll Collection (NETC) initiative to satisfy the Indian market's electronic tolling needs. It provides an interoperable toll payment system across the country, as well as clearing home services for settlement & dispute resolution. As it relates to the (NETC) system, interoperability refers to a set of procedures, business regulations, and technological requirements that allow customers to be using their FASTAG as a payment mechanism on any toll plaza, regardless of who owns the toll plaza. FASTAG is a gadget that uses Radio Frequency Identification (RFID) technology to allow drivers to pay tolls while on the road. FASTAG (RFID TAG) is fitted to the vehicle's windscreen and allows customers to make toll payments directly from their FASTAG-linked account. FASTAG provides the advantage of cashless payment, as well as other advantages like fuel & time savings because the consumer does not have to stop just at the toll plaza.

Keywords: NETC, FAST TAG, Cashless, Transaction and Payment.



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EFFECT OF GREEN TECHNOLOGY ON AUTOMOBILE MANUFACTURING INDUSTRIES AND ITS CLIENTS

Ms. Shashi Kumari

Research Scholar, Faculty of Management, Jagan Nath University, Jhajjar.

ABSTRACT

Green technology innovation aims to achieve long-term sustainable development; produce economic, environmental, and social benefits; save resources and energy; and eliminate or reduce environmental pollution. Air pollution has become one of the largest concerns the world is dealing with, especially India which happens to have some of the cities with the worst air pollution in the world. For this reason, car manufacturers are largely investing in the development of more efficient and eco-friendly products. This has led to the global automotive industry to scramble to develop vehicles that can run on alternative fuel and improve the existing ICE (internal combustion engine) to produce lesser emissions. India too is set to raise its standards when it comes to automobile emissions leaping from the existing BS-IV norms to BS-VI starting 1st April 2020. This paper examines the green operations initiatives in the automobile industry in Indian context documented in the environmental reports to understand the customer perception towards purchasing green vehicles.

Keywords: Indian Automotive, Green Technology, Automobile Industry.



ABSTRACT

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REVIEW ON FORMULATION METHODS AND EVALUATION TESTS OF LOZENGES DOSAGE FORM

Dr. Aparark Moholkar, Niranjan Nadiwade, Anand Piske and Rutuja Byale

ABSTRACT

One of the most often utilized dosage form types is lozenges. The advantages of the medicinal lozenges are that they prolong the time the dosage form is retained in the oral cavity, increasing bioavailability while decreasing gastrointestinal irritability and avoiding first-pass metabolism. Lozenges offer a tasty way to administer dose forms and are popular on the pharmaceutical market due to their many benefits, but they also have some drawbacks. This dose form can be used for both local and systemic therapy, and a variety of active substances can be added. The current overview explains the uses of lozenges as well as nearly all of the aspects related to lozenges.

Keywords: Lozenges, troche mixture, Moulds.



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THE ADVANTAGES OF INPUT TAX CREDITS UNDER THE GST REGIME: A MYTH OR REALITY

Supriya Srivastava

Research Scholar, Amity Business School, Amity University, Lucknow

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Head Department of Economics, Isabela Thoburn College, Lucknow

Dr. Alpana Srivastava

Professor, Amity Business School, Amity University, Lucknow

ABSTRACT

GST was introduced in India on July 1, 2017. Tax cascading was intended to be rectified by the introduction of input tax credit via GST. Most crucially, the government attempted to engage non-taxpayers through the Input Tax Credit (ITC) and sought to encourage the unorganised sector to register businesses. The cost of items will directly increase if the cascade effect with the input tax credit factor is removed. Since there is no tax on tax in this system, prices of items tend to go down. However, since there are various differences between the two methods of reporting taxes under GST, it is unclear if signing up for GST will automatically grant all taxpayers the advantage of the Input Tax Credit. The monthly scheme and the quarterly scheme in India. The research is based on study of primary data and data is collected through questionnaire from the garment traders of prominent cities of Uttar Pradesh. The data analysis finds out the extent to which ITC is benefiting the small businesses along with the problems faced by them suggesting remedial measures also for the same.

Keywords: Goods and Service Tax, ITC, Input Tax Credit, Monthly Scheme, Composition Scheme

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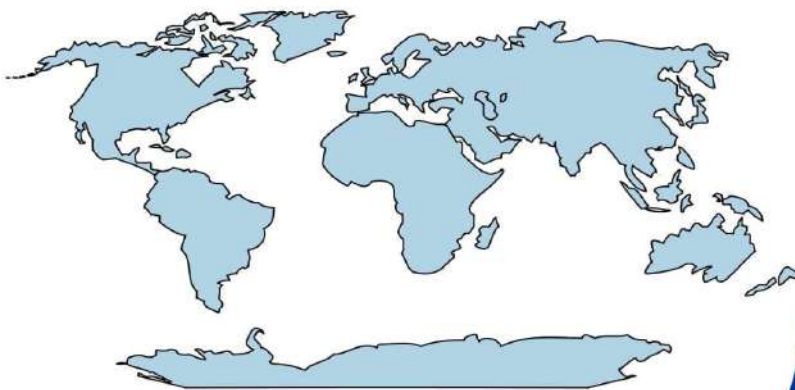
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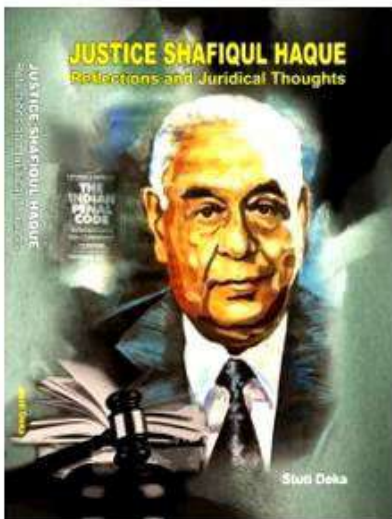


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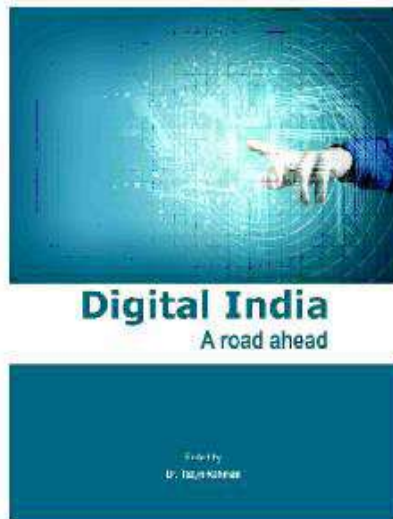
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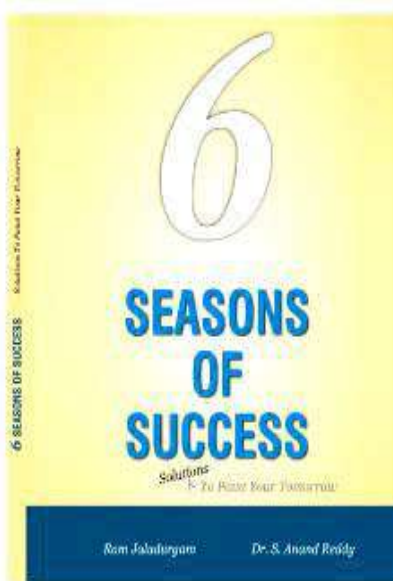


