

Emotional Intelligence and Driving Change in Public Sector: The Mediating Role of Culture

Luigi Pio Leonardo Cavaliere¹, Ajay Poddar², Shobhna Poddar³, Satuluri Padma⁴,
Kartikey Koti⁵, M. Kalyan Chakravarthi⁶, S. Suman Rajest⁷, R. Regin⁸

Abstract

Emotionally Intelligent workers are capable of controlling, express their feelings, and discern individuals' attitudes. Inside companies, managers work with their employees for the future in necessary to produce their roles in a correct manner. In business sectors, the company's objectives are to complete its goal through new techniques. While weighing the highest risks in the background of the company, global innovation is the guide that comes up in the company history and plays a huge role in developing both managers and employees and turning them into efficient staff in the company. It is well known that a leader at a company shall be effective in everything s/he does especially in motivating his or her staff to work harder and more efficiently and enhancing the perfect ways and strategies to achieve the goals set by the company. Nowadays, corporations are able to realize the relevance of emotional intelligence to the productivity gains of the company. The value of emotional

¹ Department of Economics, University of Foggia, Foggia, Italy, luigi.cavaliere@gmail.com

² Dr. Professor, Om Sterling Global University, Hisar (Haryana), India, cmd_p@yahoo.co.in

³ Dr. Associate Professor, Om Sterling Global University, Hisar (Haryana), India, shobhna.poddar@gmail.com

⁴ Dr. Associate Professor, Ahmedabad Institute of Hospitality Management, Ahmedabad, India, padmasmba@gmail.com

⁵ Professor, PES University, Bangalore, India.

⁶ School of Electronics Engineering, VIT-AP University, Amaravathi, India, kalyanchakravarthi.m@vitap.ac.in

⁷ Researcher, Vels Institute of Science, Technology & Advanced Studies, Chennai, Tamil Nadu, India.

⁸ Assistant Professor, Department of Computer Science and Engineering, Adhiyamaan College of Engineering, Tamil Nadu, India.

intelligence is explored in this study or how it would accelerate reform in the public sector. This study will discuss the history and effects of emotional intelligence on employee performance in the public sector. A survey of 200 different workers at various public sector organizations was conducted. A questionnaire has been distributed and SPSS will be used to evaluate the collected information. We expect to see a beneficial influence of emotional intelligence on employees and their performance, as I assume that EI would assist employees in achieving the organizational objectives that will result in greater profitability at all management levels. More training in emotion management and control, however, will enable the employees of the public sector to achieve the organizational objectives.

Keywords: *Public administration, management, culture, emotional intelligence.*

Introduction

Initiative leaders are considered great assets in turning resources into strengths to aid in the process of bettering the association. In order to have positive results, companies need pioneers that are able to envision the future, spur and develop individuals, and adjusting the evolving needs of the company [1-3]. With respect to the behavior researches, it could be realized and improved. Scientists study about leader shows that supporting, folks with leaders manageable could be improved into amazing leaders [4-8]. Competency of awareness and management socially are possibly more difficult to the leaders, so that they have biggest effect on effectiveness management. Emotional intelligent managers improve, then the performance of the company [9-12]. The emotionally smart leader develops; the company file will be suited and positively influence the company profitability and performance. The purpose of this research is to show, explain, and give an explanation for idea of emotional intelligence and driving change in public sector [13-17]. Beside we will show its impact on improvement of advantageous on the organizational performance. It is an intention of this research paper to check out those managers jobs is to acquire high and good result and build fine job environment especially in the public sector [18-25].

Research Question

This research considers a main reference in the business studies, it represents the emotional intelligence and its influence on public sector performance, due to the research knowledge from the literature review and the questionnaire technique [26-32]. The study shows the status of emotional intelligence and how its achieved by the answer of the questions below:

- What is the level of emotional intelligence that driving change in public sector?
- What is the stage of performance in public sector?
- Does emotional intelligence affect company's performance in public sector?

Research Aim and Objectives

This research aims to represent the effect of emotional intelligence that practices on company's performance in the public sector [33-39]. The research focuses on the rule of emotional intelligence in driving change and analysis of its effect on the public sector.

The research objectives are:

- Giving awareness and showing on what public sector need in the future to obtain profitability.
- Providing awareness of the importance of study, evaluate and analyze emotional intelligence.
- Giving recommendations for the public sector to care about employee's emotional intelligence for more positivity.

Literature Review

As previously discussed, Goleman's contribution to the fields of emotional intelligence is incredible in the way that he brought the topic to a larger audience of people in the crowd and championed it to such a level that it immediately made it to the Periods lead list [40-46]. With his paper Emotional Perspectives, he magnified the course: That it should impact almost as much as the performance of intelligence in 2000 with high statements now and then touching on hyperbolic, clarifying reasons such as Emotional intelligence was the cause for almost 95% of the gap within star performers and regular performers [47-57]. Driven by the Salvoes results, he tried to learn into enthusiastic observations and suggested a presentation of four divisions that were progressed into twenty positive skills and knowledge. He differed from Salvoes displaying communication skills in that he incorporated certain qualities of identity such as reliability, growth, group team, etc., which had to obtain the input that it was ridiculously all enveloping. He agrees that such emotional skills are not innate skills, but ones that can be trained and developed [58-67]. In addition, the capacity to create these exciting skills relied on a person's passionate observations that he admits could be an idle, innate talent. Like tech app positive observations and passionate expertise. While other emotional intelligence is dominant, the component of emotional intelligence is motivated abilities [68-76]. His four demonstrations in the department included:

- Self-Awareness
- Self-Management
- Social Awareness
- Relationship Management

Goleman built his Essential Competency Portfolio on the basis of the emotional perspectives and competencies of managers, managers, and founders of the Appraisal Survey (as of now developed by Richard, a micro method that offers self, boss, organize study, and peer analyses on an arrangement of behavioral points of enthusiastic experiences [77-87]. Nearly half of the unused resource come from a previous survey approved it against executing of dozens of Latin America managers, administrators and founders. The intelligence went ahead on the point of developing a method that can be related through all professions and life situations [88-95]. Competencies that were not expected to be used and focused on discarded research objects. Unwavering consistency and needed to build of items [96-101]. Were evaluated on the basis of the tests obtained from 100 persons who were representatives and traders, and the intelligence was updated and revised in 2015 [102-108]. Baum rind, 2016, article, performed on 358 representatives over the Johnson & Johnson Consumer and Human Treatment Gather, assessed on the off probability that there were some unique authority skills. That was recognized between high and normal performers and came up with crucial findings that found a close connection among prevailing success and passionate skills [109-116]. Within way, the emotional intelligence is complete and effective, it supports an individual's' self and others' examination of him offering a 100 point of view, but it also raises a real address of maintainability [117-121]. Which is far from factually true how far an individual's opinion of themselves can be accepted, provided the requirement that he can provide a movement based on his perceptions with regard to their organization? [122-126].

An arrogant person will believe that he is knowledgeable professional, while his competencies could be measured by an employee with more self-regard [127-134]. The merged versions are powerless to false as they integrate non-cognitive aspects and use self-report tests, as Daniel watches [135-139]. Too, the material of emotional intelligence is known to cover at least four of the Immense six Measurements in personality and other intellectual values of motivation and operation. Since exceptionally few peer-reviewed reviews have been acknowledged and released on the unwavering consistency and validity of emotional intelligence, it is better to take the reliability of the building away from potential investigation and consideration. The Baron's Behavior style of passionate observations reflects on the opportunity for success rather than achievement now and is more pattern than result-oriented [140-145]. He says it all through planning, training and therapy; passionate experiences can be gained and generated over a long period [146-151]. The Baron demonstration compares with the show by Goleman in that it combines extension

management and elements of shared disposition such as reasonable care and pleasure [152-157]. He enters truth checking separately from these, which defines how remote a person is aware of the distance between the true sense and his recognized meaning of a given situation, as well as inspiration management, which is a potential to hide by monitor they're from reacting in a reckless manner to a situation. Baron's reveals five elements, divided in addition into fifteen subprojects [158-163]. Self-respect, intense self-awareness, self-assurance, individuality, and consciousness: intrapersonal. Communication skills: empathy, social responsibility and versatility in Human Partnership: Fact Checking, Adaptability and Problem Fathoming Stretching Management: Stretch Durability and Drive Power General Disposition Components: Optimistic thought and Excitement As both excited building strengthens [164-169].

Emotional Intelligence in the Public Sector

The topic of emotional intelligence starts to consider the potential of public corporations and improve their operation [170-175]. Researchers have agreed that workers are pushing their firms to growth with strong emotional intelligence. Furthermore, public corporations are foundations where management and staff collaborate for high happiness, both for workers and results [176-181]. In addition, motivation is a key issue, when you inspire your employee as boss, they will produce their job at the highest level and high outcome, besides giving a good picture of their enterprise [182-183]. The modern approach to human resource management is to attract the best person in the best post [184-187]. Each employee has a different behavior, and the director of human resources should differentiate which worker is ideal for working with workers in the administration. This is also important for the reputation of the public sector; the workers reflect this impression of business happiness [188-194].

Human Resource Management Role

In early of the twentieth century, the human resource starts to apply strategy to follow the employee profile in the public organization [195-200]. Then this strategy change from tradition to the highly important strategy in all kind of companies. HR strategy is highly successive through its function in the companies. Human asset is characterized as key and coherent approach to the administration of companies most esteemed resources, their representatives, who separately and collectively contribute to the accomplishment of

companies' targets. A number of definitions that depict human asset administration recognize particular contrasts between the terms of human resource. On second hand, human resource can be utilized in nonspecific setting that indicates any approach to business administration, and on the other hand alludes to one particular and apparently minority frame of approach to work administration. Key organizational assets are representatives and hone of HRM is arranged to creating compelling techniques that guarantee organizational victory. Arstring contends that point of HRM methodologies is to back programs in ranges of information administration, maintenance of ability and making great working air. Agreeing to Porcill this thought is bolstered by simple image and mission of the company value. Then the rule of the human resource management is to build a high value of company and employee talent which it is first resource of competitive advantages in the public sector for example market mix, gained profit, and the performance of the companies.

Companies Culture

Modern patterns in worldwide economy are setting benchmarks for part of HR divisions. Administration adjusts the methodologies of numerous organizations in compliance with competitive showcase. Within the employee era, one of the most obligations of human resource is to set the rules of organizational behavior that works to guarantee that these objectives have been met. The most strategies of doing that come within the shape of setting the organizational culture on the correct track. Concurring to Chein, the company's culture is the design of essential presumptions that a given bunch has concocted, found or created in learning to manage with its issues of outside adjustment and inside integration. Definition speaks to the genuine nature of organizational culture and emphasize that the quality and degree of inside consistency of a culture are work of steadiness of the bunch, the length of time the gather has existed, the concentrated of the bunches encounter of learning. The component by which the learning has taken a put positive fortification or shirking conditioning, and the quality and clarity of the suspicions held by the authors and the pioneers of the bunch. Thus, the manager should work on all kind of changes with high information in the company to solve all problem face it. The culture of the company is the high standards it is the code of the best pass the affect the employee to change the company strategy.

Communication and Emotional Intelligence

The method of fundamental passionate insights are started when feelings enters to perceptual framework. Precise expression of feelings and the method of reexamining person perception contribute to communication and improve social relationship. This can be why significant portion of passionate insights is depicted as a capacity to see feelings. Communication of certain enthusiastic states has it versatile part and people who shows positive react to rubs gotten from environment can oversee feelings on an appropriate step. This coordination of passionate transmit can be verbal and nonverbal. Verbal expression of feelings, as a medium of feelings, are evaluated and communicated in shape of dialect. Words utilized to precise sentiments are spoken to as act of judgment and assesses activities of people. They are imperative go between approximately state of minds and in case they are wrongly communicated they can lead to confusion. In communication skills, verbal expression of feeling is significantly vital since it decides advance course of activity. Being candidly cleverly empowers people to clearly express their enthusiastic state and lead the discussion in positive direction. Nonverbal communication is characterized as they prepare by which nonverbal behaviors are utilized, either separately or in combination with verbal behaviors, within the trade and elucidation of messages inside a given circumstance or context.

