

Impact of Leadership on Organizational Performance at Pharmaceutical Companies

Luigi Pio Leonardo Cavaliere^a, Melanie Elizabeth Lourens^b, Dr. Arup Roy Chowdhury^c,
Dr.N.L. Balasudarsun^d, Dr. Leo Rathinaraj Antony Soundararajan^e,
Dr. Sreeja Mannickal Thankappan^f, Dr.S. Suman Rajest^g, R. Regin^h

^aDepartment of Economics, University of Foggia, Foggia, Italy. E-mail: luigi.cavaliere@gmail.com

^bDurban University of Technology, Department of Human Resources Management, South Africa.
E-mail: melaniel@dut.ac.za

^cAssistant Professor, HR, XIMB, School of HRM, XIM University, Bhubaneswar, India.

^dAssistant Professor, PSG Institute of Management, Coimbatore, India. E-mail: bala@psgim.ac.in

^eLecturer, Physical Therapy Department, College of Applied Medical Sciences, University of Hail, Hail
Province, Saudi Arabia. E-mail: leo_rathinaraj@yahoo.com

^fLecturer, Anatomy, College of Applied Medical Sciences, University of Hail, Hail Province, Saudi Arabia.
E-mail: sreejaanatomy@gmail.com

^gResearcher, Vels Institute of Science, Technology & Advanced Studies, Chennai, Tamil Nadu, India.

^hAssistant Professor, Department of Computer Science and Engineering, Adhiyamaan College of Engineering,
Tamil Nadu, India.

Abstract: Leadership can be characterized in various manners that it is difficult to concoct a solitary working definition. The initiative is not only an individual or gathering of individuals in a high position. Authority is a cycle where the pioneer is given different exercises to accomplish any objective. Authority alludes to the conduct/demeanour to gather and direct the people towards any objective. The initiative is a correspondence cycle of leaders and individuals. So, the ampleness of an affiliation depends on the fruitful pioneer and the ground-breaking pioneer who has a practical power style. The organization is a huge factor for any affiliation or social occasion. At the beginning of this research, the researcher will talk about leadership style and its effects. Qualitative and quantitative analysis will take place in our survey questions that will be sent to Pharmagroup companies. The researcher will try to have some data from other companies if the researcher could, due to covid-19 and the difficulties in having interviews in the companies. So far, 40 responses to the questionnaire from 70 total employees' and mainly the primary results show a strong impact of leadership on organizational performance. The key to success in the service sector and the whole company was the leadership behaviour at Pharmagroup companies.

Keywords: Leadership, Performance, Styles, Supporting Activity, Administration

1. Introduction

Survival is not the organization's only aim but rather maintaining its life by developing its efficiency [1]. This is required to improve competitive rivalry. In other terms, the business must always strive to improve its efficiency [2-5]. This is similar to what Arslan and Staub said in 2013, now we can see that leadership is fundamentally essential to achieving the success of an organization. Now we have the key explanation why we ought to research the position of leadership to see whether it impacts organizational success or not [6]. Moreover, several writers such as Wang Tsuil and Xin said there is no need to create an analysis because of previous research's minimal yet conflicting findings [7-12]. Hence, there is a misconception of the position of leadership on corporate success in the customer care field. As we will notice in the past years, the customer support field is one of the most relevant enterprises [13-19]. Due to that, the inquiry would take place in inpatient care in the pharmaceutical customer service market. So, the questionnaire of this analysis will be formulated in the following portion [20].

2. Important Studies about Leadership and Organizational Performance

Without the names of Wang Tsui and Xan, a leadership study cannot be begun. These two also forced analyzes of leadership actions on corporate efficiency for 125 organizations in China [21-25]. Their research centred primarily on two forms of leadership behaviour: friendship and mission [26]. In addition to calculating the market share and competitive standing, I took note of the organization's results and found the term or abbreviate PSMC. I noticed it as profitability and revenue [27]. In a 2013 study by other authors, including Ryan and Tipu in Pakistan, these two leadership behaviours directly influence organizational efficiency [28], believing that management behaviour significantly affects customer service business (table 1).

Table 1. The leadership and organizational performance importance studies

Studies on the leadership behavior					
Studies	Sector	Countries studied	Research design	Sample	Findings
Ryan and Tipu (2013)	Business	Pakistan	Quantitative study	548 participants	There are two types of leadership behavior. These are active leadership and passive leadership. Further, active leadership has strong impact on innovation propensity
Wang, Tsui, and Xin (2011)	Business	China	Quantitative study	125 firms	There are two types of leadership behavior. These are relational leadership and task leadership. Further, leader's task related behavior is directly related to organizational performance
Studies on the organizational performance					
Wang, Tsui, and Xin (2011)	Business	China	Quantitative study	125 firms	Organizational performance is measured as profitability, sales growth, market share, and competitive status. Further, leader's task related behavior are directly related to organizational performance
Ryan and Tipu (2013)	Business	Pakistan	Quantitative study	548 participants	Organizational performance is measured as innovation propensity. Further, active leadership has strong impact on innovation propensity
Studies on the impact of leadership on organizational performance					
Wang, Tsui, and Xin (2011)	Business	China	Quantitative study	125 firms	Leader's task related behavior is directly related to organizational performance
Ryan and Tipu (2013)	Business	Pakistan	Quantitative study	548 participants	Active leadership has strong impact on innovation propensity

3. Literature Review: Leadership and Organizational Performance

The jurisdiction to call for initiative speculations from the 20th century has been added. Firstly, the theories, regarded as Great Man speculations, were formed in 1900 [29-35]. As this theory implies, effort is an innate power to direct. Following those theories in 1930, the community theory will demonstrate how administration improves and creates limited gatherings. During 1940-50, the characteristic hypothesis was rendered that all-inclusive characteristics are natural for a pioneer [36]. The theory of comportements emerged between 1950 and 1960. This theory demonstrates the primary behavioural expectations the initiative brings. After this theory, another idea, recognized as a Contingency/Situational Hypothesis, was suggested during 1960-70 [37-41]. His biggest issue with the administration is the policies that prevail directly. In 1980, the Grandness Theory was produced that enabling the citizens to lead relationships to grandeur was an idea of which coordination of qualities, activities, main requirements and assistance [42]. Besides these theories, the management science and social psychology experts, constrained in environments, have often suggested and debated other initiative speculations to avoid administrative viewpoints from being established in separate orders, much as they have in theory, literature, and art [43]. The progressive, straight, male, business, and Newtonian outlook overwhelm these speculations. In the concept of power, multiple fields add different steps. For starters, long stretches of Anthropology – Background of culture – Political science – Sociologists of political influence – Structures and social orders. In 1957, political sociologists described authority as "a tremendous respect and encouragement for pioneers to meet." Robert Greenleaf represented authority in 1977 as [44]: The unbelievable pioneers serve the meeting they lead through an atmosphere that energizes and strengthens everyone's latent ability. In 1978, James

M Burn, an antique/political expert, also described as "the devotees had a fundamental link with the structures of strength transfers. They have a psychology of their own, as approved individuals [45-56]."

4. Different Meanings of Administration

Leadership may be distinguished in different ways, such that a single working description is challenging to define [57]. The initiative is not just an individual or a high-ranking meeting. Authority is a loop in which the pioneer has numerous exercises to fulfil some goal [58]. Authority relates to the actions of a pioneer in getting citizens together and striving for some reason. The initiative consists of a correspondence cycle of representatives and citizens [59]. Thus, an association of the individual with a realistic style of power relies on the effective pioneer and the benchmark pioneer [60-65]. The association is an essential aspect of every membership or social event [66]. The master will represent behaviour from alternative viewpoints in three common behaviours [67]. A. Center accomplishment among others: There is a package of founders who wanted to direct their gatherings for their achievement, but without the support of anyone at the meeting, this accomplishment would not have been feasible [68]. It is also sensitive to grant the entity that enhances the assistance certified importance [69]. In the past, pioneers have used the leadership hierarchy and submitted a request to complete the undertaking [70]. The tops of the cutting edge, though, learned about a substitution tactic and converted it into a family belief hypothesis, including eligible delegates in a surrounding environment to accomplish the objectives [71-75]. The board types are spoken more extensively than styles of activity in the affiliations. This very simple operation style involves the management with fewer capabilities from the place and welcomes the quick one. You don't grant those powers to individuals as key credentials [76-81].