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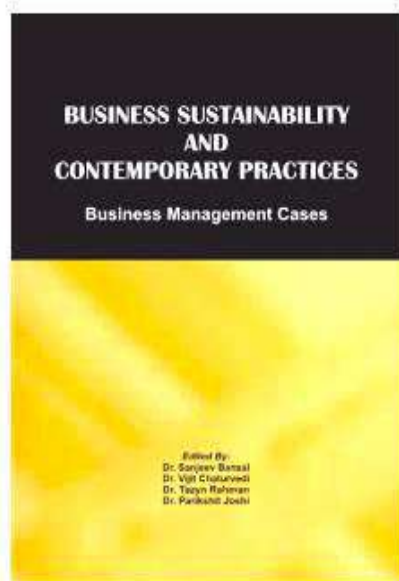
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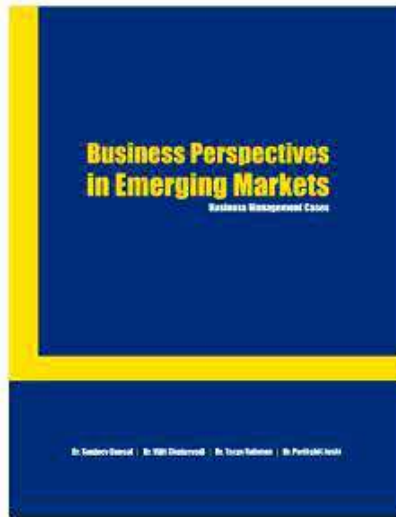


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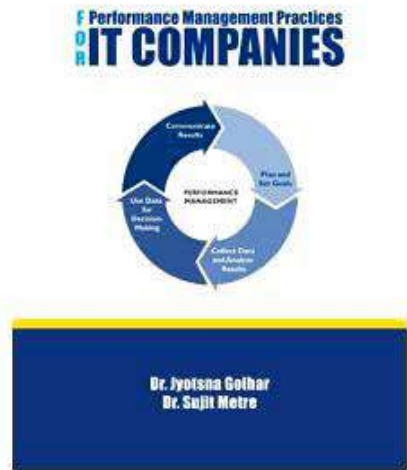
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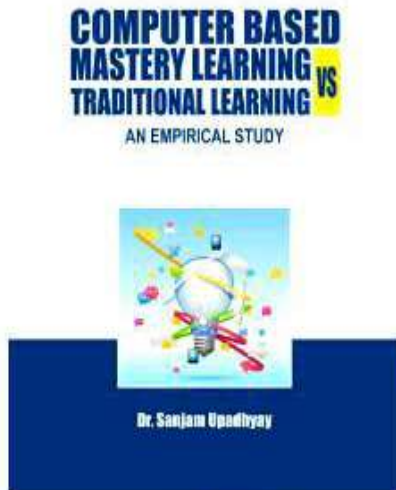
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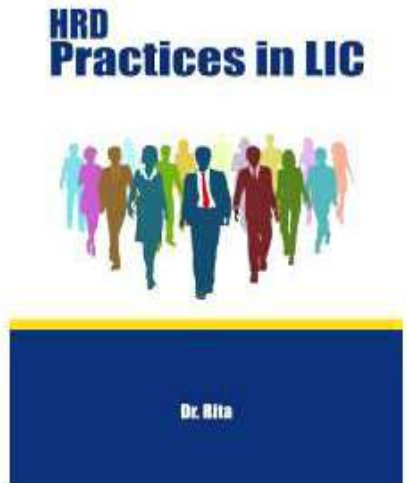


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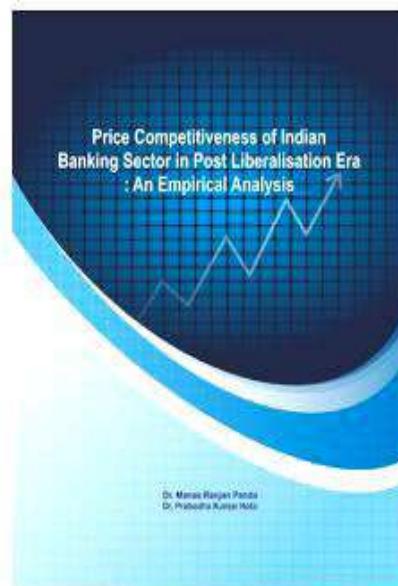
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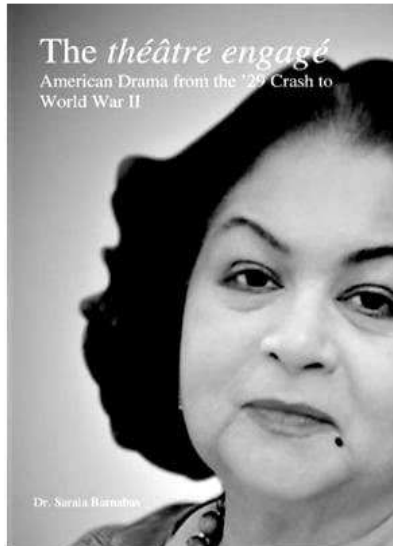
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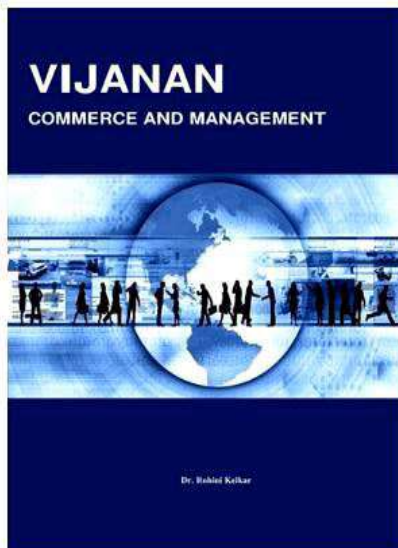
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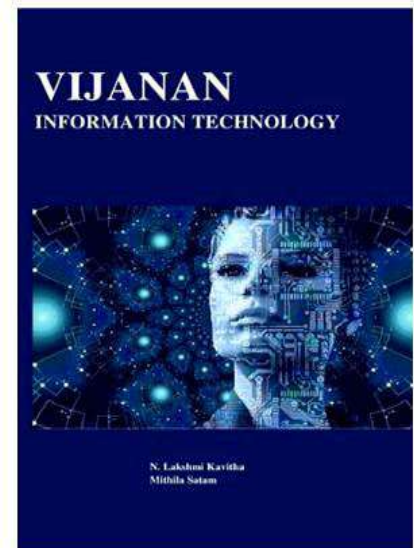
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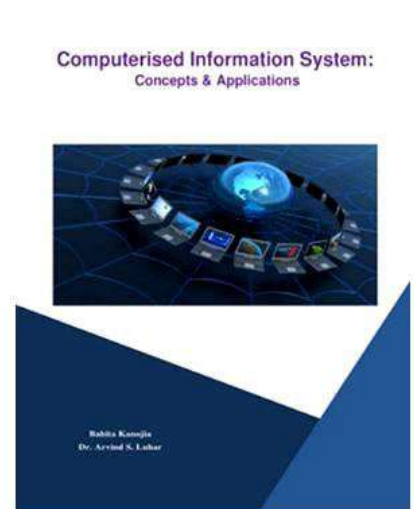
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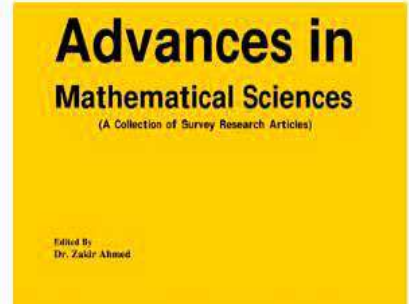
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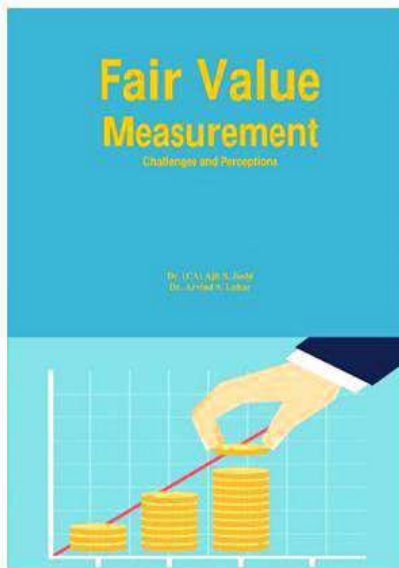
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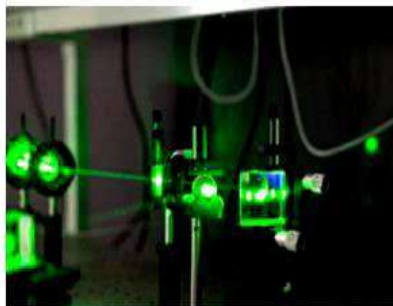