Emotionally Intelligent Teams

Emotional intelligence concept shows that the company performance relies on the emotion quality such as intelligence quality do. The key msg. of the structure is the intro of a good improvement of the teams to be more effective. Employee should work together as a team share goal and strategy, communicate process to be at the top to achieve success.

Table 1

Shows the Characteristics of Effective Team Work

Organizational Structure	Individual Contribution	Team Process
Clear purpose	Self-knowledge	Coordination
Appropriate culture	Trust	Communication
Specified task	Commitment	Cohesion
Distinct roles	Flexibility	Decision making
Suitable leadership		Social relationship
Relevant members		Performance feedback

A star of effective is collaboration accomplished in crave to perform common objectives and bolster victory of the group as entirety. Within the center of this behavior lays feeling. Viable groups investigate their feelings; they bring them to the surface and do not have fear of struggle.

Leadership and Emotional Intelligence

A huge number of investigate papers and books were distributed on the subject of administration. Amid the long time it got to be one of the foremost examined and wrangled about points in social science. Beginning setting of authority is credited to the concept of “greatness” and person adequacy depends on the qualities or organic characteristics that contrasts pioneers from nonreaders and argues that administration may be in preparation of social impact that empowers one individual to back others in achievement of common assignments. Most recognized qualities of pioneers are judgment, dependability, capacity to rouse and affect emphatically. Leaders includes building up clear vision that other will take after eagerly, give information’s and strategies to realize that vision and facilitate with interface of distinctive partners. Researchers portray individual characteristics required for viable authority and allude to them as “traits of leadership” and contends that individual characteristics of pioneers must be steady with characteristics of their supporters.

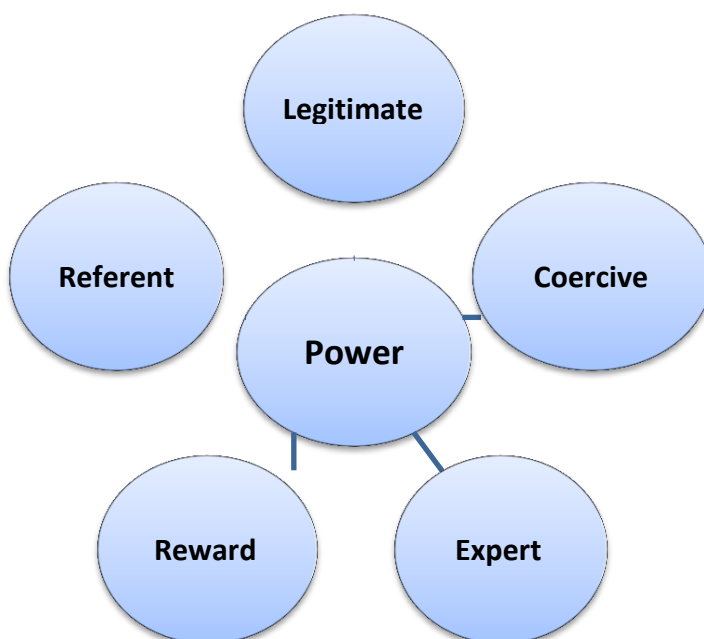


Figure 1. Shows the Distribution of Power

Leadership Theories

It is the source of much research study; leadership is the most important idea in business filed. From 1999, till our days the relation between leadership and efficiency become more inspire and become more famous. Great Man and trait theories are depends on intelligence, self-confidence, determination, sociability and integrity. While behavioral theories depends on: indifferent production, high and low production, dictatorial leaders, and balance in need of the employees.

Table 2

Shows the difference between Leaders and Managers

Subject	Manager	Leader
Attitude toward goals	Impersonal and passive outlook	Take personal and active outlook
Conception of the work	Negotiate and coerce	Take fresh approaches to work and take risk
Relationship to others	With people with minimum attachments	Attracted to ideas and describe subordinates with emotionally rich adjectives
Sense of self	Strong in the company an feels as part of organization	Feels separate from the organization

Emotional Intelligence Connection with Leadership

Extraordinary pioneers are seen through their capacity to upgrade positive culture of working environment. Inquire about appear that those who lead with emotional intelligence are able to form climate of believe, data sharing and sound chance taking. In this way, organizational climate depends on the impact of the pioneers and their enthusiastic competencies and clarifies that a system of passionate insights self-mindfulness, self-administration, and social administration speaks to the premise for acing capabilities that comes about in exceptional execution.

Public Sector Leadership

Open organization raised as moderately modern and isolated teach of social science. Amid the long time definition of open company was reliable and alluded to usage of government approach. Open company is additionally characterized as scholastic teach that thinks about execution prepare and plans civil servants for working within the open benefit.

Emotional Intelligence of Leader in the Public Sector

Most imperative part of open pioneers is to advance open intrigued. For a long time, part of pioneers in open and private segments was customarily considered to be diverse. In spite of the truth that contrasts between these two divisions exists, modern patterns in administration hypotheses recognize that conventional part of open pioneers must be changed. There is a requirement for regulation adaption as well as advancement of certain government values. These changes require moving from operational part of open pioneers toward collaborative and organized open authority. Customarily, open benefit is considered to be an apparatus for keeping up law and collecting incomes with little scope of welfare exercises. In a perfect world, modern pioneers will be moved from position power to impact personal power. In arrange to carry out this complex prepare government have to back unused era of pioneers that will direct open spiritedness and collaborate more viably.

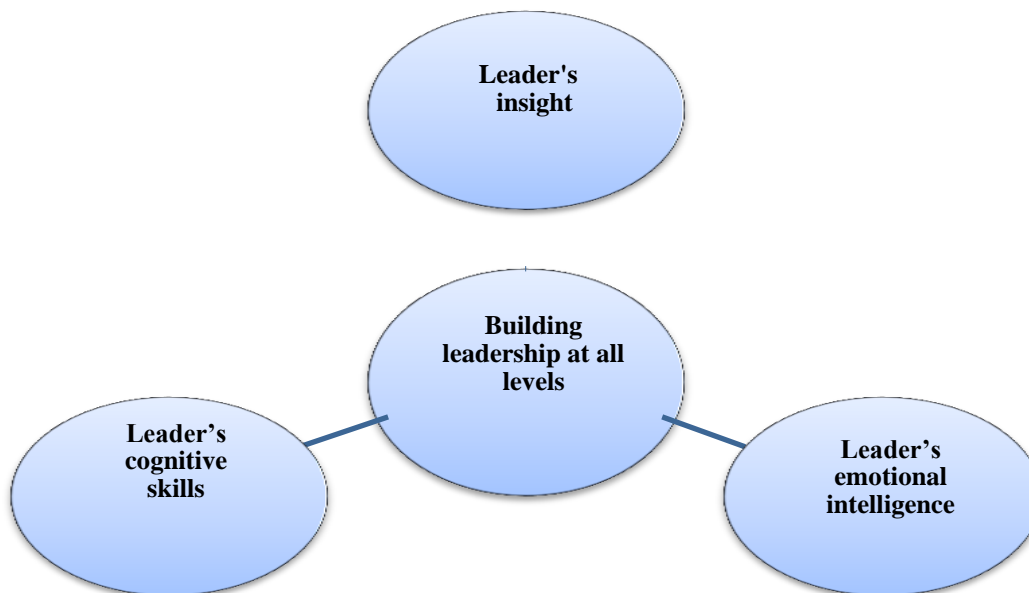


Figure 2. The Leadership Levels

Leadership development in public sector:

- Developing comprehensive strategies
- provide opportunities
- Identifying future leaders
- Linking existing management
- Training strategies

This process, public management will make improvement to gain performance, enhance productivity and develop customer service strongly. According to the research topic, these elements should be done by leader to achieve performance:

- Leader vision necessary for improving complex projects
- Leader cognitive achievements
- Leader emotional intelligence to motivation
- Leadership building on all company levels

Techniques and/or Procedures for Data Analysis

The techniques and the procedure done in this research for collecting the data is survey question. Then the data is gathered and entered in the SPSS program we coded it. After the data entry, we fill the tables with question and variable, and then we analyze the represented data and obtain the results. In addition, we do all the correlations and regression samples. Anova test and spearman, and we will write down the results obtained.

Frequencies

Table 3

The Statistics Table

		Statistics					
		Interview ID	Age Group	Marital Status	Educational Level	Most times, I feel overwhelmed by the workload within the public sector	Often, dealing with customers drains me both emotionally and mentally.
N	Valid	200	200	200	200	200	200
	Missing	0	0	0	0	0	0
	Mean	100.50	1.83	1.77	1.79	2.51	3.03
	Median	100.50	2.00	2.00	2.00	2.00	3.00
	Mode	1a	1	2	2	1	4
	Std. Deviation	57.879	.869	.488	.756	1.382	1.314
	Variance	3350.000	.755	.238	.572	1.909	1.728
	Range	199	3	3	3	4	4
	Minimum	1	1	1	1	1	1
	Maximum	200	4	4	4	5	5
	Sum	20100	366	354	357	502	606

Multiple modes exist. The smallest value is shown

Frequency Table

Table 4

The Table of Age

		Age Group			
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	20-30	86	43.0	43.0	43.0
	31-40	71	35.5	35.5	78.5
	41-50	34	17.0	17.0	95.5
	51 and above	9	4.5	4.5	100.0
	Total	200	100.0	100.0	

Table 5

The Marital Status Tables

		Marital Status			
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Single	51	25.5	25.5	25.5
	Married	145	72.5	72.5	98.0
	Divorced	3	1.5	1.5	99.5
	Widowed	1	.5	.5	100.0
	Total	200	100.0	100.0	

Table 6

The Educational Level Tables

		Educational Level			
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	High School	80	40.0	40.0	40.0
	Undergraduate	86	43.0	43.0	83.0
	Graduate	31	15.5	15.5	98.5
	PhD	3	1.5	1.5	100.0
	Total	200	100.0	100.0	

Table 7

Workload

		Most times, I feel overwhelmed by the workload within the public sector			
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	70	35.0	35.0	35.0
	Agree	42	21.0	21.0	56.0
	Neutral	15	7.5	7.5	63.5
	Disagree	62	31.0	31.0	94.5
	Strongly Disagree	11	5.5	5.5	100.0
	Total	200	100.0	100.0	

Table 8

Emotion and Mental

Often, dealing with customers drains me both emotionally and mentally.					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	42	21.0	21.0	21.0
	Agree	22	11.0	11.0	32.0
	Neutral	45	22.5	22.5	54.5
	Disagree	70	35.0	35.0	89.5
	Strongly Disagree	21	10.5	10.5	100.0
	Total	200	100.0	100.0	

Table 9

Improve Performance

I am usually motivated to improve my job performance					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	30	15.0	15.0	15.0
	Agree	82	41.0	41.0	56.0
	Neutral	33	16.5	16.5	72.5
	Disagree	39	19.5	19.5	92.0
	Strongly Disagree	16	8.0	8.0	100.0
	Total	200	100.0	100.0	

Table 10

Work at Stress

The work environment within the public sector can become quite stressful at times.					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	65	32.5	32.5	32.5
	Agree	49	24.5	24.5	57.0
	Neutral	19	9.5	9.5	66.5
	Disagree	43	21.5	21.5	88.0
	Strongly Disagree	24	12.0	12.0	100.0
	Total	200	100.0	100.0	