An overpowering action force: a person who sticks out and dominates occasionally or can be their manager is clarified by such an organization. It essentially demonstrates why a pioneer plans to control his relatives for a certain period by preserving the best circumstances [82]. This simply allows the citizens to recognize that they agree to the laws. One should not be a successful social associate of the citizens in this kind of influence. Positive transition to a new path: it's a threat to a prevailing world in its force with the same old stuff. Pioneer has the intensity to stay up and to hear how it places them at unimaginable risk. In any event, if you find that improvement is inevitable, you may not need to have a suitable game plan in this kind of operation [83-91]. It often presents an incentive for officers to become pioneers because they may not have or are confirmed to assume responsibility [92-101].

5. Types of Activity Rehearse

There are power rehearsal collections that are tremendous for a corporation. The CEO's components are the system used by Hart and Quinn [102-109]. They report that the CEOs embrace four definite deployment capabilities [110]. The four jobs are vision setter, assistant, observer and army teacher, each conscious of affiliation obligations [111-117]. The vision represents and illustrates the fundamental and future explanation of an affiliation concerning social, financial and creative development [118-125]. The associate interprets the vision and financial framework of the affiliation as a "cause that is worthwhile." To fulfil this mission, the CEO needs to inspire and persuade staff to meet their objectives [126-131]. The analyzer draws on the favourable organization and the decision-making mechanisms in internal working structures [132]. The Military Teacher bases himself on firm success and mission by influencing the actions of subordinates and allocating resources to the most important tasks [133-141]. A persuasive boss reveals a full variety of leadership, with the option to play all four positions concurrently [142-147]. Not just a character brand name is called operation. Various kinds of explorers occur. Strongly impaired pioneers, for example, are the pioneers who illustrate without considering their accomplices' appraisal [148].

You sense the prospects of others, but you reject them. Pioneers of the lion's share rule: Leaders express their know-how and let the social affair pick accordingly. Pioneers of the appeal: This type establishes the idea of unity or the thankfulness between the two persons for following each other [149-157]. The more the curiosity is centred, the more control is anchored. Harris and House [158]. Communicated, those experts are then again referred to as attractive, visionary, or historical [159-164]. They have a more critical and emotional effect on the behaviours that earlier theories have articulated. As seen by Canella and Monroe in 1997, pivotal behaviour stresses the fundamental value of the bond between pioneers and allies instead of the principle of control at work [165].

The primary actions of beautiful/prominent pioneers consolidate their imagination, their missions are coordinated, validated, and desire is paramount [166]. The principles of appealing/earth-breaking action directly on disciples consolidate their trust in the pioneer and their affection or admiration for delegates, rendering them

feel unbelievable in the pioneer [167]. Curiously, revered behaviour draws on the encouragement of disciples through reward or order. As Burns 1978 has proven, dependent jurisdiction has to do with an exchange that suits the expectations of the exchange assistants [168]. The primary emphasis of Worth is on the maintenance and control of conclusive activities [169]. This practice forms the protocols to be looked for by the membership, establishes the mechanism to complete them, guides efforts and ideas and corrects any slips or anomalies [170]. These activities are meant to update final results, either by explicitly answering tasks or by influencing the behaviour of fans [171]. Two kinds of lead are used in the appeal/moment and contingent jurisdiction [172-179]. A positive light on the actions or implementation of the company, for example, to master the vision or objectives of the business, to look at subordinate operations and provide critical assistance, resources and relevant assistance [180]. The different bright lights on the partnership with employees are clear and solid with subordinates, display loyalty, trust, be committed to the concerns of subordinate workers, show respect for subordinate thought and affirm subordinate duties and achievements [181].

6. Introduction of Affiliation Execution

Progressive efficiency, according to Chen, "Differences in yield commitments for some performances [182-189]. Regarding their content, the execution teaches on the relation between irrelevant and realistic (economic) costs, rational costs and understood returns (capacity) and yield and results obtained (sufficiency) [190-195]. "There was a mistake. There are different approaches to managing the implementation of membership [196-199]. The improvement in association and arrangements before the turn of events has been overcome in this theory [200-205]. As all the operations or philosophy in the firm within the specified span, the operation of the Agreements may be clarified. The cumulative pay accrued for the goods sold will be measured. The advance payment is the cumulative sum of money the association accumulates for the goods it produces in a given period until the costs are deducted. The sufficiency of the affiliation depends upon the three fundamentals introduction determinants (figure 1):

1. Capability and cycle constancy
2. Human resource and relations
3. Progression and variety to the atmosphere.

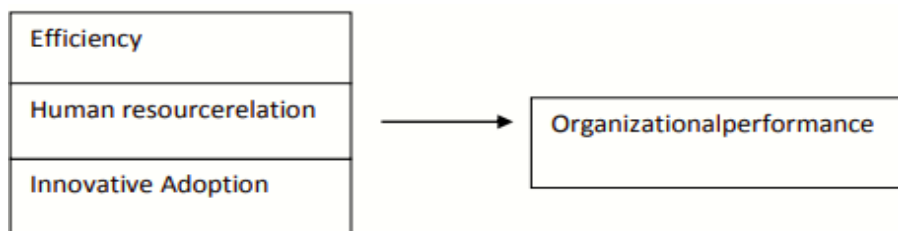


Figure 1. Organizational performance Daniel Druckman (1997)

Profitability is a concept used by an affiliate or a corporation to hire individuals and services to carry out big activities to minimize costs. If the services are correctly utilized, if they seem to rivals accordingly, the expense of the operation reduces and the net benefit rises. Profitability is important because things and firms provide lower prices than the competition by their true approach. The Association of Human Resources offers different levelled tasks, absolute, unequivocal facts, and synchronized efforts between the staff as confidence. Creating adaptations grows over a specific revenue period, business progresses yearly, and a loyal client base is delivered and retained.

7. Different Conceptualizations of Definitive Execution

Genuine movement by representatives against their destinations and objectives is welcomed. 2. In any case, circumstances and sensitive findings are not permanently linked: It is significant that the postponement of time was taken while considering different levelled dynamics and that the time outcome was observed to take average time or years. 3. No single valid reply: In affiliate dynamics, some reactions to the request are undeniably superior to the other ones. Nevertheless, there is no correct response from time to time, and we agree that our answer has indeed been the most successful. 4. Activities can decrease before enhancement: Once we discover additional knowledge, our lead reasonability will decrease until the new limit or power changes are made as appropriate. So, shortly, it would be a wait to master the latest skills and allow successful use of them. In this proposal, the organization's region is granted further consideration. The association is a community of callers who depend solely on consumer interest, consumer commitment, and the association's outcomes being established tax-relative to the number of agents. In such businesses, where you do not operate directly with your

customers, a crucial degree of leadership and capacity to reach your customers is needed to design a definitive show. To maintain that, the association ought to lock in agents to retain its strong social representatives while the staff telephone their clients. However, this concept analyses the consumers as often as customers' desires can be fairly expected.