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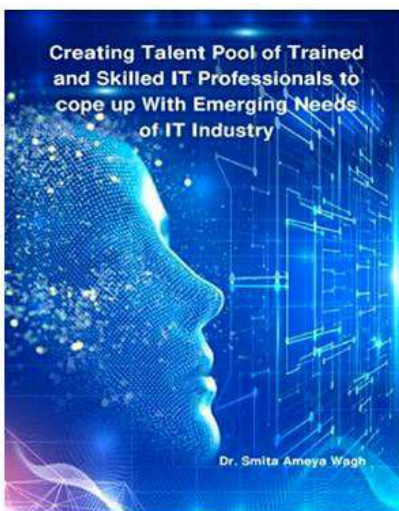
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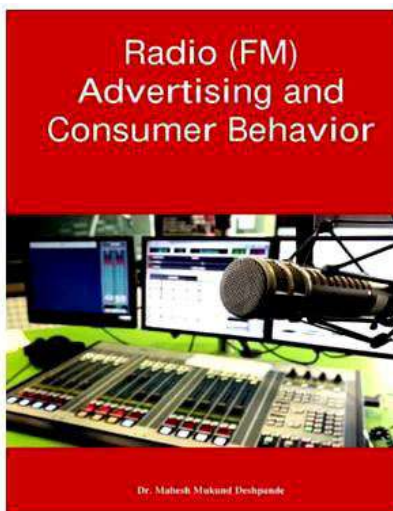
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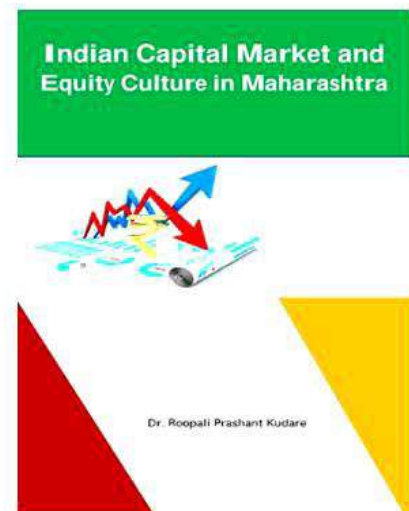
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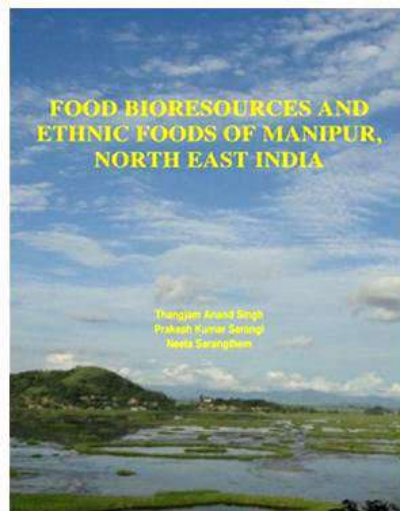
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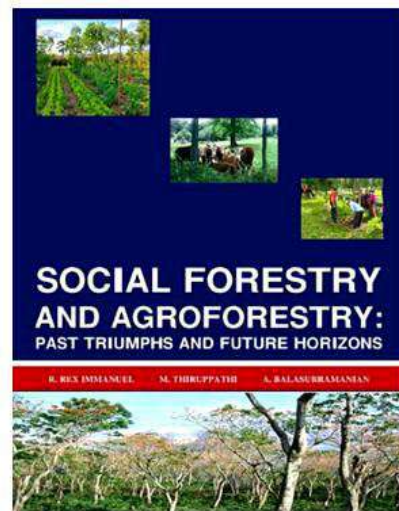
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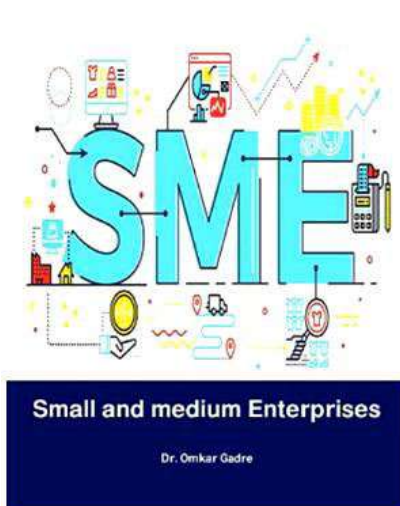
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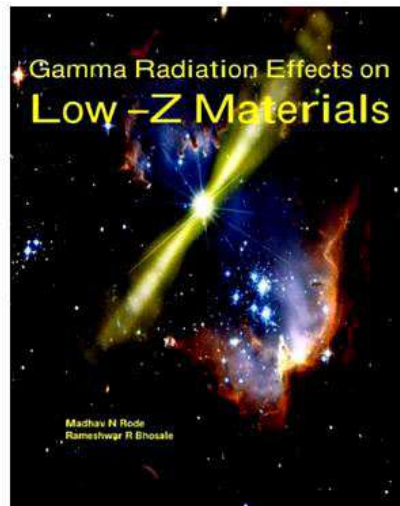
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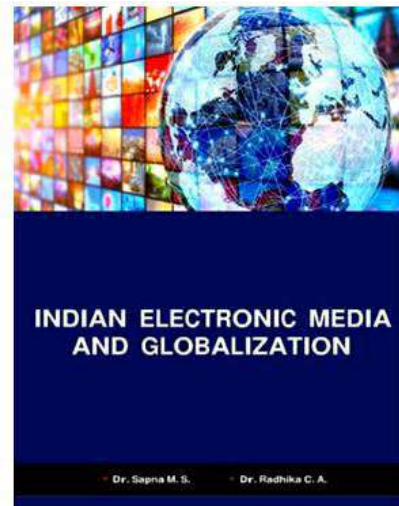
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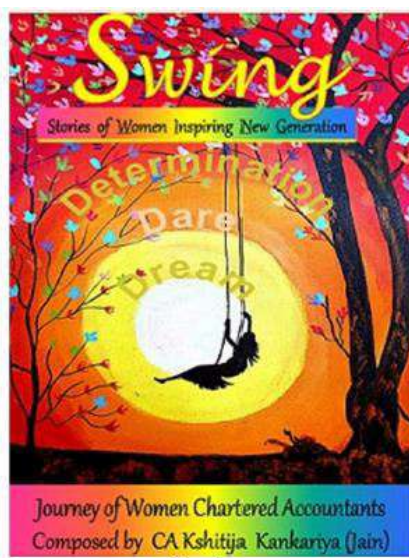
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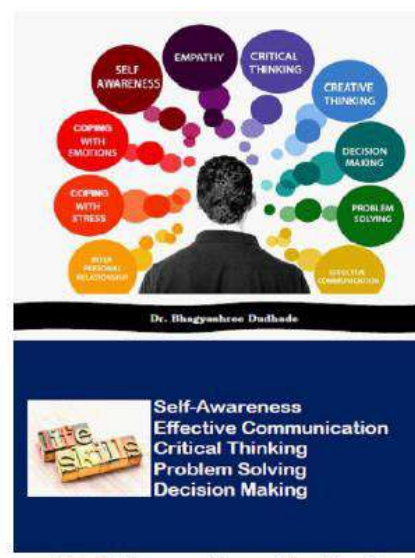
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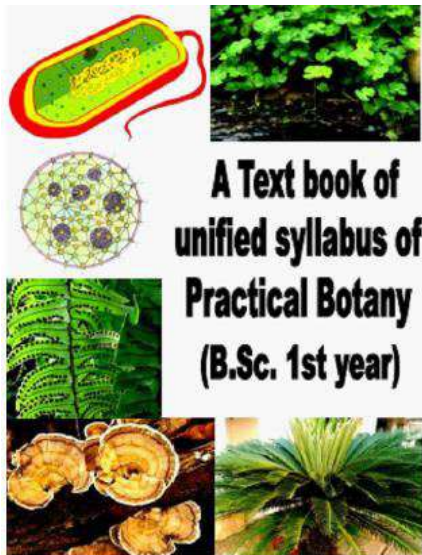
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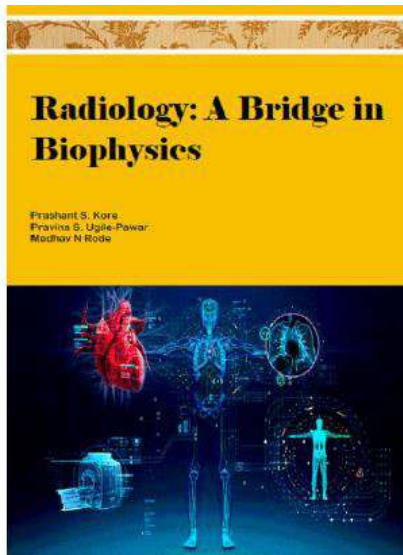