Table 11

Amount of Work

The amount of work expected of me is reasonable					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	13	6.5	6.5	6.5
	Agree	46	23.0	23.0	29.5
	Neutral	36	18.0	18.0	47.5
	Disagree	65	32.5	32.5	80.0
	Strongly Disagree	40	20.0	20.0	100.0
	Total	200	100.0	100.0	

The morale in my department is not always high					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	47	23.5	23.5	23.5
	Agree	81	40.5	40.5	64.0
	Neutral	24	12.0	12.0	76.0
	Disagree	12	6.0	6.0	82.0
	Strongly Disagree	36	18.0	18.0	100.0
	Total	200	100.0	100.0	

An atmosphere of teamwork remains absent in the public sector					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	55	27.5	27.5	27.5
	Agree	98	49.0	49.0	76.5
	Neutral	12	6.0	6.0	82.5
	Disagree	23	11.5	11.5	94.0
	Strongly Disagree	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

Working hours within the public sector are satisfactory					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	51	25.5	25.5	25.5
	Agree	121	60.5	60.5	86.0
	Neutral	8	4.0	4.0	90.0
	Disagree	13	6.5	6.5	96.5
	Strongly Disagree	7	3.5	3.5	100.0
	Total	200	100.0	100.0	

I don't get appreciation and moral support for accomplishing the desired tasks at work					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	72	36.0	36.0	36.0
	Agree	51	25.5	25.5	61.5
	Neutral	19	9.5	9.5	71.0
	Disagree	32	16.0	16.0	87.0
	Strongly Disagree	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

Table 12

Motivation

Motivational talks will encourage me to perform better at work					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	31	15.5	15.5	15.5
	Agree	79	39.5	39.5	55.0
	Neutral	29	14.5	14.5	69.5
	Disagree	37	18.5	18.5	88.0
	Strongly Disagree	24	12.0	12.0	100.0
	Total	200	100.0	100.0	

Financial and emotional recognition increase my overall job satisfaction within the public sector					
		Frequency	Percentage	Valid Percentage	Cumulative Percentage
Valid	Strongly Agree	101	50.5	50.5	50.5
	Agree	64	32.0	32.0	82.5
	Neutral	8	4.0	4.0	86.5
	Disagree	18	9.0	9.0	95.5
	Strongly Disagree	9	4.5	4.5	100.0
	Total	200	100.0	100.0	

Table 13

Correlations

Correlations					
			Financial and emotional recognition increase my overall job satisfaction within the public sector	Motivational talks will encourage me to perform better at work	I don't get appreciation and moral support for accomplishing the desired tasks at work
Financial and emotional recognition increase my overall job satisfaction within the public sector	Pearson Correlation	1		-.057-	.007
	Sig. (2-tailed)			.422	.919
	N	200	200	200	200
Motivational talks will encourage me to perform better at work	Pearson Correlation	-.057-	1		-.047-
	Sig. (2-tailed)	.422			.509
	N	200	200	200	200
I don't get appreciation and moral support for accomplishing the desired tasks at work	Pearson Correlation	.007	-.047-	1	
	Sig. (2-tailed)	.919	.509		
	N	200	200	200	200

Table 14

Spearman

Correlations						
Spearman's rho		An atmosphere of teamwork remains absent in the public sector	The morale in my department is not always high	The amount of work expected of me is reasonable	The work environment within the public sector can become quite stressful at times.	I am usually motivated to improve my job performance.
An atmosphere of teamwork remains absent in the public sector	Correlation Coefficient	1.000	-.061-	-.068-	-.046-	.043
	Sig. (2-tailed)	.	.388	.335	.521	.548
	N	200	200	200	200	200
The morale in my department is not always high	Correlation Coefficient	-.061-	1.000	-.056-	-.051-	-.047-
	Sig. (2-tailed)	.388	.	.427	.476	.505
	N	200	200	200	200	200
The amount of work expected of me is reasonable	Correlation Coefficient	-.068-	-.056-	1.000	-.013-	.092
	Sig. (2-tailed)	.335	.427	.	.853	.193
	N	200	200	200	200	200
The work environment within the public sector can become quite stressful at times.	Correlation Coefficient	-.046-	-.051-	-.013-	1.000	-.167-*
	Sig. (2-tailed)	.521	.476	.853	.	.018
	N	200	200	200	200	200
I am usually motivated to improve my job performance.	Correlation Coefficient	.043	-.047-	.092	-.167-*	1.000
	Sig. (2-tailed)	.548	.505	.193	.018	.
	N	200	200	200	200	200

*. Correlation is significant at the 0.05 level (2-tailed).

Regression

Table 15

Model Summary

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.104 ^a	.011	.001	57.858

a. Predictors: (Constant), Motivational talks will encourage me to perform better at work, Financial and emotional recognition increase my overall job satisfaction within the public sector

Table 16

Coefficients

Coefficients		Unstandardized		Standardized	t	Sig.
Model		B	Std. Error	Coefficients Beta		
1	(Constant)	117.132	12.069		9.705	.000
	Financial and emotional recognition increase my overall job satisfaction within the public sector	-3.247-	3.611	-.064-	-.899-	.370
	Motivational talks will encourage me to perform better at work	-3.906-	3.238	-.086-	-1.206-	.229

a. Dependent Variable: Interview ID

Findings (Descriptive Statistics)

The information given a key point about the employee awareness reflects their emotions in addition to the ability to manage their skills in management and communication. As we know that the employee awareness about emotions leads to more concentrate and understanding of tolerance and high learning situation gives high level of performance. Training and development department measure the level of stress of employee, ability to listen, verbal communication, and interpretation skills. Managers should attend and understand this issue to manage it to the right side, which benefit the company. Teamwork and collaboration is also main point to study and work on. Manager in public organization should encourage their staff to work as a team to deliver a good job. Sharing the skills influence effectively on the job performance. All company departments should set goals in any project and write down a time line to complete it. Then the human resource department is responsible for evaluation and competing wellness, and measure if they are emotionally intelligent or not. Positive climate is measured by employee satisfaction and employee motivation. As the employee satisfaction, increase the job performance increase. Same as employee motivation increase the job performance will increase too. The human resource department also responsible of employee evaluation and their ability to be evaluated by their skills and if they give all the information when they are hired to know how to deal with when training in the work field.

Analysis

Employee skills is main role in job performance, so that emotional intelligence is the key of strategy that can made changes which the public sector face nowadays. In business filed there are a lot of risks manger should manage it according to the globalization, supply demand strategy. To gain performance employee should increase their intelligence. Public mangers have the full responsibility of giving the best service or product and improve and development of their companies. According to the literature review theories show that success of manger depends on his skills and he should be emotionally intelligent (Goleman, 2018). This is the reason why the public company makes effort to hire efficient mangers, with high emotional intelligence. Companies in public sector delivered their product and services with mangers that have high skills of productivity. Research showed how the variables are the points of strength awareness risk management, communication skills, performance and self-confidence they increase employee profitability and motivation.

The finding of this research shows the similarities of results between theories and methodology technique by using the questionnaire. Studies show that emotional intelligence exists in both managers and employees. As the result of the practice shows that personal, traits and performance improve the skills of emotional intelligence. Moreover, improving the thinking and verbal skills plus the teamwork help mangers highly affect the employee's development and increase their performance. The survey result represented that the employees know their emotions and how to drive it in intelligent way. This ability of identification of the emotions are important for good mangers because of its role of engaging them in managing and improving the public sector environment in good way. Job skills are very important to be learning, so that emotional intelligence is a high skill and should be learned and manager who able to use it as a guide in their job such as decision making strategies they are widely developed.

Public companies should make many actions to enhance performance, by developing and improving employee teamwork and sharing the vision and the mission of their company climate.

More analysis of evaluation of emotional intelligence using awareness and self-confidence of the employees beside the motivation and performance of them leads to many results. Emotion

of confidence reflects on understanding of employee feeling and the ability to fix emotion within the team throughout the recipient nature of practicing and modifying the verbal behavior. As the statistics represent the decision, making process need risk taking and emotional intelligence make your act? Preventing the negative impact of one's work can be done by the accountability by your manager. By managing you emotion, you will manage your confidence it is the same tone. This step of emotional intelligence reflected by self-confidence, so as confidence increase the emotional intelligence increase. Emotion of performance is applied by the manager, to be accurate of the employee situation on the long run. According the answers we observed that when the emotional intelligent of the employee the performance will increase for sure. Mostly, manager play the role of controlling the response of the emotional intelligent and the manger will take the right decision for more performance. More performance means more profit so as the emotional intelligence increase the profitability increase. The emotional intelligence of employees reflects by the motivation of them. It requires from the manager of the company. The emotion of the employee reflects it feeling so if manager motivate the employee his emotion will be more intelligent this mean a positive mark. Therefore, as motivation increase the emotional intelligence will increase too. Teamwork based on strong relation and more cooperation between the employees motivation.

Summary of Findings and Analysis

Social skills as awareness, motivation and confidence are developing employee emotional intelligence and this shown in the practice. The evaluation of the questionnaire, it was shown that manager at the public companies have to work in the skills. By improving and developing that skills and building the company supporting team. These skills will increase the image of the public sector; positive emotional intelligence reflects the positive value of this sector. Public leaders at the companies, have positive social skills, employee need more development and training. Emotional intelligence is a high quality of performance. Finally, as the skills increase the performance increase, companies that hire employee, are doing the strategy based on the social skills and emotion skills.

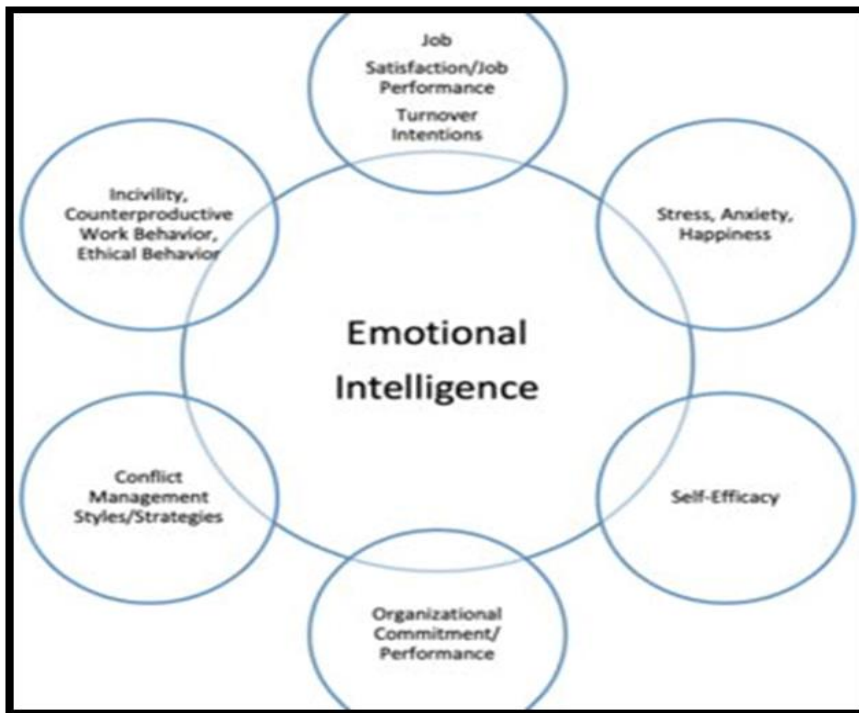


Figure 2. Emotional Intelligent Assets

Conclusion

Current period was characterized by several instances where public confidence has been shaken by managers' failure to place companies' interests before their own. Due to their charm and likeness, rather than their personality and honesty, many prominent lights were amplified. The absence of these qualities has caused companies to operate immorally, exploit their roles, and struggle to provide product or service. Related challenges have arisen in the previous 2 centuries. A dynamic social and economic climate affected by universal operational conditions and insufficient public sector has contributed to a total lack of confidence in the abilities of public officials to completing the work. Perhaps significantly, the reluctance of politicians to collaborate effectively for the "public good" eventually led to the problem to develop a vision statement towards a better generation. Of that cause, it is important for the public sector to introduce action to increase the motivation of the employees and improve teamwork. This approach involves the involvement support of strong managers. The value of management as a tool for process excellence is indicated by several analytical viewpoints. Simplifying public service throughout the context in which it represents its team in the right possible manner another very successful manager ought to be helped. The function they enhance employee motivation is the responsibility of public employees at all

levels of a company. The quality of the service is gradually diminished by the distance between the integrated system and evolving consumer conditions. The change strategy requires corporate environments that can improve managerial capabilities and empower and modify workers.