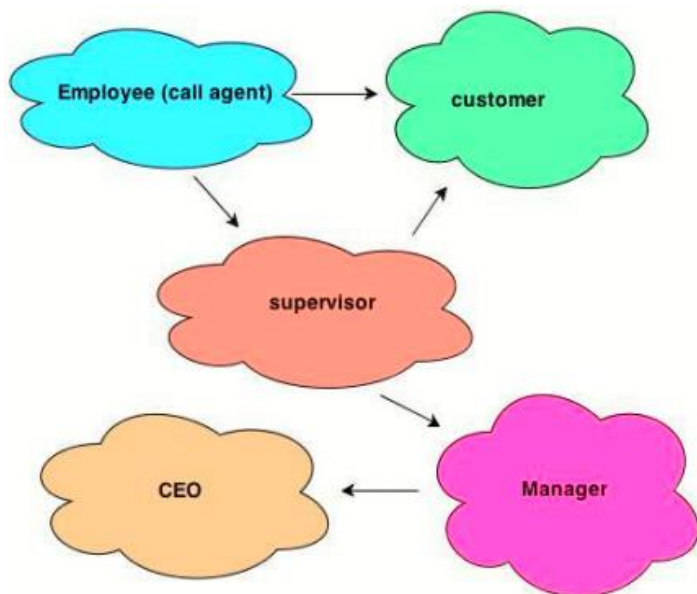


Figure 2. Service sector in calling industry Brooks, Richard M. (1998).

The figure 2 indicates the territories of the company and its strengths in the calling industry. The calling administrator or CSR expects the usual component to the consumer in general. The flow of content or item data shocks between the customer and the boss or representative is linked to the phone call. However, if it is difficult for the administrator to have all-in-one data, the client will be acquitted and moved from there to the boss before the deal is closed or the matter is sold. Appeals are observed. If the administrator turns too mad, about which the client objects, have the authority suspended briefly from the call and transferred to the box. Two types of call centres are open 1. Inbound: The administrator receives a call here. Outbound: this is the selection of the administrator. The guideline distinguishes between these two styles where managers call incoming centres while authority allows outgoing networks. Because they begin now, consumers who make an in-bound option would primarily purchase the item. However, most consumers might not care about the thing or any improvement in the outbound natural world. So the call for incoming deals is viewed as easier than the incoming arrangements.

8. Different Ways to Deal with Evaluate Definitive Execution

Measuring and analyzing different levels of learning has been commonplace and expects a vital skill to gain membership. This has been carried out in a kit. The show is usually measured by measuring advantages, costs and consumers for emotional and quantitative launch markers. An organization must select the right metrics of its application to its aims and reflect on the work undertaken. Currently, the executive kit sees this and allows the utmost attempt to identify and analyze association goals. However, such an appraisal is achieved quickly and would be best suited by the deliberate method.

To use these details as a sequence association structure, it is necessary to favour the likelihood that a view pointer, associating it with other execution markers and other formalized ideas, e.g. destinations, periods and occupations, would be applied. This would not necessarily improve the arrangement and assessment of relationships but would facilitate the reuse, sharing, and course of action of data and events between a partnership and their presentation (for example, deftly chains). In mid-section, company, model, cycles, approaches and efficiency bosses must improve advancement. With certain modern calculations called power markers, an association will without question determine their progression. The pay edge is one of the key markers. Wage edge is the compensation advantage which is the basis of the working profit. The forbidden illustration in pay edge demonstrates that the business place of the association in terms of rivals is not good as it happens differently. In the vicinity of this, it is often evident that quantitative and abstract power markers are necessary to shape an image of items, whether or not they function correctly. The three drivers are used to track the efficiency, progressivity and productivity benefit of the execution market. In addition, they analyze the financial success reports and their collaboration. Under the appraisal life cycle model, seven exceptional cycles

of varying degrees of change are seen as pay (for benefit) or expense schedule (not for profit). Membership is stated to have productivity if its system does anything else and supports its scale; if it does not meet the size, the relationship defines the generation of desolations (figure 3).

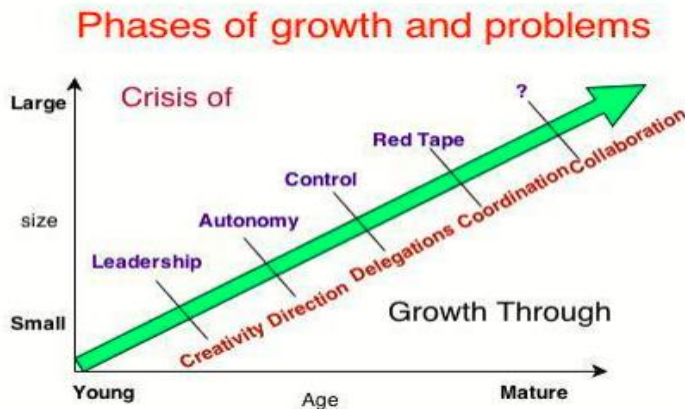


Figure 3. Phases of Growth and Problem

9. Impact of Leadership Behavior on Organizational Performance

Some experiments are carried out of behaviours to distinguish traits, motives and other characteristics from influential pioneers. Very few have, in any case, unambiguously defined free association CEOs' operation types. Charming organizational philosophy aims to understand how founders are eager to conquer their very own membership criteria. Since a human is an extraordinary and tangled marvel that is impossible to manage and can slip away several times, it can usually be seen in crisis or perseverance affiliations. Moreover, Moxy is regarded as an enormous section with extraordinary principles in control. Here, founders call upon the disciples to be associated, which allow them a better professional. The extraordinary outlook is usually applicable to the value-based management style, which emphasizes unexpected awards that impact Allies' motives. Nevertheless, these types are hard to examine for analysis designs.

The longitudinal emotions of creative innovators employed on constructing imaginative new interests and enhancing new interests are better judged. Pioneers of thinking types demonstrate and are associated with a growing degree of stress for individuals. They will search and accept subordinate ideas, address crucial problems early with delegates. A pioneer set up around the start of the style will entail a departure from activities and objectives, would certainly incorporate his concepts, spread dedication, and eagerly track his workouts. This pioneer also notes that implementation requirements predict that the laws should be devoted and encourage resistance among agents. These binary grades are satisfactory indicators to a pioneer, provided the way a style signals the movement wish of the director. In various situations, each style convinces, for example, comparisons in some styles of activities or likely subordinates. In units of as and creative workers, for example, R&D units or adventive social relations, the concept types tend to function commendably. Naturally, the initiation style will be appropriate if efforts involve comprehensive heading, teamwork, testing, or pressing outcomes. Although investigators have seen a promising link among a mixture of coordinated leadership and implementation, the effects of adopting a pioneer-centred initiative are less authoritative.

Moreover, it was found out that the most likely to be extremely appropriate pioneers are a mix of tasks and relationships. You use specifically the style suited for a given scenario, for example, to consider the kind of subordinate or occupation that awaits. Concerning private efforts, organizational visionaries' business styles may affect the firm's decisive practicality as it chooses different central and operating choices. While financial managers may suddenly find a way to adjust the types according to the circumstances, the authority styles would probably be consistent in general. Thus, a certain style influences the CEO's management decisions over lengthy stretches, and in unique situations, an overt style is much more impressive. Let us build this reasoning by drawing up comparisons between types of control and industry and the Head systems between almost nothing and small businesses.

10. Review of Prior Examinations

On the effect of control on legal results One of the main priorities for optimizing organizational execution is leadership. As core figures, founders preferred the purchase, progress and strategy of final capital, the gap

between these means and the important items and institutions, and the transportation of tremendous importance to different levelled accomplices. They are thus exceptional sources of management rentals and therefore sustain high rates. A recent review has analyzed separate pieces to understand businesses' progress but has not found the potential of the control of the CEO. Understanding ties between managers, hierarchical models, corporate systems and Board mechanisms can include hints about how snappy track companies' advanced approaches fluctuate with lazy-bone ones.