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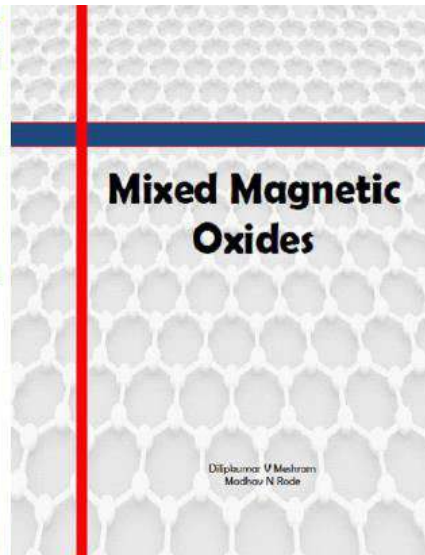
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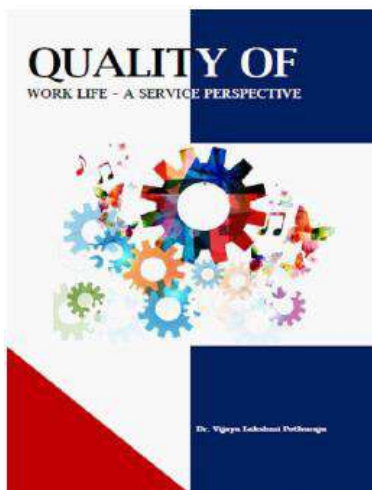
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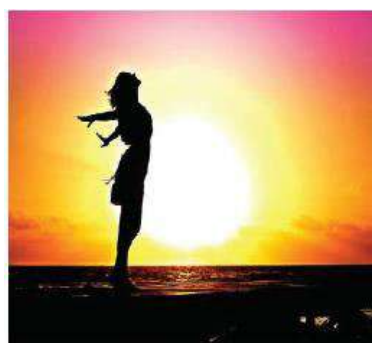
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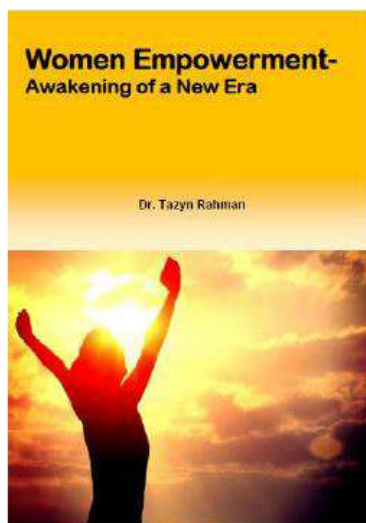