The emerging trends need versatile activities to promote established capabilities and attract current personnel with clear business priorities. In spite of their talents, motivation and willingness to work for corporate goals, the gap in common styles must be addressed by assessing individuals. With organized specific questions, this can be achieved and education helps to improve management skills at all levels of the enterprise. At last, to overcome this broad framework, any reform should be made with a strategy that focuses on strengthening the program and in compliance with the national interests of each individual public sector. This master's research aim was intended to examine the correlation among successful performance and emotional intelligence. While some writings on the value of emotional decisions can be identified in available research, Goleman's writings in 2015 developed the notion of Emotional intelligence. The ideas have been explored together with various management theories across generations to follow these strategies. Relevant human characteristics including self-awareness, personality, compassion and social cooperation have been induced in response to company success. Consequently, the value of cultivating emotional intelligence seeds was the subject of several research undertaken in the previous 20 years.

Although the business world has a long history of cultivating the organizational culture of responsibility, behavioral and emotional intelligence analysis explained how EQ has become highly important for organizational growth, the people's morale, and eventually the business's credibility. Research reveals that certain personality factors of public representatives in Bosnia and Herzegovina may be attributed to emotional intelligence, although there is no data to show their impact on the success of the organization. Any of the characteristics, which could be used for more assessment of process improvement strategies, are described in the research project. Amongst the most difficulties of public service, restructuring is developing strategies that enhance the effectiveness of collaborating for "better purpose." Which is why the difficult public sector system aims to re by advanced behavioral trends that contribute to improved willingness to re-connect employees in government institutions and eventually lead to productive assets? It is self-evident that this mechanism can only be achieved by producing

successful leaders. Four of the key qualities to be used for improving managerial skills are interpersonal cooperation and compassion. Empathic behavior allows teams to achieve the capacity to separate between individuals in terms of ethnicity, values, job style, individual relationships and cultural barriers.

It defines the main basic framework for building successful corporate management and eventually contributes to collaborative growth, an environment of confidence and staff members. The definition of emotional intelligence embedded in the tolls for leadership growth presents a range of outcomes to transfer companies to potential outcomes. It is worth noting that all layers of management should be active in sustain real reform. In most other terms, it is important to begin with top management and shift to higher layers of management to achieve the required cognitive perspective. Something like a transition in public sector management culture has become much more visible now than before. Modern community government developments need policy changes, which include information technology reorganization, corporate goals, and the creation of qualified staff that will go forth with government good.

Limitations

The way a research method is choosing and giving a huge regard to resource efficiency and believing that qualitative methodology would offer a detailed knowledge of the issue. Any of the drawbacks arose during the analysis period. Study among administrators on executive and higher job roles of the public sector was carried out and it was not available to satisfy the sample size. The ultimate outcomes of the analysis may be affected by the sample size. The approach used for analysis was selected because of scarce knowledge and tools on management and training management. It was easier to select smaller groups and perform in-depth interviews under these conditions. As a country undergoing developments in the public administration industry, some comprehensive studies on public sector organizational processes can be addressed in future assessments. Human resource branch functions are still not well defined and more knowledge on operational configurations in the public sector cannot be accessed.

In order to assess the effect of emotional intelligence on the workplace, it is proposed that surveys be undertaken that provide employee views on their representatives. Knowledge from the viewpoint of workers on morale, teamwork, high morale and public companies values is

also valuable for more study. There were some drawbacks to the questionnaire process as well. Firstly, the respondents' understanding of the subject was not sufficient, so it did manage for the study to clarify the idea. Secondly, in certain situations, the confidence situation leads to the disclosure of some results. Respondents who are confidential or not accustomed to speak freely on personal topics offered very concise responses and avoided further explanations. Finally, the advice for more study is to carry out surveys and compare results that can more precisely identify the impact of emotional intelligence on management.

Recommendations

A very critical problem facing the public sector in Bosnia and Herzegovina today is to provide quality services for its people. In this context, the implementation of proper plans for the operation of organizations and their citizens is a crucial problem in recognizing the adaptation process. Basically, this phase involves the improvement of the motivation at all organizational levels. It is important to understand current situations and apply suitable mechanisms to assess the ability of the public sector to participate in issues such as productivity improvement, staff training, improved motivation, developing effective employee and promote a good work climate.

References

- A. Jain, A. Kumar, and S. Sharma, "Comparative Design and Analysis of Mesh, Torus and Ring NoC," *Procedia Comput. Sci.*, vol. 48, pp. 330–337, 2015.
- Vikram K, Sarat Kumar Sahoo, Sudhakar Babu, Srikanth Velpula, Dharmesh Rathod, "Power Systems Automation, Communication, and Information Technologies for Smart Grid: An Technical Aspects Review", *TELKOMNIKA Telecommunication, Computing, Electronics and Control*, Vol. 19, No.3, June 2021.
<http://dx.doi.org/10.12928/telkomnika.v19i3.16428>
- A. Jain, R. Dwivedi, A. Kumar, and S. Sharma, "Scalable design and synthesis of 3D mesh network on chip," in *Proceeding of International Conference on Intelligent Communication, Control and Devices*, 2017, pp. 661–666.
- Vikram.K, Sarat Kumar Sahoo, K. V. L. Narayana, "A Survey on Interference Avoiding Methods for Wireless Sensor Networks working in the 2.4GHz Frequency Band",

- N. Andiyappillai and Dr.T. Prakash, “Implementing Warehouse Management Systems in Logistics: A Case Study,” *Journal of Logistics, Supply Chain and Retail Management*, Vol.2, Issue 1, 12-23, Feb. 2019, DOI:10.5281/zenodo.2576011
- A. Jain, A. K. Gahlot, R. Dwivedi, A. Kumar, and S. K. Sharma, “Fat Tree NoC Design and Synthesis,” in *Intelligent Communication, Control and Devices*, Springer, 2018, pp. 1749–1756.
- Vikram.K, Sarat Kumar Sahoo, "Interference-Aware Adaptive Transmission Power Control for ZigBee Wireless Networks" Vol. 828, Pg. No: 56-69, June-2018, *Communications in Computer and Information Science*, Springer. https://doi.org/10.1007/978-981-10-8660-1_4
- A. Jain, R. Dwivedi, A. Kumar, and S. Sharma, “Scalable design and synthesis of 3D mesh network on chip,” In *Proceeding of International Conference on Intelligent Communication, Control and Devices*, 2017, pp. 661–666.
- Vikram.K, Sarat Kumar Sahoo, “A Collaborative Frame Work for Avoiding the Interference in 2.4GHz Frequency Band Smart Grid Applications” Vol. No. 22, No.1, Pg. No: 48-56, June-2018. *Electronics Journal*. DOI: 10.7251/ELS1822048V
- S. K. Sharma, A. Jain, K. Gupta, D. Prasad, and V. Singh, “An internal schematic view and simulation of major diagonal mesh network-on-chip,” *J. Comput. Theor. Nanosci.*, vol. 16, no. 10, pp. 4412–4417, 2019.
- D. Ghai, H. K. Gianey, A. Jain, and R. S. Uppal, “Quantum and dual-tree complex wavelet transform-based image watermarking,” *Int. J. Mod. Phys. B*, vol. 34, no. 04, p. 2050009, 2020.
- Vikram.K, Sarat Kumar Sahoo, K. Venkata Lakshmi Narayana, "Forward Error Correction based Encoding Technique for Cross-layer Multi Channel MAC protocol", Vol. 117, Pg. No 847-854, September 2017, *Energy Procedia*.
<https://doi.org/10.1016/j.egypro.2017.05.202>
- N.Andiyappillai, “Data analytics in warehouse management systems (WMS) implementations—a case study,” *International Journal of Computer Applications*, Vol.181, Issue 47, 14-17, Apr 2019. doi:10.5120/ijca2019918542

- Vikram. K, K. Venkata Lakshmi Narayana, A survey on Wireless Sensor Networks for Smart grid, *Sensors & Transducers Journal*, ISSN 1726-5479, U.K. vol. 186, Issue 3, pp.18-24, March 2015.
- A. Jain and A. Kumar, “Desmogging of still smoggy images using a novel channel prior,” *J. Ambient Intell. Humaniz. Comput.*, vol. 12, no. 1, pp. 1161–1177, 2021.
- Vikram. K, K. Venkata Lakshmi Narayana, “Cross-layer Multi Channel MAC protocol for Wireless Sensor Networks in 2.4-GHz ISM Band”, *IEEE conference on, Computing, Analytics and Security Trends (CAST-2016) on DEC 19-21, 2016 at Department of Computer Engineering & Information Technology, College of Engineering, Pune, Maharashtra*. DOI: 10.1109/CAST.2016.7914986
- S. Kumar et al., “A Comparative Analysis of Machine Learning Algorithms for Detection of Organic and Nonorganic Cotton Diseases,” *Math. Probl. Eng.*, vol. 2021, 2021.
- N. R. Misra, S. Kumar, and A. Jain, “A Review on E-waste: Fostering the Need for Green Electronics,” in *2021 International Conference on Computing, Communication, and Intelligent Systems (ICCCIS)*, 2021, pp. 1032–1036.
- Vikram.K, Sarat Kumar Sahoo, "Load Aware Channel Estimation and Channel Scheduling for 2.4GHz Frequency Band Wireless Networks for Smart Grid Applications", Volume 10, Number 4, Pg. No: 879-902, DEC-2017. *International Journal on Smart Sensing and Intelligent Systems*. <https://doi.org/10.21307/ijssis-2018-023>
- N. Andiyappillai, “Digital Transformation in Warehouse Management Systems (WMS) Implementations,” *International Journal of Computer Applications*, Vol.177, Issue 45, 34-37, Mar 2020. doi:10.5120/ijca2020919957
- A. Jain, R. Dwivedi, A. Kumar, and S. Sharma, “Network on chip router for 2D mesh design,” *Int. J. Comput. Sci. Inf. Secur.*, vol. 14, no. 9, p. 1092, 2016.
- A. Jain, A. K. Alok Gahlot, and S. K. S. Rakesh Dwivedi, “Design and FPGA Performance Analysis of 2D and 3D Router in Mesh NoC,” *Int. J. Control Theory Appl. IJCTA* ISSN, pp. 0974–5572, 2017.
- N. Andiyappillai, “Standardization of System Integrated Solutions in Warehouse Management Systems (WMS) Implementations,” *International Journal of Computer Applications*, Vol.178, Issue 13, 6-11, May 2019. doi:10.5120/ijca2019918891