The previous analysis centered on various person, business and market characteristics that influence the achievement of an independent entity. This initiative extends such analysis by specifically investigating the impact of the style of operation on the achievement of private efforts. One basic justification for this study is that the behaviours and activities of the founders, including tremendous partnerships, form the function of more disobtrusive companies. In all fairness, private sector owners/CEOs control the company's job. For example, the CEO of a private enterprise, a restaurant, a neighbouring property partnership, a printing and suitable company or even a tiny community salon is the organizational boss consistently, in the same manner as the company's top. They are consistently educated by retailers and consumers and are responsible for budget management and reporting processes. They typically guide requests and manage personal actions. They are responsible for the budget control and reporting systems. Around the same time, they appear to be CEOs who design and execute the organization's vision. The operational style of CEOs that is common for management activities and exercises is, therefore, a critical component in a mixture of components that affect the performance of an organization. The possibility of a close association between drive types and firm characteristics is a related essential explanation for this test. In particular, it is laid down that the company and the management practice can both suit or complement the driving style of the owner/CEO for an endeavour to thrive. With all in mind, explicit kinds of company processes and systems of heads are more genuine than some, and success is more possible where such internal continuity happens.

The interconnecting positioning to the prizes and ensuring that delegates have the tools they expect to achieve everything in order help ties with meeting their present goals ever more viably. The level of connection and interdependencies necessary for the new work environment similar to the general struggle require the competence to go further than the central styles, which include unexpected help and heads, with exceptional exceptions, to styles that generally stimulate, inspire and make things more appealing. Furthermore, historical pioneers have made a critical vision by portraying and utilizing portrayals, modelling and acting in reliability the vision by "moving into the talk" and establishing a dedication to the vision. This outlook indicates that heavy work in these new levels would attain a tremendous degree of relation, responsibility, faith, inspiration and execution. Past diligent studies and meta-exams have demonstrated that critical intervention greatly affects the solo implementation and diverse outcomes. Different evaluations have shown positive relations with outcomes at a personal and corporate level among weighty organizations. Most late in existence, separate test tests have an important impact on the success of fans and their firm performances. Similarly, some comparable analyses are equally explicit that the extraordinary rehearsals of roles refer more specifically to subordinate amplitude in different legal contexts than contingent procedures.

11. Studies Supporting the Activity Directly

A previous inquiry has considered the tremendous influence on job points, such as work satisfaction, execution, non-participation and the need for turnover. Based on their meetings, various critics have unambiguously represented the progressive responsibility. In this examination, the concept of Mowday et al. was taken up in 1979. This term is commonly used in the framework and was previously used in the Third World. The numerous leveraged responsibilities are represented as the general essence of the individual's unmistakable checks and loyalty to his specific association. The legitimate responsibility is described as having three main parts: deep confidence and affirmation of the priorities and features of a member(s) (recognition of the check); a position that extends a vital effort to the member(s), and a strong cause or necessity for the member(s) (dedication). As seen by OC speculation, the dedication of a delegate (anyway enthusiast) does not merely inspire the person to stay under the affiliation's conditions. Still, it adds to their businesses for their benefit. In general, early investigations exposed OC's effect on role execution, turnover, steady social leadership, and turnover targets or likelihoods, similar to non-attention.

Evaluation of OC's wider executive spectrum is much more challenging to monitor. In truth, we know only around three evaluations. As determined by the goals reached by companies and the benefits estimates, Benkhoff studied the relationship between OC and final implementation. It has been noticed that OC's financial achievement in banking workstations is quite fundamental because conflicting findings differ on how OC and output are evaluated. Under the separate strength units of the singular enterprise, Wright Gardner and Moynihhan

(2003) analyzed OC and HR practices. They observed that the two variables are connected to different implementation measures (quality, shrinkage, efficiency) and function and profit costs. Additional analysis by the Malaysian associations showed that corporate culture and the OC affected the introduction of cash-based activities (return on assets, quantifiable benefit, current extent). The HRM composing will find other positive results concerning the relationship between duty and companion efficiency. For example, a radical meta-assessment has shown that the proposed human resources protocols for solitary activities are among the most rooted measures of final compliance. The number sums up the normal correlations (figure 4).

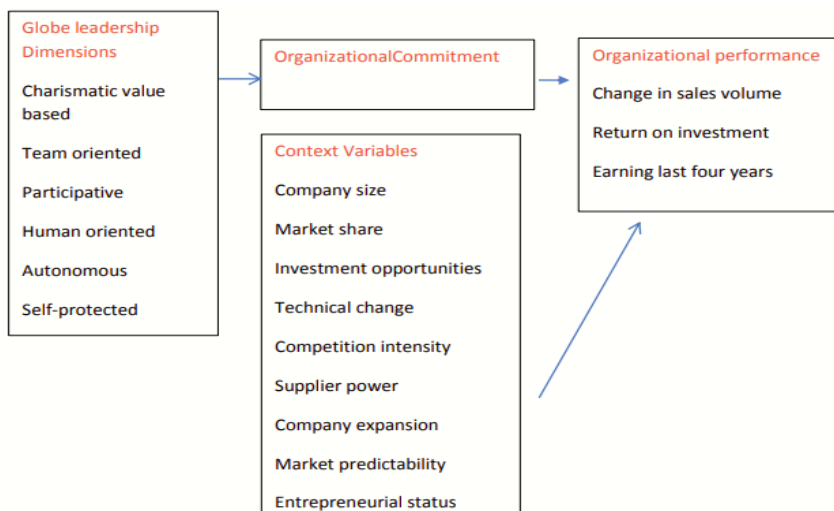


Figure 4. Organizational performance relationship adapted from Brett et al. (1994)

On the other side, this paper completes a steady turn of events with the influence of the activity. It illustrates how multiple researchers demonstrate the results of operation on different development. There have been quite a few investigations in this regard that concentrated on the operational features of autonomous organizations, how with the aid of the pioneer's capability and constraints, the more unassuming businesses establish and accomplish their aims, and subordinated companies adapt and attempt to do this. Beguiling activity theory was identified and is central speculation of progress for visionaries and founders of the small company. Pioneers of the thinking type are often thought of where the pioneers recognize the show's subordinate point of view. In this section, similarly, prior exams were carried out on the effect of behaviour types on final changes. In a previous review, many aspects have been analyzed to justify the progress of businesses, but the skill of the CEO type has not been envisaged. Understanding the connections between managers, styles and tactics of authority, and boards systems can include a snippet of data about how sophisticated snappy monitor businesses transform from lazybones. The revolutionary change of events has already been mildly studied in many components before writing any examinations of the leadership part of partnerships. The range of employees, businesses, and industry credits that influence private endeavours is more focused on the previous report. The power style of a CEO who likewise happens to be a boss is an enormous aspect that affects a company's success. The utilization of restrictive control leads to far more favourable ties for their existing targets by mixing jobs with prizes and ensuring that workers have the tools to accomplish these goals. Moreover, it is claimed that main role rehearsals are more decisively associated than revered procedures of subordinated appropriateness in selecting final environments.

A few tests affirm the clear and genuine partnership between the company and its implementation. When the section was finished, the rightful task or implementation was clarified due to its colossal effect on function, e.g. employee satisfaction, efficiency, neglect and wish transitions. Legitimate binding has three essential fragments, such as simple proof, care and dedication. As OC speculation shows, the worker's dedication (cheerful kind on any occasion) does not merit any incentive to hold a person free of conditions. Still, it contributes to the businesses' profit.

12. Analysis of Interview

The CEO obtained some input about the actions to strengthen the business in the association. The CEO replied: "The standard of authorities has some sort of consequences, particularly when members who have to plan a social affair and at that period, they will help the association. The CEO did not want to make the maximum progress in his jobs. The workplace satisfies the professionals such that they do not feel any difficulties that impair the results during the job. In addition, self-assured mind delegates are interested in

amazing social activities that decide on application in diverse working conditions. While they do not have a long selection period and a clear way to check the experts' moral path, which allows them the confidence level, they are also necessary to carry out more work in assessing the partnership in the future (figures 5 to 12).