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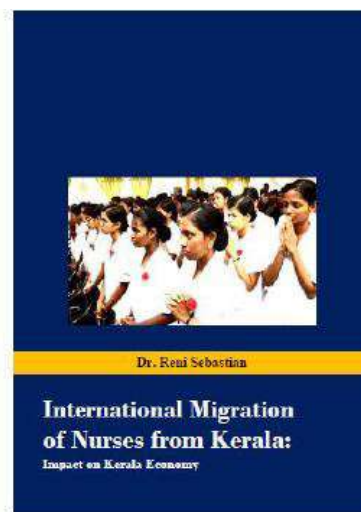
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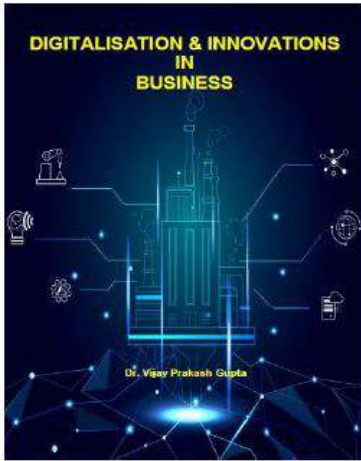
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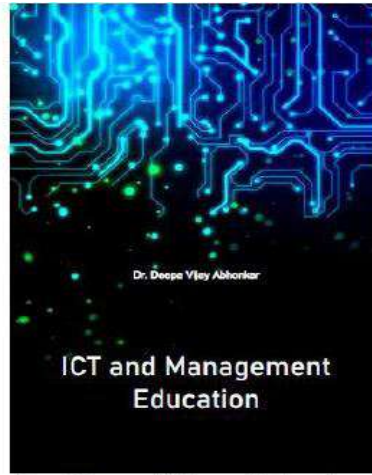
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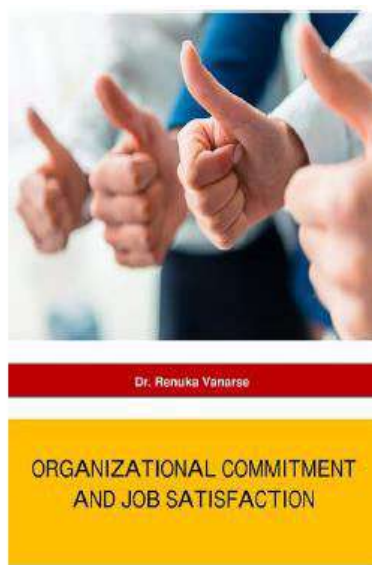
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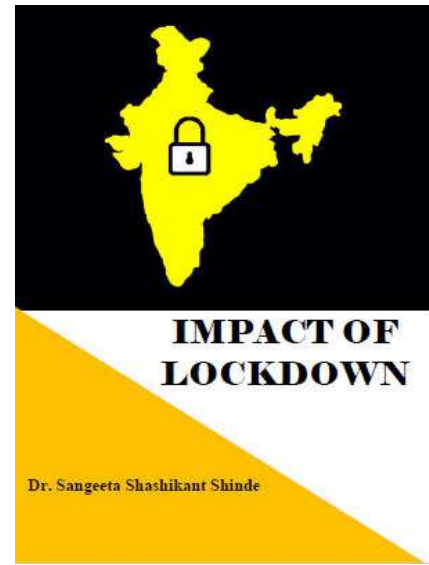
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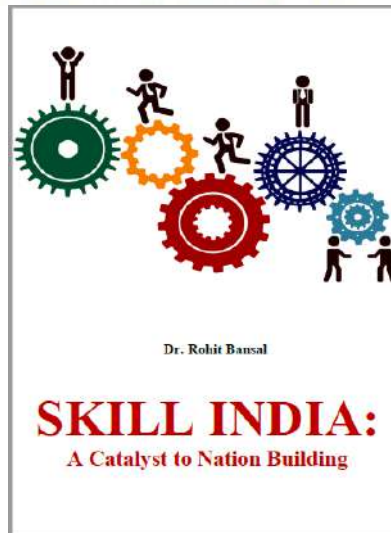
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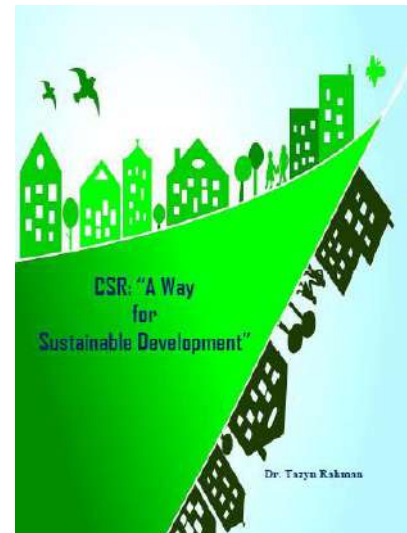
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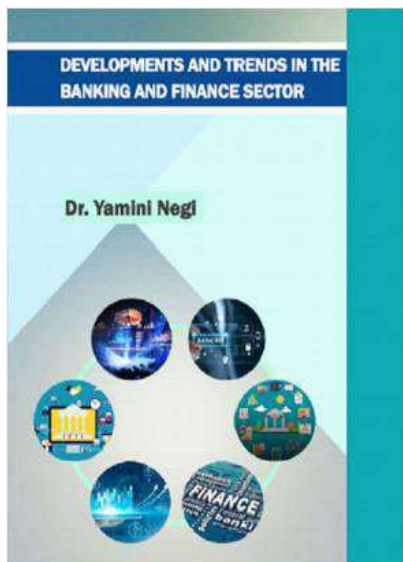
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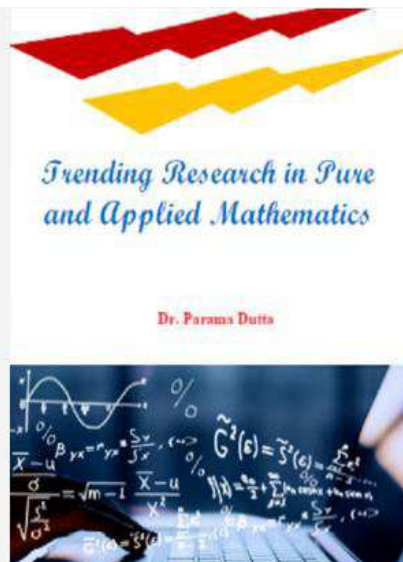
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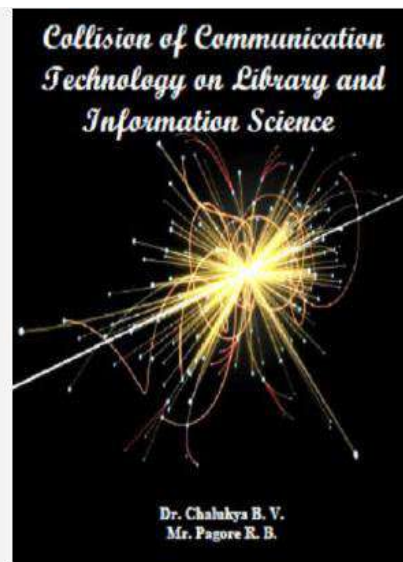
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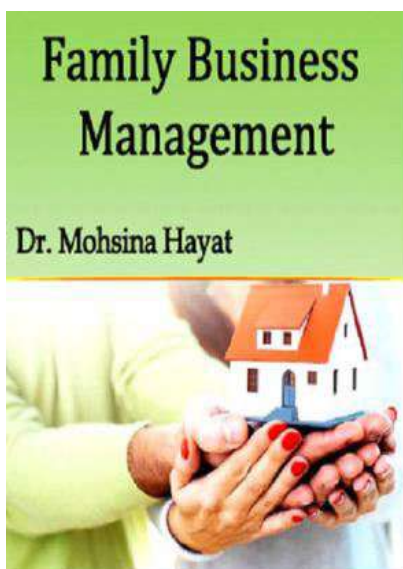