- A. Bhardwaj, S. Kaur, A. P. Shukla, and M. K. Shukla, "Performance Comparison of De-speckling filters on the Basis of Incremental Iteration in Ultrasound Imaging," in *2019 International Conference on Power Electronics, Control and Automation (ICPECA)*, 2019, pp. 1–5.
- Alabdullah, T. T. Y. and Ahmed, E. R. (2018b). Corporate Governance: To What Extent it is important in the Arab Countries?. *International Journal of Science and Research*, Vol.7(11).
- A. Bhardwaj, S. Kaur, A. P. Shukla, and M. K. Shukla, "A Novel Method for Despeckling of Ultrasound Images Using Cellular Automata-Based Despeckling Filter," *Int. J. E-Health Med. Commun. IJEHMC*, vol. 12, no. 5, pp. 16–35, 2021.
- S. Garg, D. V. Gupta, and R. K. Dwivedi, "Enhanced active monitoring load balancing algorithm for virtual machines in cloud computing," in *2016 International Conference System Modeling & Advancement in Research Trends (SMART)*, 2016, pp. 339–344.
- S. Tyagi, R. K. Dwivedi, and A. K. Saxena, "A High Capacity PDF Text Steganography Technique Based on Hashing Using Quadratic Probing," *Int J Intell Eng Syst.*, vol. 12, no. 3, pp. 192–202, 2019.
- Alabdullah, T. T. Y., Ahmed, E. R. (2020). Audit Committee Impact on Corporate Profitability in Oman Companies: an Auditing and Management Accounting Perspective. *JURNAL Riset Akuntansi dan Keuangan Indonesia*, 4(2), 121-128.
- N. Andiyappillai, "Factors Influencing the Successful Implementation of the Warehouse Management System (WMS)," *International Journal of Computer Applications*, Vol.177, Issue 32, 21-25, Jan 2020. doi: 10.5120/ijca2020919787
- P. Verma, N. Shukla, and A. P. Shukla, "Techniques of Sarcasm Detection: A Review," in *2021 International Conference on Advance Computing and Innovative Technologies in Engineering (ICACITE)*, 2021, pp. 968–972.
- Alabdullah, T. T. Y., Ahmed, E. R., & Nor, M. I. (2020). The World Declining Economy And Coronavirus Pandemic: Systems Should Be Continued. *Russian Journal of Agricultural and Socio-Economic Sciences((RJOAS)*, Vol. 6(102).
- S. K. Pal, A. Bhardwaj, and A. P. Shukla, "A Review on Despeckling Filters in Ultrasound Images for Speckle Noise Reduction," in *2021 International Conference on Advance*

Computing and Innovative Technologies in Engineering (ICACITE), 2021, pp. 973–978.

P. Sharma and A. P. Shukla, “A Review on Brain Tumor Segmentation and Classification for MRI Images,” in *2021 International Conference on Advance Computing and Innovative Technologies in Engineering (ICACITE)*, 2021, pp. 963–967.

D. Seal, A. P. Shukla, and A. Bhardwaj, “Effect of Iterative Variations on Despeckling Filters in Ultrasound Imaging,” in *2019 International Conference on Issues and Challenges in Intelligent Computing Techniques (ICICT)*, 2019, vol. 1, pp. 1–6.

N. Agrawal, A. Jain, and A. Agarwal, “Simulation of Network on Chip for 3D Router Architecture,” *Int. J. Recent Technol. Eng.*, vol. 8, pp. 58–62, 2019.

Gupta, Pooja, Ambuj Kumar Agrawal, and Shahnaz Fatima. "Sign Language Problem and Solutions for Deaf and Dumb People." (2004).

Gupta, Ravi Kumar. (2018). Employment Security and Occupational Satisfaction in India, *Journal of Advanced Research in Dynamical & Control System*, Volume 10, Issue 10.

Gupta, Ravi Kumar. (2019). Minimum Wage and Minimum Work Hour in India, *Journal of Advanced Research in Dynamical & Control System*, Vol. 11, 02-Special Issue, 2019

Mishra, Shivam Kumar & Gupta, Ravi Kumar (2021). Developing Effective Digital Marketing Strategies in Gaming Sector Through Gamers Response. *Empirical Economics Letters*, Vol. 20, Special Issue 1, June 2021.

Agarwal, Akshata & Gupta, Ravi Kumar. (2021) Perception of Investors Regarding Mutual Funds as a Worthy Investment, *Empirical Economics Letters*, Vol. 20, Special Issue 2, June 2021.

Alabdullah, T. T. Y., Ahmed, E. R., & Abushammala, S. (2020). Growth of Companies: Empirical Study of the Companies Listed in Developing Economies. *Journal of Accounting Science*. 4(2), 1-10.

Ahmed, E. R., Alabdullah, T. T. Y., Thottoli, M. M., & Maryanti, E. (2020). Does Corporate Governance Predict Firm Profitability? An Empirical Study in Oman. *The International Journal of Accounting and Business Society*, 28(1), 127-143.

Metwaly, A. F., Rashad, M. Z., Omara, F. A., & Megahed, A. A. (2014). Architecture of multicast centralized key management scheme using quantum key distribution and

- classical symmetric encryption. *The European Physical Journal Special Topics*, 223(8), 1711-1728
- Farouk, A., Zakaria, M., Megahed, A., & Omara, F. A. (2015). A generalized architecture of quantum secure direct communication for N disjointed users with authentication. *Scientific reports*, 5(1), 1-17
- Naseri, M., Raji, M. A., Hantehzadeh, M. R., Farouk, A., Boochani, A., & Solaymani, S. (2015). A scheme for secure quantum communication network with authentication using GHZ-like states and cluster states controlled teleportation. *Quantum Information Processing*, 14(11), 4279-4295
- Wang, M. M., Wang, W., Chen, J. G., & Farouk, A. (2015). Secret sharing of a known arbitrary quantum state with noisy environment. *Quantum Information Processing*, 14(11), 4211-4224
- Zhou, N. R., Liang, X. R., Zhou, Z. H., & Farouk, A. (2016). Relay selection scheme for amplify-and-forward cooperative communication system with artificial noise. *Security and Communication Networks*, 9(11), 1398-1404.
- Zhou, N. R., Li, J. F., Yu, Z. B., Gong, L. H., & Farouk, A. (2017). New quantum dialogue protocol based on continuous-variable two-mode squeezed vacuum states. *Quantum Information Processing*, 16(1), 1-16
- Abdolmaleky, M., Naseri, M., Batle, J., Farouk, A., & Gong, L. H. (2017). Red-Green-Blue multi-channel quantum representation of digital images. *Optik*, 128, 121-132
- Naseri, M., Heidari, S., Baghfalaki, M., Gheibi, R., Batle, J., Farouk, A., & Habibi, A. (2017). A new secure quantum watermarking scheme. *Optik*, 139, 77-86
- Heidari, S., Naseri, M., Gheibi, R., Baghfalaki, M., Pourarian, M. R., & Farouk, A. (2017). A new quantum watermarking based on quantum wavelet transforms. *Communications in theoretical Physics*, 67(6), 732
- Nagata, K., Nakamura, T., & Farouk, A. (2017). Quantum cryptography based on the Deutsch-Jozsa algorithm. *International Journal of Theoretical Physics*, 56(9), 2887-2897
- Nagata, K., Nakamura, T., Geurdes, H., Batle, J., Abdalla, S., & Farouk, A. (2018). Creating Very True Quantum Algorithms for Quantum Energy Based Computing. *International Journal of Theoretical Physics*, 57(4), 973-980.

- Abulkasim, H., Farouk, A., Hamad, S., Mashatan, A., & Ghose, S. (2019). Secure dynamic multiparty quantum private comparison. *Scientific reports*, 9(1), 1-16.
- Abulkasim, H., Alsquaih, H. N., Hamdan, W. F., Hamad, S., Farouk, A., Mashatan, A., & Ghose, S. (2019). Improved dynamic multi-party quantum private comparison for next-generation mobile network. *IEEE Access*, 7, 17917-17926
- Wisetsri, W. (2017). SPORNOSEXUAL: Self-Esteem theory, present body characteristics by online media. *Research and Development Journal Suan Sunandha Rajabhat University*, 9(2): 24- 33.
- Farouk, A., Alahmadi, A., Ghose, S., & Mashatan, A. (2020). Blockchain platform for industrial healthcare: Vision and future opportunities. *Computer Communications*, 154, 223-235.
- Zhu, F., Zhang, C., Zheng, Z., & Farouk, A. (2021). Practical Network Coding Technologies and Softwarization in Wireless Networks. *IEEE Internet of Things Journal*, 8(7), 5211-5218.
- D. K. Sharma, B. Singh, R. Regin, R. Steffi and M. K. Chakravarthi, "Efficient Classification for Neural Machines Interpretations based on Mathematical models," *2021 7th International Conference on Advanced Computing and Communication Systems (ICACCS)*, 2021, pp. 2015-2020, doi: 10.1109/ICACCS51430.2021.9441718.
- Wisetsri, W. (2020). The Perception of Brand Personality in the Context of Hotel of Undergraduate Students. *Journal of Multidisciplinary in Humanities and Social Sciences*, 3(1): 1-12.
- Ujjainiya, L., & Chakravarthi, M. K. (2015). Raspberry-Pi based cost effective vehicle collision avoidance system using image processing. *ARPJ. Eng. Appl. Sci*, 10(7).
- Chakravarthi, M. K., Tiwari, R. K., & Handa, S. (2015). Accelerometer based static gesture recognition and mobile monitoring system using neural networks. *Procedia Computer Science*, 70, 683-687.
- Chakravarthi, M. K., Pannem, V. K., & Venkatesan, N. (2014). Real time implementation of gain scheduled controller design for higher order nonlinear system using LabVIEW. *International Journal of Engineering and Technology*, 6(5), 2031-2038.

- Wisetsri, W., & Maaz, U. D. (2020). The Influence of Leadership, Work Motivation and Organizational Culture on Job Performance. *International Journal of Psychosocial Rehabilitation*, 24(5):7336-7350. doi: 10.37200/IJPR/V24I5/PR2020768
- Chakravarthi, M. K., & Venkatesan, N. (2015). Experimental validation of a multi model PI controller for a non linear hybrid system in LabVIEW. *Telkonnika*, 13(2), 547.
- Chakravarthi, M. K., Gupta, K., Malik, J., & Venkatesan, N. (2015, December). Linearized PI controller for real-time delay dominant second order nonlinear systems. In *2015 International Conference on Control, Instrumentation, Communication and Computational Technologies (ICCICCT)* (pp. 236-240). IEEE.
- Ganesh, D., Naveed, S. M. S., & Chakravarthi, M. K. (2016). Design and Implementation of Robust Controllers for an Intelligent Incubation Pisciculture System. *Indonesian Journal of Electrical Engineering and Computer Science*, 1(1), 101-108.
- Wisetsri, W. (2017). *Man And Society (1st ed)*. Bangkok: King Mongkut's University of Technology North Bangkok.
- Pannem, V. K., Kalyan Chakravarthi, M., & Venkatesan, N. (2015, April). Validation of integer and fractional order PI controllers for a real time non linear process. In *2015 Global Conference on Communication Technologies (GCCT)* (pp. 84-89). IEEE.
- Mohammed, S., Naveed, S., Chakravarthi, M. K., & Venkatesan, N. (2015, April). Comparative study of controller performance for different real-time hybrid models. In *2015 Global Conference on Communication Technologies (GCCT)* (pp. 39-44). IEEE.
- Vijai C.& Wisetsri, W. (2021). Rise of Artificial Intelligence in Healthcare Startups in India. *Advances In Management*. 14 (1) March (2021):48-52.
- Chakravarthi, M. K., Vinay, P. K., & Venkatesan, N. (2015). Design and simulation of internal model controller for a real time nonlinear process. *Indian Journal of Science and Technology*, 8(19), 1-6.
- Chakravarthi, M. K., & Venkatesan, N. (2015). Design and Implementation of Lab View Based Optimally Tuned PI Controller for A Real Time Non Linear Process. *Asian Journal of Scientific Research*, 8(1), 95.
- Venkatasreehari, R., & Chakravarthi, M. K. (2014, July). Industrial pollution monitoring GUI system using internet, LabVIEW AND GSM. In *2014 International Conference on*

Control, Instrumentation, Communication and Computational Technologies (ICCICCT) (pp. 787-791). IEEE.