13. Analysis of the Evaluation Study

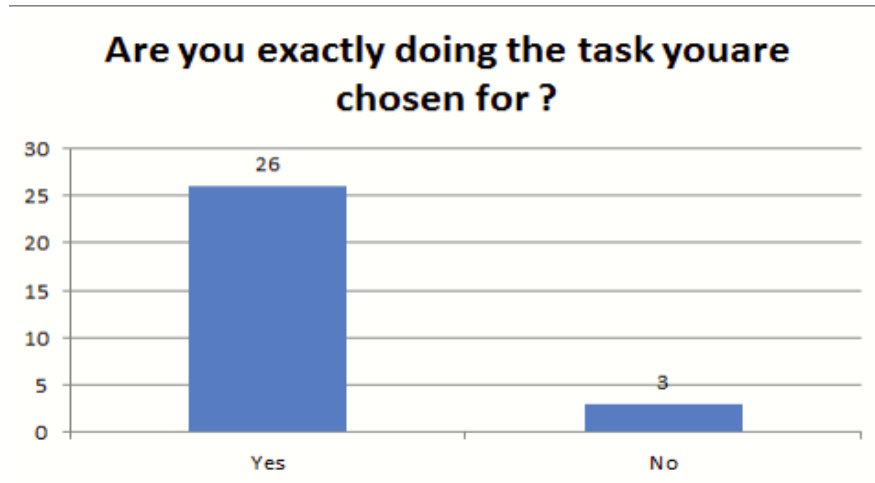


Figure 5. The task has chosen

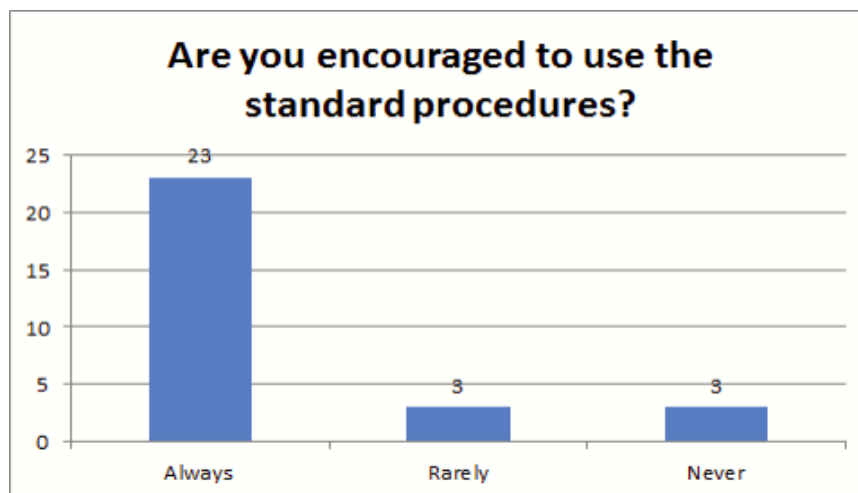


Figure 6. The use of Standard Procedures

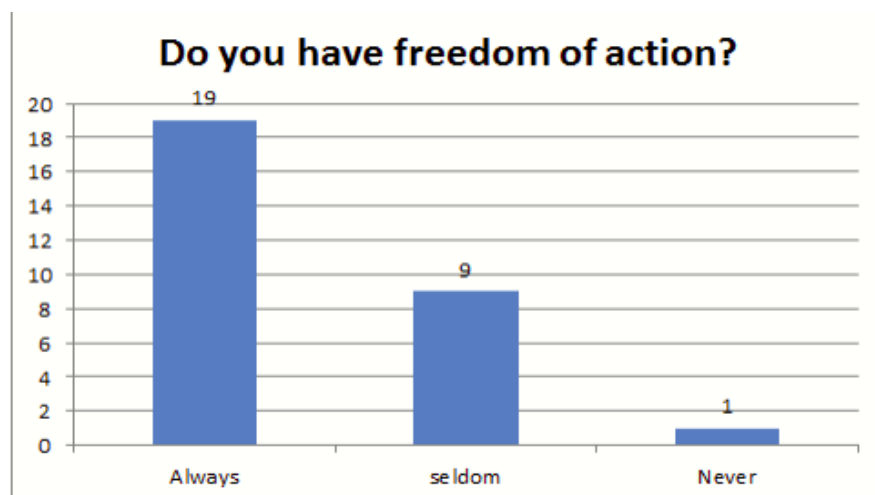


Figure 7. The freedom of action

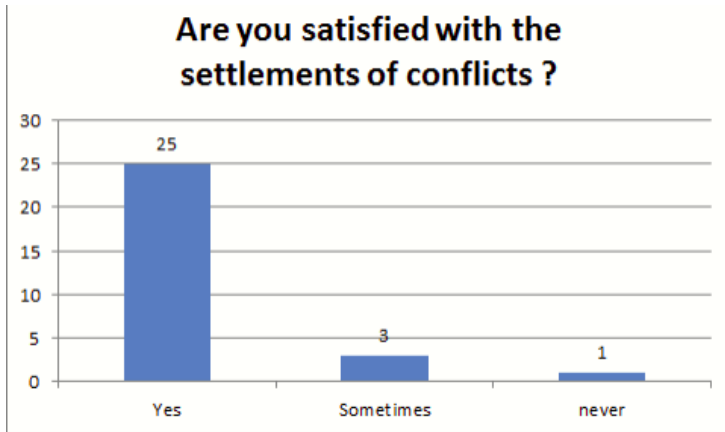


Figure 8. The settlements of Conflicts

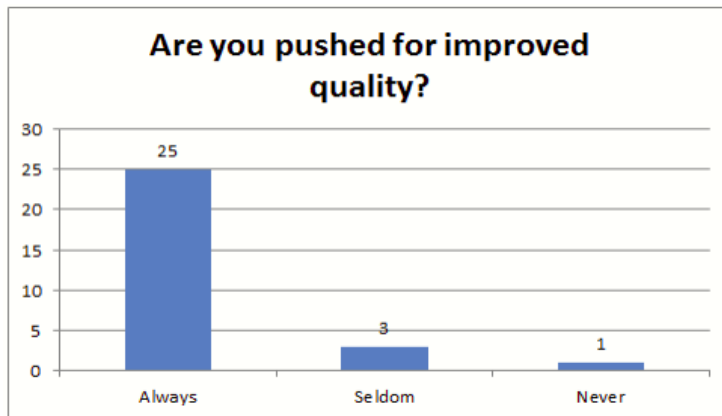


Figure 9. Pushed for improved quality

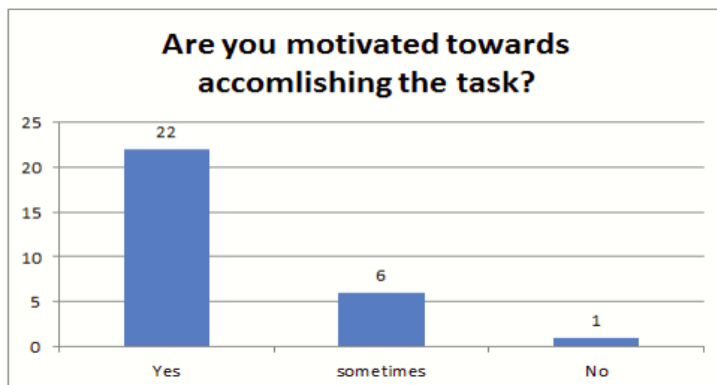


Figure 10. Motivated accomplishing task

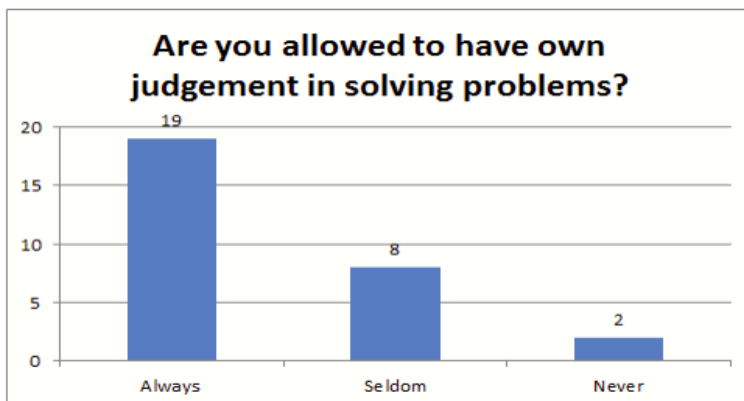


Figure 11. The judgment in solving problems

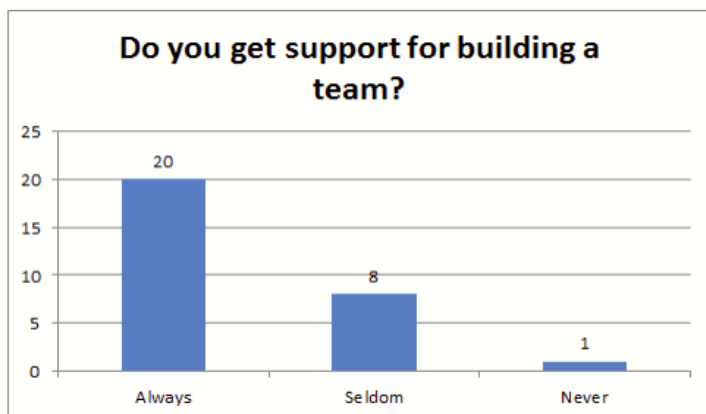


Figure 12. The support for building a team

14. Conclusion

The core goal of the analysis is to detect the effect of leadership on the business development of a company. The appraisal case was the Communications pharmacy party. Coordinated Delegates function in the Pharma Community Correspondence, out of which 29 replied to the analysis report on a telephone meeting with the CEO of Pharmagroup Communications. The examination was performed to evaluate how the business progresses and establishes centres through force rehearsals and multiple forms of operational rehearsals. The Communications pharmaceutical company is one of the most snappiest corporate associations in the country. After the meeting with the CEO of the communications pharmaceutical company, it was assumed that the CEO had the share of lion rule and the operation lead style that was focused on a value which explained in a short time the course of events and the success of the association. The audit was carried out by the CEO of the case society and sent off to the association's staff. The discussions were arranged with the CEO, and the bulk of the demands submitted by these respondents were by far. The inquiry was answered by 29 respondents representing the delegates of the Communications pharmaceutical party. There are 21 males and 8 females among 29 respondents. Far from it, most respondents claimed that they continued to use traditional systems in the association, and the CEO also said that they expect their staff to use standard techniques to a great degree. Most participants were very likely to shift in the association. This implies that minimal workouts should not limit them. Only as the proposal for a solution to disputes within the organization was presented, most of them were pleased. Rightly, as the proposal was made to justify the achievement of the target and the undertaking most staff were pleased with and assured of the achievements, the CEO also claimed that the prize-based system should be extended to the most relevant strategies in the association. As a large segment of the respondents revealed, they helped arrange a meeting. The CEO even stated that they had qualified pioneers and representatives working with CSR and helped people create good meetings. Delegates would be motivated to perform their job in the best manner they can, and powerful improved by company pioneers and administrators will accomplish their goals. Most respondents will believe, and the CEO also expresses this at the conference. Many employees accept that their show, which is one of the key motivating instruments communicated by the CEO in the pharmaceutical company Communications, is made up. Many officers have been pleased with the CEO and his service with the board and workers unions. This is one of the guidelines behind activities and the execution of the Communications pharmacy community.

15. Recommendations and Future Investigation

This review indicates that direct activity is the key to organization-related alliances. This study discussed how an organization is progressing and how its objectives and priorities are accomplished. The CEO's ability to determine the circumstances was evaluated according to success. This analysis further discusses the basic rehearsals and their effect on the coordinating organizations in its territories. The exam will also help to enhance delegates' presentations and to drive staff towards achieving their objectives.