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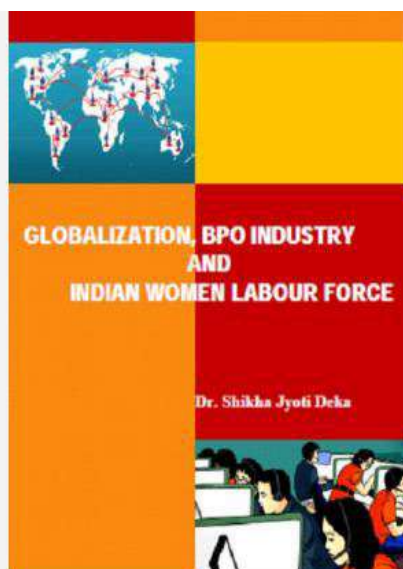
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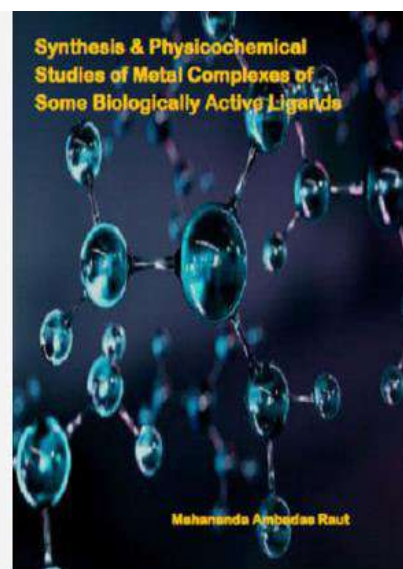
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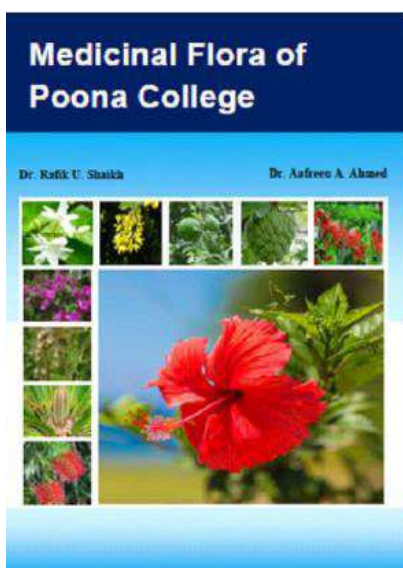
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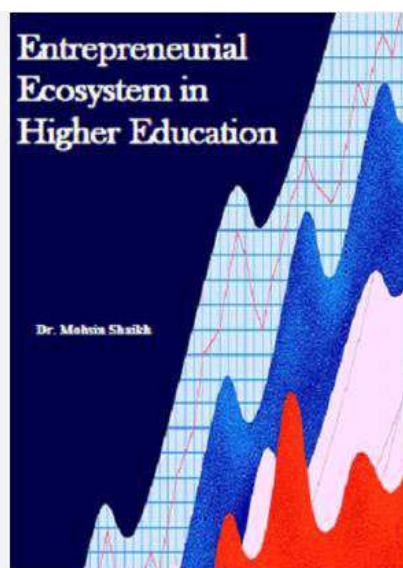
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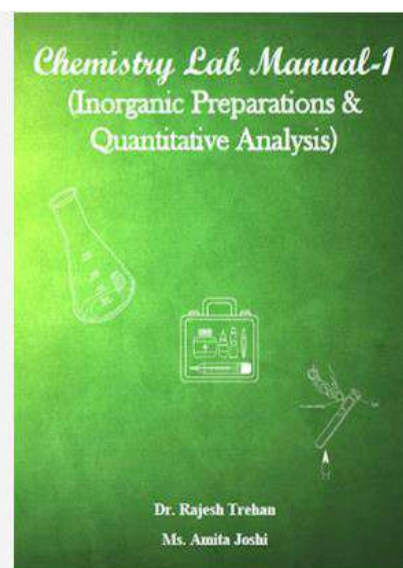
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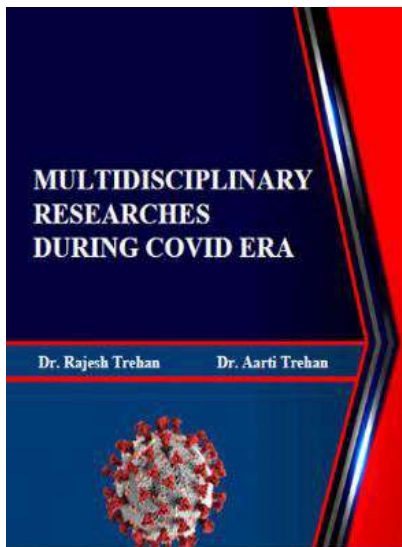
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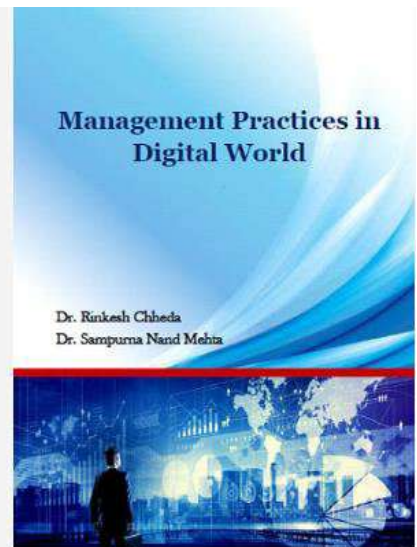
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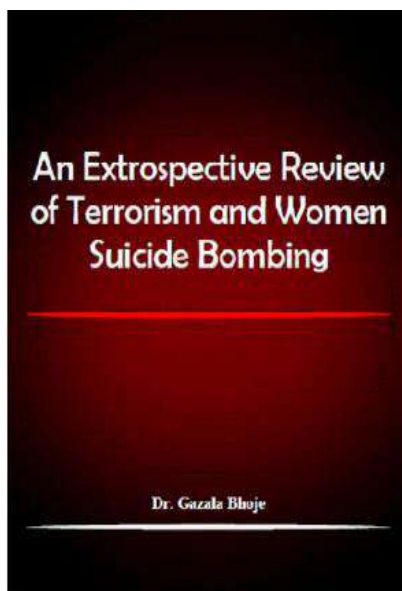
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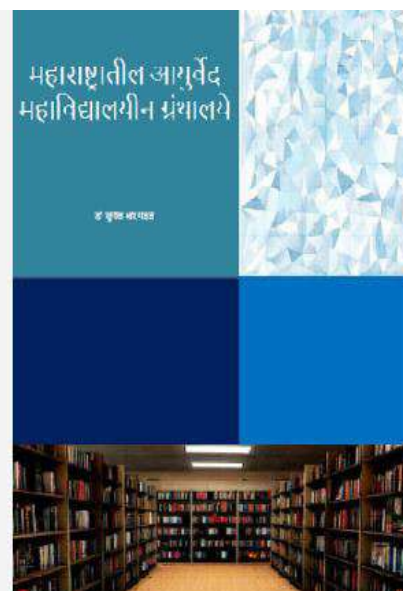
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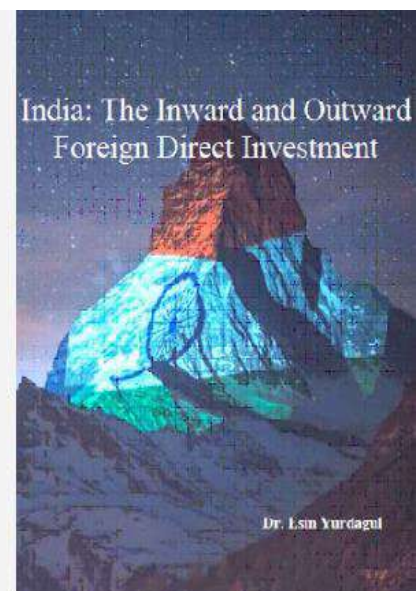
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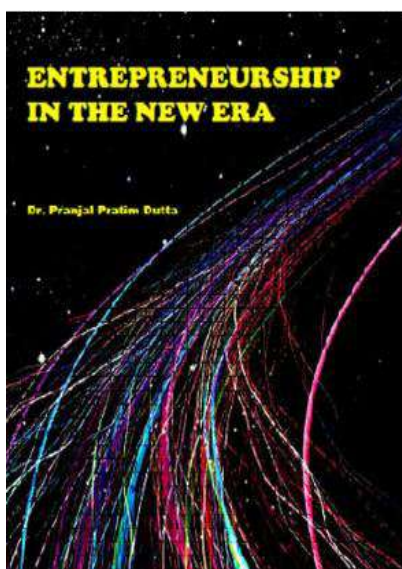