Sekhar, C., Kranthi, K., & Chakravarthi, M. K. (2017, March). Traffic signal breach vehicle stop system using IOT. In *2017 International Conference on Nextgen Electronic Technologies: Silicon to Software (ICNETS2)* (pp. 296-300). IEEE.

W. Wisetsri, "The Perception of Brand Personality in the Context of Hotel of Undergraduate Students", vol. 3, no. 1, pp. 1-12, Jun. 2020.

Ujjainiya, L., Chakravarthi, M. K., & Soni, A. (2014). Development and implementation of gesture controlled automatic audio system. *International Journal of Computer Applications*, 106(13).

Chakravarthi, M. K., & Venkatesan, N. (2018). Adaptive type-2 fuzzy controller for nonlinear delay dominant MIMO systems: an experimental paradigm in LabVIEW. *International Journal of Advanced Intelligence Paradigms*, 10(4), 354-373.

Listiningrum, H. D., Wisetsri, W., & Boussanlegue, T. (2020). Principal's Entrepreneurship Competence in Improving Teacher's Entrepreneurial Skill in High Schools. *Journal of Social Work and Science Education*, 1(1), 87-95.

Pandya, S.; Ambient Acoustic Event Assistive Framework for Identification, Detection, and Recognition of Unknown Acoustic Events of a Residence, *Advanced Engineering Informatics*. Elsevier.

(<http://www.sciencedirect.com/science/article/pii/S147403462030207X>)

Ghayvat, H.; Pandya, S.; Awais, M. ReCognizing SUSpect and PredictiNg The SpRead of Contagion Based on Mobile Phone LoCation DaTa (COUNTERACT): A System of identifying COVID-19 infectious and hazardous sites, detecting disease outbreaks based on internet of things, edge computing and artificial intelligence, *Sustainable Cities and Society*.

Pandya S, Wakchaure MA, Shankar R, Annam JR. Analysis of NOMA-OFDM 5G wireless system using deep neural network. *The Journal of Defense Modeling and Simulation*. 2021. doi:10.1177/1548512921999108.

Awais, M.; Ghayvat, H.; Krishnan Pandarathodiyil, A.; Nabillah Ghani, W.M.; Ramanathan, A.; Pandya, S.; Walter, N.; Saad, M.N.; Zain, R.B.; Faye, I. Healthcare Professional in the Loop (HPIL): Classification of Standard and Oral Cancer-Causing Anomalous

- Regions of Oral Cavity Using Textural Analysis Technique in Autofluorescence Imaging. *Sensors*, 2020, 20, 5780. <https://doi.org/10.3390/s20205780>
- Patel, C.I.; Labana, D.; Pandya, S.; Modi, K.; Ghayvat, H.; Awais, M. Histogram of Oriented Gradient-Based Fusion of Features for Human Action Recognition in Action Video Sequences. *Sensors* 2020, 20, 7299. <https://doi.org/10.3390/s20247299>
- Ruttala, U. K., Balamurugan, M. S., & Chakravarthi, M. K. (2015). NFC based smart campus payment system. *Indian Journal of Science and Technology*, 8(19).
- Kumar, S., Kumar, P., Wisetsri, W., Raza, M. & Norabuena-Figueroa, R.P. (2021). Social entrepreneurship education: Insights from the indian higher educational courses. *Academy of Strategic Management Journal*, 20(S1),1-14.
- Ganesh, D., & Chakravarthi, M. K. (2014, July). Remote web based monitoring and controlling of a nonlinear process using micro controller. In *2014 International Conference on Control, Instrumentation, Communication and Computational Technologies (ICCICCT)* (pp. 767-770). IEEE.
- Chakravarthi, M. K., & Vinay, P. (2014). LabVIEW based Comparison of various Edge Detection Techniques for Bug Classification. *International Journal of Applied Engineering Research*, 9(19), 6381-6390.
- Bais, N., Shubha, R., Yamuna, V., & Chakravarthi, M. K. (2018). Smart Mobile Diagnostic Laboratory and Doctor Annunciation System in Ambulances. In *Intelligent Embedded Systems* (pp. 155-162). Springer, Singapore.
- Jolly, A. R., & Chakravarthi, M. K. (2016, January). A standalone data logger for fibre optic vibration measurement system using Beaglebone. In *2016 10th International Conference on Intelligent Systems and Control (ISCO)* (pp. 519-522). IEEE.
- Kumar, V. S., & Chakravarthi, M. K. (2016, January). MSP430 data logger: An implementation for stress measurement in concrete structures. In *2016 10th International Conference on Intelligent Systems and Control (ISCO)* (pp. 1-4). IEEE.
- Ghayvat, H.; Awais, M.; Pandya, S.; Ren, H.; Akbarzadeh, S.; Chandra Mukhopadhyay, S.; Chen, C.; Gope, P.; Chouhan, A.; Chen, W. Smart Aging System: Uncovering the Hidden Wellness Parameter for Well-Being Monitoring and Anomaly Detection. *Sensors* 2019, 19, 766. <https://doi.org/10.3390/s19040766>.

- Barot, V., Kapadia, V., & Pandya, S., QoS Enabled IoT Based Low Cost Air Quality Monitoring System with Power Consumption Optimization, *Cybernetics and Information Technologies*, 2020, 20(2), 122-140. doi: <https://doi.org/10.2478/cait-2020-0021>.
- Sur, A., Sah, R., Pandya, S., Milk storage system for remote areas using solar thermal energy and adsorption cooling, *Materials Today*, Volume 28, Part 3, 2020, Elsevier, Pages 1764-1770, ISSN 2214-7853, <https://doi.org/10.1016/j.matpr.2020.05.170>.
- D.S. Hooda, Keerti Upadhyay and D.K. Sharma, "A Generalized Measure of 'Useful R-norm Information'", *International Journal of Engineering Mathematics and Computer Sciences*, Vol 3(5), pp.1-11, 2014.
- H. Ghayvat, Pandya, S., and A. Patel, "Deep Learning Model for Acoustics Signal Based Preventive Healthcare Monitoring and Activity of Daily Living," *2nd International Conference on Data, Engineering and Applications (IDEA)*, Bhopal, India, 2020, pp. 1-7, doi: 10.1109/IDEA49133.2020.9170666
- D.S. Hooda, Keerti Upadhyay and D.K. Sharma, "Bounds on Cost Measures in terms of 'Useful' R-norm Information Measures" *Direct Research Journal of Engineering and Information Technology*, Vol.2 (2), pp.11-17, 2014.
- Pandya, S., Shah, J., Joshi, N., Ghayvat, H., Mukhopadhyay, S.C. and Yap, M.H., 2016, November. A novel hybrid based recommendation system based on clustering and association mining. In *Sensing Technology (ICST), 2016 10th International Conference on* (pp. 1-6). IEEE.
- Supriya, R., Chakravarthi, M. K., & Ali, S. R. (2016). An Embedded Visually Impaired Reconfigurable Author Assistance System Using LabVIEW. In *Microelectronics, Electromagnetics and Telecommunications* (pp. 429-435). Springer, New Delhi.
- D.S. Hooda and D.K. Sharma, "Lower and Upper Bounds Inequality of a Generalized 'Useful' Mean Code Length" *GAMS Journal of Mathematics and Mathematical Biosciences*, Vol. 4(1), pp.62-69, 2013.
- Ganesh, D., Naveed, S. M. S., & Chakravarthi, M. K. (2016). Design and Implementation of Robust Controllers for an Intelligent Incubation Pisciculture System. *Indonesian Journal of Electrical Engineering and Computer Science*, 1(1), 101-108.

- D.S. Hooda, Keerti Upadhyay and D.K. Sharma, ‘Useful’ R-Norm Information Measure and its Properties” *IOSR Journal of Electronics and Communication Engineering*, Vol. 8, pp. 52-57, 2013.
- Chakravarthi, M. K., Gupta, K., Malik, J., & Venkatesan, N. (2015, December). Linearized PI controller for real-time delay dominant second order nonlinear systems. *In 2015 International Conference on Control, Instrumentation, Communication and Computational Technologies (ICCICCT)* (pp. 236-240). IEEE.
- D.S. Hooda, Sonali Saxena and D.K. Sharma, “A Generalized R-Norm Entropy and Coding Theorem” *International Journal of Mathematical Sciences and Engineering Applications*, Vol.5(2), pp.385-393, 2011.
- Chakravarthi, M. K., & Venkatesan, N. (2015). Design and Implementation of Adaptive Model Based Gain Scheduled Controller for a Real Time Non Linear System in LabVIEW. *Research Journal of Applied Sciences, Engineering and Technology*, 10(2), 188-196.
- A.K. Gupta,, T. Maity, H. Anandakumar, and Y.K Chauhan, “An electromagnetic strategy to improve the performance of PV panel under partial shading,” *Computers & Electrical Engineering*, Vol. 90, pp.106896. 2021.
- D.S. Hooda and D.K. Sharma, “Bounds on Two Generalized Cost Measures” *Journal of Combinatorics, Information & System Sciences*, Vol. 35(3-4), pp. 513-530, 2010.
- Pandya, S., W. Patel, H. Ghayvat, “NXTGeUH: Ubiquitous Healthcare System for Vital Signs Monitoring & Falls Detection”, *IEEE International Conference, Symbiosis International University*, December 2018.
- D.K. Sharma and D.S. Hooda, “Generalized Measures of ‘Useful’ Relative Information and Inequalities” *Journal of Engineering, Management & Pharmaceutical Sciences*, Vol.1(1), pp.15-21, 2010.
- Ghayvat, H., Pandya, S., “Wellness Sensor Network for modeling Activity of Daily Livings- Proposal and Off-Line Preliminary Analysis” *IEEE International Conference, Galgotias University*, New Delhi, December 2018.
- D.S. Hooda and D.K. Sharma (2010) “Exponential Survival Entropies and Their Properties” *Advances in Mathematical Sciences and Applications*, Vol. 20, pp. 265-279, 2010.

- Pandya, S., Ghayvat, H., Shah, J., Joshi, N., A Novel Hybrid based Recommendation System based on Clustering and Association Mining, *10th IEEE International Conference on Sensing technology and Machine Intelligence (ICST-2016)*, Nanjing, China, November 2016.
- D.S. Hooda and D.K. Sharma, "Generalized 'Useful' Information Generating Functions" *Journal of Appl. Math. and Informatics*, Vol. 27 (3-4), pp. 591-601, 2009.
- Pandya, S., W. Patel, An Adaptive Approach towards designing a Smart Health-care Real-Time Monitoring System based on IoT and Data Mining, *3rd IEEE International Conference on Sensing technology and Machine Intelligence (ICST- 2016)*, Dubai, November 2016.
- D.S. Hooda and D.K. Sharma, "Non-additive Generalized Measures of 'Useful' Inaccuracy" *Journal of Rajasthan Academy of Physical Sciences*, Vol. 7(3), pp.359-368, 2008.
- Pandya, S., Ghayvat, H., Kotecha, K., Wandra, K., Advanced AODV Approach for Efficient Detection And Mitigation Of WORMHOLE Attack IN MANET, *10th IEEE International Conference on Sensing technology and Machine Intelligence (ICST-2016)*, Nanjing, China, November 2016.
- Bharat, P. V., & Chakravarti, M. (2014). RF harvesting circuitry for ambient backscatter technology. *International Journal of Applied Engineering Research*, 5769-5778.
- D.S. Hooda and D.K. Sharma, Generalized R-Norm information Measures. *Journal of Appl. Math, Statistics & informatics (JAMSI)*, Vol. 4 No.2, 153-168, 2008.
- Chakravarthi, M. K., & Bharath, B. (2012, April). DIP coated thick films of ZNO and its ethanol sensing properties. *In 2012 8th International Symposium on Mechatronics and its Applications* (pp. 1-5). IEEE.
- Chakravarthi, M. K., Watekar, P. R., Babu, A. V., Sateesh, M., & Reddy, P. V. Optimization of Silica Glass Micro Fiber for Zero Dispersion Wavelength. *In National Conference on Innovative Paradigms in Engineering Technology (NCIPET-2012) Proceedings*.
- Dilip Kumar Sharma, "Some Generalized Information Measures: Their characterization and Applications", Lambert Academic Publishing, Germany, 2010. 978-3838386041.
- D. K. Sharma, B. Singh, R. Regin, R. Steffi and M. K. Chakravarthi, "Efficient Classification for Neural Machines Interpretations based on Mathematical models," *2021 7th*

International Conference on Advanced Computing and Communication Systems (ICACCS), 2021, pp. 2015-2020, doi: 10.1109/ICACCS51430.2021.9441718.