References

- 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.
- A. Rawat, S. Jha, B. Kumar, and V. Mohan, "Nonlinear fractional order PID controller for tracking maximum power in photo-voltaic system," Journal of Intelligent & Fuzzy Systems, vol. 38, no. 5, pp. 6703-6713, 2020.

- A. Al Shraah, A. Abu-Rumman, F. Al Madi, F.A. Alhammad, A.A. AlJboor, "The impact of quality management practices on knowledge management processes: a study of a social security corporation in Jordan" *The TQM Journal*. Vol. ahead-of-print No. Issue ahead-of- print. Apr 2021.
- 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*, 90, pp. 106896. 2021.
- 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*, Vol. 12, no.5, pp.1112-1121, 2021.
- 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.
- 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.
- 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*, 67(1), pp.1-21, 2018.
- Aakanksha Singhal and D.K. Sharma, "A Study of before and after Lockdown Situation of 10 Countries through Visualization of Data along With Entropy Analysis of Top Three Countries", *International Journal of Future Generation Communication and Networking*, Vol. 14(1), pp. 496-525, 2021.
- Aakanksha Singhal and D.K. Sharma, "Generalization of F-Divergence Measures for Probability Distributions with Associated Utilities", *Solid State Technology*, Vol. 64(2), pp. 5525-5531, 2021.
- Aakanksha Singhal and D.K. Sharma, "Generalized 'Useful' Rényi & Tsallis Information Measures, Some Discussions with Application to Rainfall Data", *International Journal of Grid and Distributed Computing*, Vol. 13(2), pp. 681-688, 2020.
- Aakanksha Singhal and D.K. Sharma, "Keyword extraction using Renyi entropy: a statistical and domain independent method", *IEEE Conference Proceedings, 7th International Conference on Advanced Computing and Communication Systems (ICACCS)*, Vol.1, pp. 1970-1975, 2021.
- Aakanksha Singhal and D.K. Sharma, "Seven Divergence Measures by CDF of fitting in Exponential and Normal Distributions of COVID-19 Data", *Turkish Journal of Physiotherapy and Rehabilitation*, Vol.32(3), pp. 1212 - 1222, 2021.
- 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.
- 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.
- Abulkasim, H., Farouk, A., Hamad, S., Mashatan, A., & Ghose, S. (2019). Secure dynamic multiparty quantum private comparison. *Scientific reports*, 9(1), 1-16.
- Abu-Rumman, A. Al Shraah, F. Al-Madi, T. Alfalah, "The impact of quality framework application on patients' satisfaction", *International Journal of Human Rights in Healthcare*, Vol. ahead-of-print No. Issue ahead-of-print. Jun2021.
- Abu-Rumman, A. Al Shraah, F. Al-Madi, T. Alfalah, "Entrepreneurial networks, entrepreneurial orientation, and performance of small and medium enterprises: are dynamic capabilities the missing link?" *Journal of Innovation and Entrepreneurship*. Vol 10 Issue 29, pp 1-16. Jul 2021.
- Abu-Rumman, Ayman. "Gaining competitive advantage through intellectual capital and knowledge management: an exploration of inhibitors and enablers in Jordanian Universities." *Problems and Perspectives in Management* 16, no. 3 (2018): 259-268.
- Abu-Rumman, Ayman. Transformational leadership and human capital within the disruptive business environment of academia. *World Journal on Educational Technology: Current Issues* 13, 2(2021): 178-187.
- 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.
- 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.
- Ajmera, H., & Bhatt, V. Factors affecting the consumer's adoption of E-wallets in India: An empirical study. *Alochana Chakra J*, 9, 1081-1093. (2020).
- 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).
- 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.
- 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.