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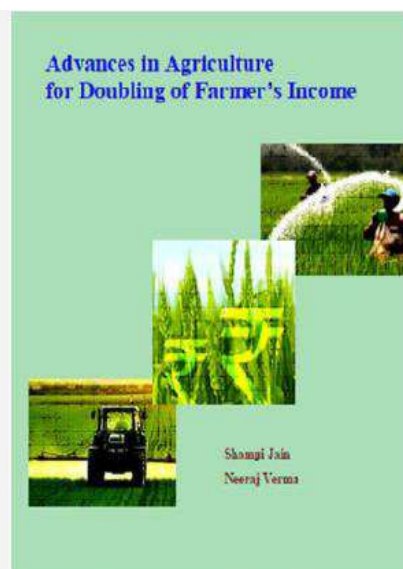
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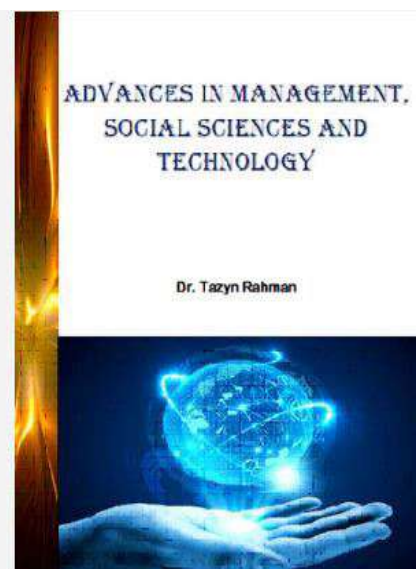
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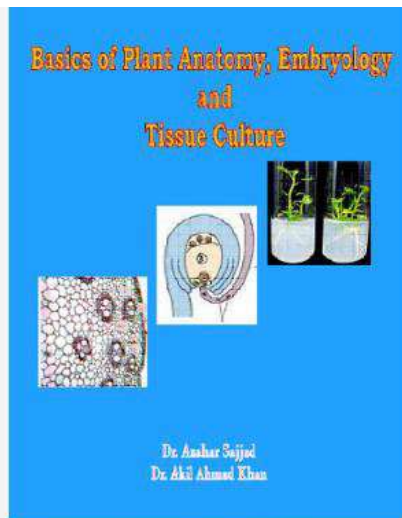
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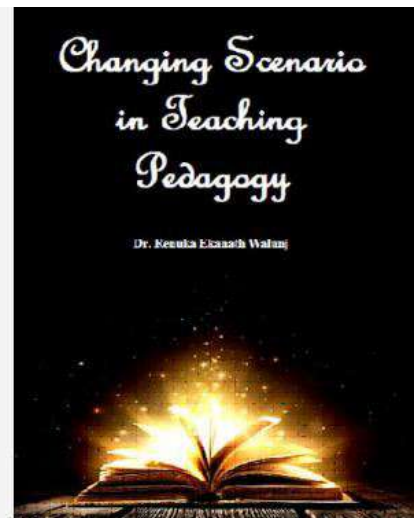
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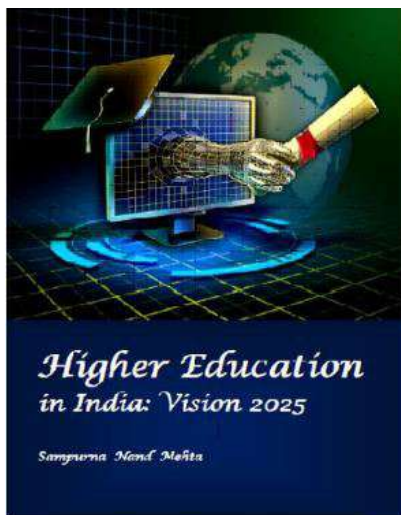
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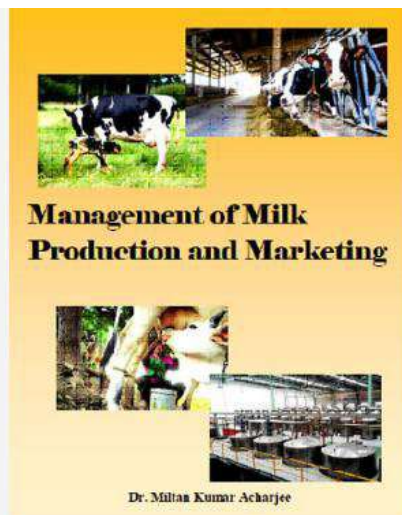
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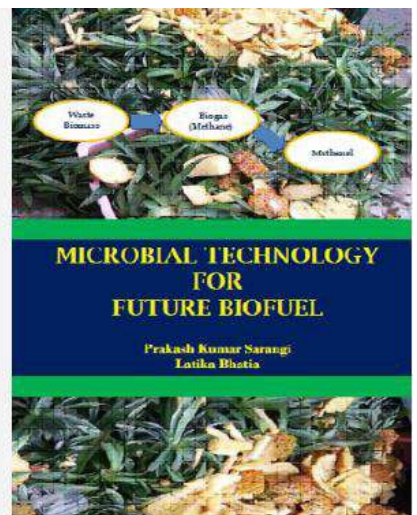
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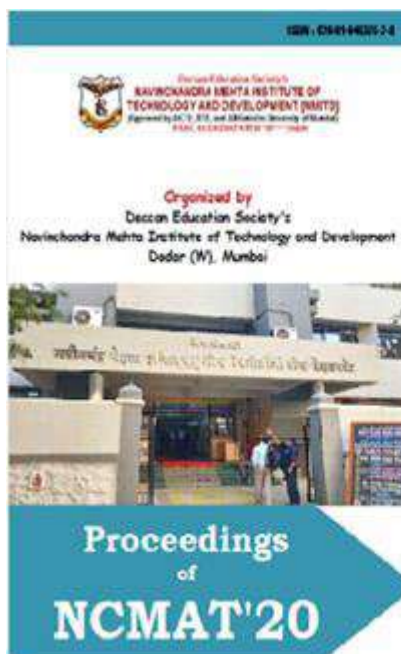
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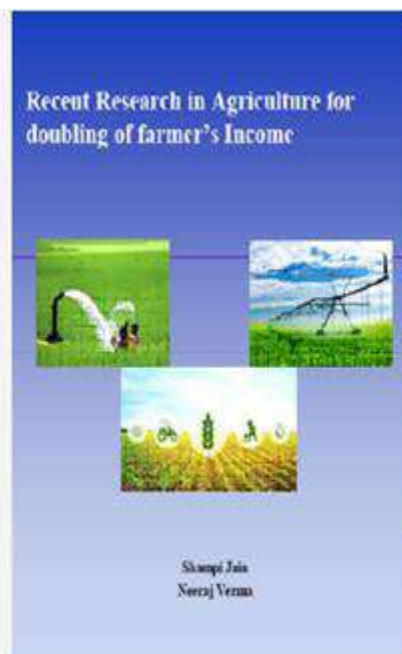
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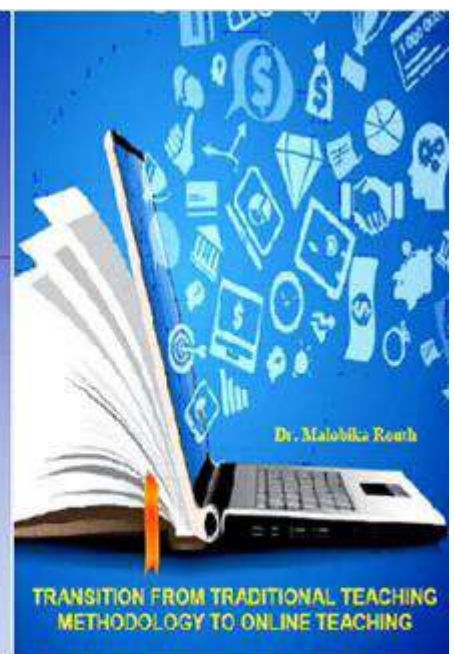
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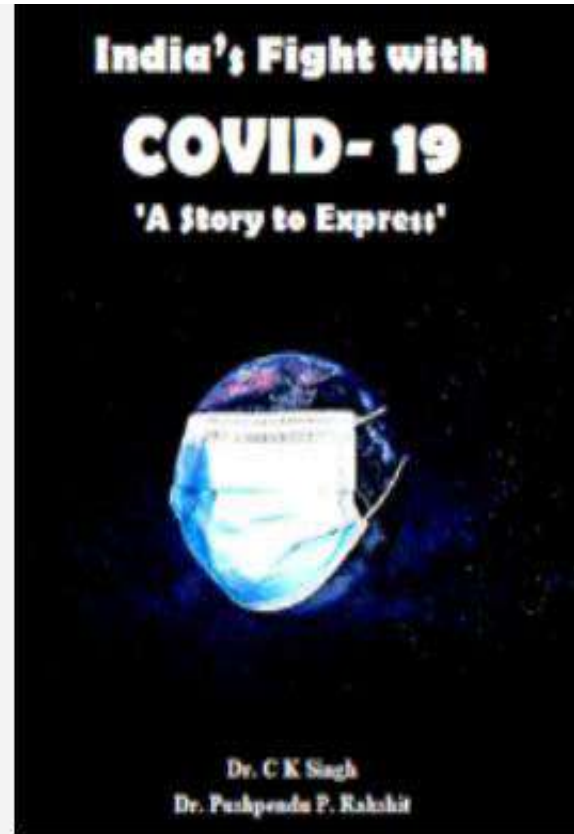