F. Arslan, B. Singh, D. K. Sharma, R. Regin, R. Steffi and S. Suman Rajest, "Optimization Technique Approach to Resolve Food Sustainability Problems," *2021 International Conference on Computational Intelligence and Knowledge Economy (ICCIKE)*, 2021, pp. 25-30, doi: 10.1109/ICCIKE51210.2021.9410735.

G. A. Ogunmola, B. Singh, D. K. Sharma, R. Regin, S. S. Rajest and N. Singh, "Involvement of Distance Measure in Assessing and Resolving Efficiency Environmental Obstacles," *2021 International Conference on Computational Intelligence and Knowledge Economy (ICCIKE)*, 2021, pp. 13-18.
doi: 10.1109/ICCIKE51210.2021.9410765.

D. K. Sharma, B. Singh, M. Raja, R. Regin and S. S. Rajest, "An Efficient Python Approach for Simulation of Poisson Distribution," *2021 7th International Conference on Advanced Computing and Communication Systems (ICACCS)*, 2021, pp. 2011-2014, doi: 10.1109/ICACCS51430.2021.9441895.

D. K. Sharma, B. Singh, E. Herman, R. Regine, S. S. Rajest and V. P. Mishra, "Maximum Information Measure Policies in Reinforcement Learning with Deep Energy-Based Model," *2021 International Conference on Computational Intelligence and Knowledge Economy (ICCIKE)*, 2021, pp. 19-24.
doi: 10.1109/ICCIKE51210.2021.9410756.

A.K. Gupta, Y. K. Chauhan, and T Maity, "Experimental investigations and comparison of various MPPT techniques for photovoltaic system," *Sādhanā*, Vol. 43, no. 8, pp.1-15, 2018.

M. V. Karthik, M. K. Chakravarthi, L. M. Yapanto, D. Selvapandian, R. Harish and K. Subramani, "Optical Analysis of the UPQC using PI Controller in Power flow System," *2021 7th International Conference on Advanced Computing and Communication Systems (ICACCS)*, 2021, pp. 2006-2010.
doi: 10.1109/ICACCS51430.2021.9441901.

A.K. Gupta, "Sun Irradiance Trappers for Solar PV Module to Operate on Maximum Power: An Experimental Study," *Turkish Journal of Computer and Mathematics Education (TURCOMAT)*, Vol. 12, no.5, pp.1112-1121, 2021.

- Pandya, S., H. Dandvate “New Approach for frequent item set generation based on Mirabit Hashing Algorithm”, *IEEE International Conference on Inventive Computation technologies (ICICT)*, 26 August, India, 2016.
- Pandya, S., Patel, W., Mistry, V., i-MsRTRM: Developing an IoT based iNTELLIGENT Medicare System for Real-time Remote Health Monitoring, *8th IEEE International Conference on Computational Intelligence and Communications Networks (CICN-2016)*, Tehari, India, 23-25th December 2016.
- Pandya, S., Shah, J., Joshi, N., Ghayvat, H., Mukhopadhyay, S.C. and Yap, M.H., 2016, November. A novel hybrid based recommendation system based on clustering and association mining. In *Sensing Technology (ICST), 2016 10th International Conference on* (pp. 1-6). IEEE.
- Pandya, S., Vyas, D. and Bhatt, D., A Survey on Various Machine Learning Techniques, *International Conference on Emerging trends in Scientific Research (ICETSR-2015)*, ISBN no: 978-81-92346-0-5, 2015.
- Pandya, S., Wandra, K., Shah, J., A Hybrid Based Recommendation System to overcome the problem of sparsity, *International Conference on emerging trends in scientific research*, December, 2015.
- Mehta, P., Pandya, S., A review on sentiment analysis methodologies, practices and applications, *International Journal of Scientific and Technology Research*, 2020, 9(2), pp. 601–609
- Esmaeil, J., Rjoub, H., & Wong, W. K. (2020). Do Oil Price Shocks and Other Factors Create Bigger Impacts on Islamic Banks than Conventional Banks?. *Energies*, 13(12), 3106.
- M. P. Sathyaseelan, M. K. Chakravarthi, A. P. Sathyaseelan and S. Sudipta, "IoT based COVID De-Escalation System using Bluetooth Low Level Energy," *2021 6th International Conference on Inventive Computation Technologies (ICICT)*, 2021, pp. 174-177, doi: 10.1109/ICICT50816.2021.9358718.
- C. H. R. Prasad and M. K. Chakravarthi, "Failure analysis and prediction for metal jobs using fuzzy computation," *2017 International Conference on Intelligent Computing, Instrumentation and Control Technologies (ICICT)*, 2017, pp. 1159-1163, doi: 10.1109/ICICT1.2017.8342734.

- Alwreikat, A. A., & Rjoub, H. (2020). Impact of mobile advertising wearout on consumer irritation, perceived intrusiveness, engagement and loyalty: A partial least squares structural equation modelling analysis. *South African Journal of Business Management*, 51(1), 11.
- M. K. Chakravarthi, B. Bharath and R. V. Sreehari, "Implementation of an automated drug delivery system using linear actuator," *2015 International Conference on Soft Computing Techniques and Implementations (ICSCCTI)*, 2015, pp. 90-93.
doi: 10.1109/ICSCCTI.2015.7489571.
- Alhodiry, A., Rjoub, H., & Samour, A. (2021). Impact of oil prices, the US interest rates on Turkey's real estate market. New evidence from combined co-integration and bootstrap ARDL tests. *Plos one*, 16(1), e0242672.
- A.K. Gupta, Y.K Chauhan, and T Maity and R Nanda, "Study of Solar PV Panel Under Partial Vacuum Conditions: A Step Towards Performance Improvement," *IETE Journal of Research*, pp.1-8, 2020.
- S. Mohammed, S. Naveed, M. K. Chakravarthi and N. Venkatesan, "Comparative study of controller performance for different real-time hybrid models," *2015 Global Conference on Communication Technologies (GCCT)*, 2015, pp. 39-44.
doi: 10.1109/GCCT.2015.7342620.
- Yıldız, B. F., Hesami, S., Rjoub, H., & Wong, W. K. (2021). Interpretation Of Oil Price Shocks On Macroeconomic Aggregates Of South Africa: Evidence From SVAR. *Journal of Contemporary Issues in Business and Government*, 27(1), 279-287.
- V. K. Pannem, M. Kalyan Chakravarthi and N. Venkatesan, "Validation of integer and fractional order PI controllers for a real time non linear process," *Global Conference on Communication Technologies (GCCT)*, pp. 84-89.
doi: 10.1109/GCCT.2015.7342628.
- A.K. Gupta, Y.K Chauhan, and T Maity, "A new gamma scaling maximum power point tracking method for solar photovoltaic panel Feeding energy storage system," *IETE Journal of Research*, vol.67, no.1, pp.1-21, 2018.
- Shaheen, R., Ağa, M., Rjoub, H., & Abualrub, A. (2020). Investigation of the Pillars of Sustainability Risk Management as an Extension of Enterprise Risk Management on Palestinian Insurance Firms' Profitability. *Sustainability*, 12(11), 4709.

- M. K. Chakravarthi, B. Bharath and R. V. Sreehari, "Implementation of an automated drug delivery system using linear actuator," *2015 International Conference on Soft Computing Techniques and Implementations (ICSCTI)*, 2015, pp. 90-93.
doi: 10.1109/ICSCTI.2015.7489571.
- Hesami, Siamand, Bezhan Rustamov, Husam Rjoub, and Wing-Keung Wong. "Implications of Oil Price Fluctuations for Tourism Receipts: The Case of Oil Exporting Countries." *Energies* 13, no. 17 (2020): 4349.
- N. A. Jalil, H. J. Hwang, and N. M. Dawi, "Machines learning trends, perspectives and prospects in education sector," in *ACM International Conference Proceeding Series*, 2019.
- Ibnou-Laaroussi, S., Rjoub, H., & Wong, W. K. (2020). Sustainability of Green Tourism Among International Tourists and Its Influence on the Achievement of Green Environment: Evidence from North Cyprus. *Sustainability*, 12(14), 5698.
- N. A. Jalil, P. Prapinit, M. Melan, and A. Bin Mustaffa, "Adoption of business intelligence - Technological, individual and supply chain efficiency," in *Proceedings - 2019 International Conference on Machine Learning, Big Data and Business Intelligence, MLBDBI 2019*, 2019.
- A. K. Gupta et al., "Effect of Various Incremental Conductance MPPT Methods on the Charging of Battery Load Feed by Solar Panel," in *IEEE Access*, vol. 9, pp. 90977-90988, 2021, doi: 10.1109/ACCESS.2021.3091502.
- N. A. Jalil and H. J. Hwang, "Technological-centric business intelligence: Critical success factors," *Int. J. Innov. Creat. Chang.*, 2019.
- Alfadli, A., & Rjoub, H. (2020). The impacts of bank-specific, industry-specific and macroeconomic variables on commercial bank financial performance: evidence from the Gulf cooperation council countries. *Applied Economics Letters*, 27(15), 1284-1288.
- Suman Rajest S, Dr. P. Suresh, "An Analysis of Psychological Aspects in Student-Centered Learning Activities and Different Methods" In *Journal of International Pharmaceutical Research*, Volume: 46, Special Issue 01, March 2019, 165-172.
- Md. Salamun Rashidin, Sara Javed, Bin Liu, Wang Jian, Suman Rajest S, "Insights: Rivals Collaboration on Belt and Road Initiatives and Indian Recourses" in *Journal of*

Advanced Research in Dynamical and Control Systems, Volume: 11, Special Issue 04,
2019, Page No.: 1509-1522.

Laxmi Lydia, E., Kannan, S., Suman Rajest, S. and Satyanarayana, S. (2020) ‘Correlative study and analysis for hidden patterns in text analytics unstructured data using supervised and unsupervised learning techniques’, *Int. J. Cloud Computing*, Vol. 9, Nos. 2/3, pp.150–162.

Dr. Laxmi Lidiya. S. Suman, Rajest, “Correlative Study and Analysis for Hidden Patterns in Text Analytics Unstructured Data using Supervised and Unsupervised Learning techniques” in *International Journal of Cloud Computing, International Journal of Cloud Computing (IJCC)*, Vol. 9, No. 2/3, 2020.