- 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).
- Almomani, Reham Zuhier Qasim, Lina Hamdan Mahmoud Al-Abbadi, Amani Rajab Abed Alhaleem Abu Rumman, Ayman Abu-Rumman, and Khaled Banyhamdan. "Organizational Memory, Knowledge Management, Marketing Innovation and Cost of Quality: Empirical Effects from Construction Industry in Jordan." *Academy of Entrepreneurship Journal* 25, no. 3 (2019): 10.
- Alshawabkeh, Rawan, Amani Abu Rumman, Lina Al-Abbadi, and Ayman Abu-Rumman. "The intervening role of ambidexterity in the knowledge management project success connection." *Problems and Perspectives in Management* 18, no. 3 (2020): 56.
- 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.
- 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.
- B. Panjwani, V. Mohan, A. Rani, and V. Singh, "Optimal drug scheduling for cancer chemotherapy using two degree of freedom fractional order PID scheme," *Journal of Intelligent & Fuzzy Systems*, 36(3), 2273-2284, 2019.
- B. Panjwani, V. Singh, A. Rani, and V. Mohan, "Optimizing Drug Schedule for Cell-Cycle Specific Cancer Chemotherapy," Singapore, 2021, pp. 71-81: Springer Singapore.
- B. Panjwani, V. Singh, A. Rani, and V. Mohan, "Optimum multi-drug regime for compartment model of tumour: cell-cycle-specific dynamics in the presence of resistance," *Journal of Pharmacokinetics and Pharmacodynamics*, vol. 48, no. 4, pp. 543-562, 2021/08/01 2021.
- B. Prabhu kavin and S. Ganapathy," A secured storage and privacy-preserving model using CRT for providing security on cloud and IoT-based applications," *Computer Networks*, vol. 151, pp. 181-190, 2019.
- B. Prabhu kavin and S. Ganapathy," Data Mining Techniques for Providing Network Security through Intrusion Detection Systems: a Survey," *International Journal of Advances in Applied Sciences*, 7(1), 7-12, 2018.
- B. Prabhu kavin and S. Ganapathy," EC(DH)2: an effective secured data storage mechanism for cloud based IoT applications using elliptic curve and Diffie-Hellman," *International Journal of Internet Technology and Secured Transactions*, vol. 10, no. 5, pp. 601-617, 2020.
- B. Prabhu kavin, S. Ganapathy and A. Kannan," An Intelligent Task Scheduling Approach for Cloud Using IPSO and A Search Algorithm," 2018 Eleventh International Conference on Contemporary Computing (IC3), pp. 1-5, 2018.
- B. Prabhu kavin, S. Ganapathy, P. Suthanthiramani, and A. Kannan," A modified digital signature algorithm to improve the biomedical image integrity in cloud environment," *Advances in Computational Techniques for Biomedical Image Analysis*, pp. 253-271, 2020.
- B. Prabhu kavin, S. Ganapathy, U. Kanimozhi, and A. Kannan," An Enhanced Security Framework for Secured Data Storage and Communications in Cloud Using ECC, Access Control and LDSA," *Wireless Personal Communications*, vol. 115, no. 2, pp. 1107-1135, 2020.
- B. Prabhu kavin, S. Ganapathy," A New Digital Signature Algorithm for Ensuring the Data Integrity in Cloud using Elliptic Curves," *The International Arab Journal of Information Technology*, 18(2), 180-190, 2021.
- B. Prabhu kavin, S. Ganapathy," A Novel M-Commerce Data Security Mechanism using Elliptic Curve Cryptography," *International Journal of Innovative Technology and Exploring Engineering*, vol. 8, no. 10, pp. 847-851, 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.
- Banker, A., Jadhav, D., & Bhatt, V. "A Classification of E-Banking Users Based on Impact of Service Quality Parameters in Banking Industry". *PalArch's Journal of Archaeology of Egypt/Egyptology*, 17(12), 1746-1758, (2020).
- 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.
- Bhatt, H.R.D.V. A study on impact of E service quality dimensions of online shopping platforms on overall service experience. *Alochana Chakra Journal*, 1066-1088, (2020).
- Bhatt, V. "Does Experience of Distributor Has Moderating Effect on The Mediating Factors Affecting the Performance of Mutual Fund Distributors? *Turkish Journal of Computer and Mathematics Education*, 12(12), 4016-4031. (2021).

- Bhatt, V. An Empirical Study on Analyzing a User's Intention towards Using Mobile Wallets; Measuring the Mediating Effect of Perceived Attitude and Perceived Trust. *Turkish Journal of Computer and Mathematics Education*, 12(10), 5332-5353, (2021).
- Bhatt, V. An empirical study to evaluate factors affecting customer satisfaction on the adoption of Mobile Banking Track: Financial Management. *Turkish Journal of Computer and Mathematics Education*, 12(10), 5354-5373, (2021).
- Bhatt, V., & Joshi, D. "An empirical study on demographic factors influencing consumers' usage of social media". *Research Journal of Humanities and Social Sciences*, 10(2), 709-714 (2019).
- Bhatt, V., & Kureshi, F. Digital Banking-Relation of Determined variables related to Service Quality. *International Journal of Reviews and Research in Social Sciences*, 6(4), 486-491, (2018).
- Bhatt, V., & Mehta, B, Factors Influencing Overall Service Quality of Online Banking: A Comparative Study of Indian Public and Private Sector Banks. *Journal of Applied Business & Economics*, 22(4), (2020).
- Bhatt, V., & Prajapati, M.F. An Empirical study on Consumer's Securitization and faith on online payment in Gujarat. *Int. J. Rev. and Res. Social Sci*, 6(3), 291-296, (2018).
- Bhatt, V., & Shastri, S. Classification of factors respect to Microfinance relate to Women Empowerment in women of rural Gujarat. *International Journal of Reviews and Research in Social Sciences*, 6(3), 273-278. (2018).
- 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.
- 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.
- 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, 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.
- D.S. Gupta and G.P. Biswas, "A novel and efficient lattice-based authenticated key exchange protocol in C-K model," *Int. J. Commun. Syst.*, vol. 31, no. 3, 2018, Art. no. e3473.
- D.S. Gupta and G.P. Biswas, "An ECC-based authenticated group key exchange protocol in IBE framework," *International Journal of Communication Systems*, vol. 30, no. 18, p. e3363, 2017.
- D.S. Gupta and G.P. Biswas, "Design of lattice-based ELGamal encryption and signature schemes using SIS problem," *Trans. Emerg. Telecommun. Technol.*, vol. 29, no. 6, 2018, Art. no. e3255.
- D.S. Gupta and G.P. Biswas, "On securing bi-and tri-partite session key agreement protocol using IBE framework," *Wireless Pers. Commun.*, vol. 96, no. 3, pp. 4505-4524, 2017.
- D.K. Sharma and D.S. Hooda, "Generalized Measures of 'Useful' Relative Information and Inequalities" *Journal of Engineering, Management & Pharmaceutical Sciences*, 1(1), pp.15-21, 2010.
- D.K. Sharma and Haldhar Sharma, "A Study of Trend Growth Rate of Confirmed cases, Death cases and Recovery cases in view of Covid-19 of Top Five States of India", *Solid State Technology*, 64(2), 4526-4541, 2021.
- D.K. Sharma and Sonali Saxena, "Generalized Coding Theorem with Different Source Coding Schemes", *International Journal on Recent and Innovation Trends in Computing and Communication*, 5(6), 253 - 257, 2017.
- D.K. Sharma, "Information Measure Computation and its Impact in MI COCO Dataset", *IEEE Conference Proceedings*, 7th International Conference on Advanced Computing and Communication Systems, 1, 2011-2014, 2021.
- 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.
- D.S. Hooda and D.K. Sharma, "On Characterization of Joint and Conditional Exponential Survival Entropies", *International Journal of Statistics and Reliability Engineering*, Vol. 6(1), pp. 29-36, 2019.
- 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.
- 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.
- 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.
- 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.