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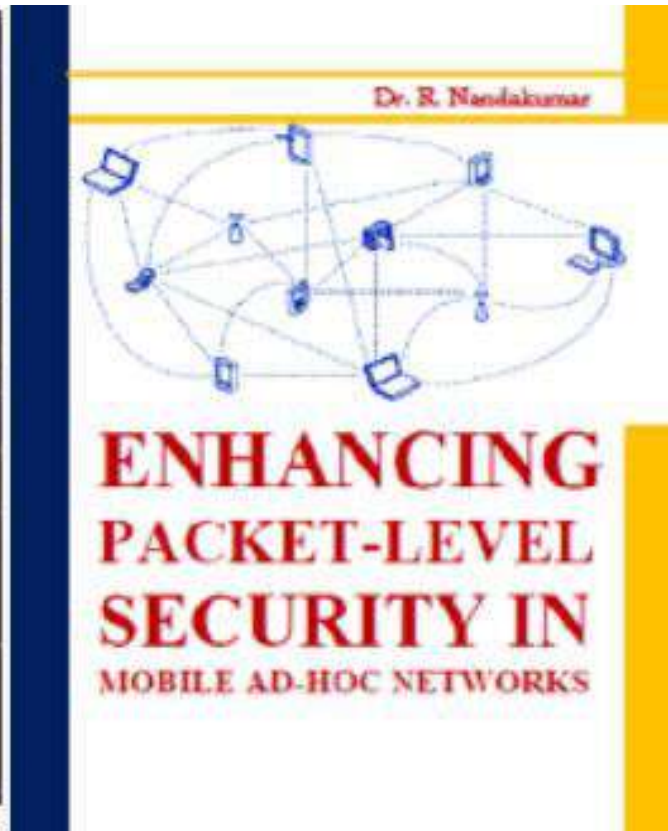
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