Dr. P.S. Venkateswaran, Dr. A. Sabarirajan, S. Suman Rajest And R. Regin (2019) “The Theory of the Postmodernism in Consumerism, Mass Culture and Globalization” in *The Journal of Research on the Lepidoptera* Volume 50 (4): 97-113

Desfiandi, A., Suman Rajest, S., S. Venkateswaran, P., Palani Kumar, M., & Singh, S. (2019). Company Credibility: A Tool To Trigger Positive Csr Image In The Cause-Brand Alliance Context In Indonesia. *Humanities & Social Sciences Reviews*, 7(6), 320-331.

K.B. Adanov, S. Suman Rajest, Mustagaliyeva Gulnara, Khairzhanova Akhmaral (2019), “A Short View on the Backdrop of American’s Literature”. *Journal of Advanced Research in Dynamical and Control Systems*, Vol. 11, No. 12, pp. 182-192.

D Datta, S Mishra, SS Rajest, (2020) “Quantification of tolerance limits of engineering system using uncertainty modeling for sustainable energy” *International Journal of Intelligent Networks*, Vol.1, 2020, pp.1-8, <https://doi.org/10.1016/j.ijin.2020.05.006>

Leo Willyanto Santoso, Bhopendra Singh, S. Suman Rajest, R. Regin, Karrar Hameed Kadhim (2021), “A Genetic Programming Approach to Binary Classification Problem” *EAI Endorsed Transactions on Energy*, Vol.8, no. 31, pp. 1-8. DOI: 10.4108/eai.13-7-2018.165523

Ismail Raisal and S. Suman Rajest Ardhariksa Zukhruf Kurniullah, Anjali Kulkarni, Nordiana Ahmad Nordin, Roy Setiawan, Girish Bagale, Rajesh Deb Barman, “Positive Outcomes of Human Resources Engagement and Impact on Motivation”, *Productivity Management*, Vol.25, No.1S, pp. 638-667, 2020.

- Girish Bagale and S. Suman Rajest Roy Setiawan, Vijay D. Kulkarni, Mahmoud Al-Odeh, Nordiana Ahmad Nordin, S.Sam Santhose, Ismail Raisal, “The Impact of Corporate Reputation on Organizational Performance” *Productivity Management*, Vol.25, No.1S, pp. 668-681, 2020.
- Roy Setiawan, Kanchan Rani, Luigi Pio Leonardo Cavaliere, Ngo Tan Hiep, Sudipta Halder, Ismail Raisal, Ruby Mishra, and S. Suman Rajest, “References for Shopping Online Versus in Stores What Do Customers Prefer and How Do Offline Retailers Cope with It?” *Productivity Management*, Vol.25, No.1S, pp. 874-898, 2020.
- Dr. S. Suman Rajest Dr. Bhopendra Singh, P. Kavitha, R. Regin, Dr.K. Praghash, S. Sujatha, “Optimized Node Clustering based on Received Signal Strength with Particle Ordered-filter Routing Used in VANET” *Webology*, Vol.17, No.2, pp. 262-277, 2020.
- Sooraj Kumar Maurya, Professor Vipin Jain, Roy Setiawan, Alliyarov Ashraf, Kartikey Koti, K.Niranjan, Nik Alif Amri Nik Hashim, and S. Suman Rajest, “ The Conditional Analysis of Principals Bullying Teachers Reasons in The Surroundings of The City”, *Productivity Management*, Vol.25, No.5, pp. 1195-1214, 2020.
- Roy Setiawan, Keshav Nath, Luigi Pio Leonardo Cavaliere, Klinge Orlando Villalba-Condori, Dennis Arias-Chavez, Kartikey Koti, Girish Bagale, and S. Suman Rajest, “The Impact of Teaching Innovative Strategy on Academic Performance in High Schools” *Productivity Management*, Vol.25, No.5, pp. 1296-1312, 2020.
- K.K.D. Ramesh, G. Kiran Kumar, K. Swapna, Debabrata Datta, and S. Suman Rajest, “A Review of Medical Image Segmentation Algorithms”, *EAI Endorsed Transactions on Pervasive Health and Technology*, 2021, doi: 10.4108/eai.12-4-2021.169184
- R. Regin, S. Suman Rajest and Bhopendra Singh, “Fault Detection in Wireless Sensor Network Based on Deep Learning Algorithms”, *EAI Endorsed Transactions on Scalable Information Systems*, 2021, <https://eudl.eu/doi/10.4108/eai.3-5-2021.169578>
- Worakamol Wisetsri, Krishnabhaskar Mangalasserri, Luigi Pio Leonardo Cavaliere, Praveen Mittal, M. Kalyan Chakravarthi, Kartikey Koti, Ashish Gupta, S. Suman Rajest, R. Regin, “The Impact of Marketing Practices on NGO Performance: The Pestel Model Effect”, *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, Volume 12, Issue 3, July 2021:2884- 2903.

- Roy Setiawan, V. Ramesh Kumar, M. Kalyan Chakravarthi, Klinge Orlando Villalba-Condori, Cesar Gonzalo Vera-Vasquez, Tamil Selvan Subramaniam, Kartikey Koti, S. Suman Rajest, Regin Rajan., The Empirical Results of Conditional Analysis of Principals' Reasons in Bullying Teachers, *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, Volume 12, Issue 3, July 2021:2737- 2756.
- Luigi Pio Leonardo Cavaliere, Balbir Singh, M Jagadish Kumar, Kartikey Koti, M. Kalyan Chakravarthi, S. Arun, S. Suman Rajest, R. Regin, Sonia Singh., Achieving United Nations Goals Throughout the Youth Leadership, *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, Volume 12, Issue 3, July 2021:2859- 2883.
- N. A. Jalil and K. Kian Yeik, “Systems, design and technologies anxieties towards use of self-service checkout,” in *ACM International Conference Proceeding Series*, 2019.
- B. Singh, N. A. Jalil, D. K. Sharma, S. R, K. Kumar and D. Jebakumar Immanuel, "Computational systems overview and Random Process with Theoretical analysis," *2021 7th International Conference on Advanced Computing and Communication Systems (ICACCS)*, 2021, pp. 1999-2005.
doi: 10.1109/ICACCS51430.2021.9441739.
- Alkhurshan, M., & Rjoub, H. (2020). The scope of an integrated analysis of trust switching barriers, customer satisfaction and loyalty. *Journal of Competitiveness*, 12(2), 5.
- U. Zulfiqar, S. Mohy-Ul-Din, A. Abu-Rumman, A. E. M. Al-Shraah, And I. Ahmed, “Insurance-Growth Nexus: Aggregation and Disaggregation,” *The Journal of Asian Finance, Economics and Business*, vol. 7, no. 12, pp. 665–675, Dec. 2020.
<https://doi.org/10.13106/jafeb.2020.vol7.no12.665>
- Al-Shqairat, Z. I., Al Shraah, A.E. M., Abu-Rumman, A., “The role of critical success factors of knowledge stations in the development of local communities in Jordan: A managerial perspective,” *Journal of management Information and Decision Sciences*, vol. 23, no.5, pp. 510-526, Dec. 2020. DOI: 1532-5806-23-5-218
- Erülgen, A., Rjoub, H., & Adaher, A. (2020). Bank Characteristics Effect on Capital Structure: Evidence from PMG and CS-ARDL. *Journal of Risk and Financial Management*, 13(12), 310.

- D.S. Hooda, Keerti Upadhyay and D.K. Sharma, "On Parametric Generalization of 'Useful' R- norm Information Measure" *British Journal of Mathematics & Computer Science*, Vol. 8(1), pp. 1-15, 2015.
- Joshi M., Agarwal A.K., Gupta B. (2019) Fractal Image Compression and Its Techniques: A Review. In: Ray K., Sharma T., Rawat S., Saini R., Bandyopadhyay A. (eds) *Soft Computing: Theories and Applications. Advances in Intelligent Systems and Computing*, vol 742. Springer, Singapore. https://doi.org/10.1007/978-981-13-0589-4_22
- Agarwal, A. (2013). Implementation of Cylomatrix complexity matrix. *Journal of Nature Inspired Computing*, 1.
- Agarwal, T., Agarwal, A. K., & Singh, S. K. (2014). Cloud computing security: issues and challenges. In *Proceedings of SMART* (pp. 10-14).
- Saleem A., Agarwal A.K. (2016) Analysis and Design of Secure Web Services. In: Pant M., Deep K., Bansal J., Nagar A., Das K. (eds) *Proceedings of Fifth International Conference on Soft Computing for Problem Solving. Advances in Intelligent Systems and Computing*, vol 437. Springer, Singapore. https://doi.org/10.1007/978-981-10-0451-3_41
- N. Gupta and A. K. Agarwal, "Object Identification using Super Sonic Sensor: Arduino Object Radar," *2018 International Conference on System Modeling & Advancement in Research Trends (SMART)*, 2018, pp. 92-96.
doi: 10.1109/SYSMART.2018.8746951.
- S. Shukla, A. Lakhmani and A. K. Agarwal, "A review on integrating ICT based education system in rural areas in India," *2016 International Conference System Modeling & Advancement in Research Trends (SMART)*, 2016, pp. 256-259.
doi: 10.1109/SYSMART.2016.7894531.
- Tanvi, A., Agarwal, A. K., & Singh, S. K. Study of Cloud Computing and its Security Approaches.
- Agarwal A.K., Rani L., Tiwari R.G., Sharma T., Sarangi P.K. (2021) Honey Encryption: Fortification Beyond the Brute-Force Impediment. In: *Manik G., Kalia S., Sahoo S.K., Sharma T.K., Verma O.P. (eds) Advances in Mechanical Engineering. Lecture Notes*

in Mechanical Engineering. Springer, Singapore. https://doi.org/10.1007/978-981-16-0942-8_64

Khullar V, Singh HP, Agarwal AK. Spoken buddy for individuals with autism spectrum disorder. *Asian J Psychiatr.*, 2021 Aug;62 102712. doi:10.1016/j.ajp.2021.102712. PMID: 34091205.

Agarwal, A.K., Jain, A., (2019), Synthesis of 2D and 3D NoC Mesh Router Architecture in HDL Environment, *Jour of Adv Research in Dynamical & Control Systems*, 11(04).

Raja, Rohit, Sandeep Kumar, Shilpa Rani, and K. Ramya Laxmi, eds. *Artificial Intelligence and Machine Learning in 2D/3D Medical Image Processing*. CRC Press, 2020.

Kumar Sandeep, Rohit Raja, and Archana Gandham. "Tracking an Object Using Traditional MS (Mean Shift) and CBWH MS (Mean." *Applications of Machine Learning (2020)*: 47.

Amiya Kumar Sahu, Suraj Sharma, M. Tanveer, Rohit Raja, Internet of Things attack detection using hybrid Deep Learning Model, *Computer Communications*, Volume 176, 2021, Pages 146-154, <https://doi.org/10.1016/j.comcom.2021.05.024>

M. Alswaitti, M. K. Ishak and N. A. M. Isa, "Optimized gravitational-based data clustering algorithm," *Engineering Applications of Artificial Intelligence*, vol. 73, pp. 126-148, 2018.

A. Alrosan, W. Alomoush, N. Norwawi, M. Alswaitti and S. N. Makhadmeh, "An improved artificial bee colony algorithm based on mean best-guided approach for continuous optimization problems and real brain mri images segmentation," *Neural Computing and Applications*, pp. 1-27, 2020.

Z. M. Elgamal, N. B. M. Yasin, M. Tubishat, M. Alswaitti and S. Mirjalili, "An improved harris hawks optimization algorithm with simulated annealing for feature selection in the medical field," *IEEE Access*, vol. 8, pp. 186638-186652, 2020.

M. Tubishat, M. Alswaitti, S. Mirjalili, M. A. Al-Garadi, M. T. Alrashdan et al., "Dynamic butterfly optimization algorithm for feature selection," *IEEE Access*, vol. 8, pp. 194303-194314, 2020.