- 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.
- D.S. Hooda, Reetu Kumari and D. K. Sharma, "Intuitionistic Fuzzy Soft Set Theory and Its Application in Medical Diagnosis", International Journal of Statistics in Medical Research, Vol. 7, pp. 70-76, 2018.
- 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.
- 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, 2(2), 11-17, 2014.
- 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.
- 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.
- 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.
- 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.
- Dilip Kumar Sharma, "Some Generalized Information Measures: Their characterization and Applications", Lambert Academic Publishing, Germany, 2010. ISBN: 978-3838386041.
- 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.
- 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.
- 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, 25-30.
- Farouk, A., Alahmadi, A., Ghose, S., & Mashatan, A. (2020). Blockchain platform for industrial healthcare: Vision and future opportunities. Computer Communications, 154, 223-235.
- 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.
- Fouda, M.A., Hassan, M.I., Hammad, K.M. and Hasaballah, A.I. (2013). Effects of midgut bacteria and two protease inhibitors on the reproductive potential and midgut enzymes of Culex pipiens infected with Wuchereria bancrofti. Journal of the Egyptian Society of Parasitology. 43(2): 537-546.
- 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.
- G.S. Sajja, K.P. Rane, K. Phasinam, T. Kassanuk, E. Okoronkwo, and P. Prabhu, "Towards applicability of blockchain in agriculture sector," Materials Today: Proceedings, 2021.
- 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.
- 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.
- Ghayvat, H.; Pandya, S.; Awais, M. Recognizing Suspect and Predicting The Spread of Contagion Based on Mobile Phone Location Data: 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.
- Girish Bagale and S. Suman Rajest Roy Setiawan, Vijay D. Kulkarni, Mahmoud Al-Odeh, Nordiana Ahmad Nordin, S. Sam Santhosé, Ismail Raisal, "The Impact of Corporate Reputation on Organizational Performance" Productivity Management, Vol.25, No.1S, pp. 668-681, 2020.
- Guna Sekhar Sajja, Malik Mustafa, Dr.R. Ponnusamy, Shokhjakhon Abdufattokhov, Murugesan G., Dr.P. Prabhu, "Machine Learning Algorithms in Intrusion Detection and Classification", Annals of RSCB, 25(6), 12211-12219, Jun. 2021.
- 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
- H. Chhabra, V. Mohan, A. Rani, and V. Singh, "Multi objective PSO tuned fractional order PID control of robotic manipulator," in *The international symposium on intelligent systems technologies and applications*, 2016, pp. 567-572: Springer.
- H. Chhabra, V. Mohan, A. Rani, and V. Singh, "Robust nonlinear fractional order fuzzy PD plus fuzzy I controller applied to robotic manipulator," *Neural Computing and Applications*, 32(7), 2055-2079, 2020/04/01 2020.
- H. Chhabra, V. Mohan, A. Rani, and V. Singh, "Trajectory tracking of Maryland manipulator using linguistic Lyapunov fuzzy controller," *Journal of Intelligent & Fuzzy Systems*, vol. 36, no. 3, pp. 2195-2205, 2019.
- 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
- H. Pallathadka, M. Mustafa, D.T. Sanchez, G. Sekhar Sajja, S. Gour, and M. Naved, "Impact of machine learning on management, healthcare and agriculture," *Materials Today: Proceedings*, 2021.
- Hasaballah, A.I. (2015). Toxicity of some plant extracts against vector of lymphatic filariasis, *Culex pipiens*. *Journal of the Egyptian Society of Parasitology*. 45(1): 183-192.
- Hasaballah, A.I. (2018). Impact of gamma irradiation on the development and reproduction of *Culex pipiens* (Diptera; Culicidae). *International journal of radiation biology*. 94(9): 844-849.
- Hasaballah, A.I. (2021). Impact of paternal transmission of gamma radiation on reproduction, oogenesis, and spermatogenesis of the housefly, *Musca domestica* L. (Diptera: Muscidae). *International Journal of Radiation Biology*. 97(3): 376-385.
- Hassan, M.I., Fouda, M.A., Hammad, K.M. and Hasaballah, A.I. (2013). Effects of midgut bacteria and two protease inhibitors on the transmission of *Wuchereria bancrofti* by the mosquito vector, *Culex pipiens*. *Journal of the Egyptian Society of Parasitology*. 43(2): 547-553.
- 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
- Ishaq, A., Sadiq, S., Umer, M., Ullah, S., Mirjalili, S., Rupapara, V., & Nappi, M. (2021). Improving the Prediction of Heart Failure Patients' Survival Using SMOTE and Effective Data Mining Techniques. *IEEE Access*, 9, 39707–39716. <https://doi.org/10.1109/access.2021.3064084>
- 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.
- J. Kubiczek and B. Hadasik, "Challenges in Reporting the COVID-19 Spread and its Presentation to the Society," *J. Data and Information Quality*, vol. 13, no. 4, pp. 1–7, Dec. 2021.
- K. Jayanthi, R. Rathinam and S. Pattabhi, "Electrocoagulation treatment for removal of Reactive Blue 19 from aqueous solution using Iron electrode", "Research Journal of Life Sciences, Bioinformatics, Pharmaceutical and Chemical Sciences", 2018, 4:2, 101-113.
- 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*, 11(12), 182-192.
- 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
- Laxmi Lydia, E., Kannan, S., SumanRajest, 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.
- 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
- Luigi Pio Leonardo Cavaliere, Ajay Poddar, Shobhna Poddar, Satuluri Padma, Kartikey Koti, M. Kalyan Chakravarthi, S. Suman Rajest, R. Regin, "Emotional Intelligence and Driving Change in Public Sector: The Mediating Role of Culture", *Turkish Online Journal of Qualitative Inquiry (TOJQI)*. Volume 12, Issue 7, July, 2021: 2071 - 2115.
- Luigi Pio Leonardo Cavaliere, Ajay Poddar, Shobhna Poddar, Vinod B Patel, Prasuna Kuragayala, M. Kalyan Chakravarthi, R. Regin, S. Suman Rajest, "The Impact of Employees' Personality on the Organizational Performance: Studying the Five Dimensions of Personality", *Turkish Online Journal of Qualitative Inquiry (TOJQI)*. Volume 12, Issue 7, July 2021: 9527 – 9554.

- 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)*, 12(3), July 2021: 2859- 2883.
- Luigi Pio Leonardo Cavaliere, Dr. Krishnabhaskar Mangalasseri, P.S. Venkateswaran, Rameshwaran Byloppilly, Femmy Effendy, Amrita Baid More, Dr.S. Suman Rajest, R. Regin, “ The Impact Of Brand Counterfieting on Consumer Behavior In the Fashion Sector, “ *Turkish Journal of Physiotherapy and Rehabilitation*. Volume 32, Issue 3, 2021: 19831 – 19846.
- Luigi Pio Leonardo Cavaliere, Dr. Ruby Khan, Suja Sundram, Dr. Kirti Jainani, Dr.Girish Bagale, M. Kalyan Chakravarthi, R. Regin, Dr.S. Suman Rajest, “ The Impact Of Customer Relationship Management On Customer Satisfaction And Retention: The Mediation Of Service Quality,” *Turkish Journal of Physiotherapy and Rehabilitation*. Volume 32, Issue 3, 2021: 22107– 22121.
- Luigi Pio Leonardo Cavaliere, Evis Garunja, Dr. Hajra Ihsan, Vinod B Patel, Dr. Girish Bagale, M. Kalyan Chakravarthi, Dr. S. Suman Rajest, R. Regin, “The Impact of Corporate Image on Employees Productivity: The Mediating Effect of Reputation, “ *Turkish Journal of Physiotherapy and Rehabilitation*. 32(3), 2021: 21378 – 21394.
- Luigi Pio Leonardo Cavaliere, N. Subhash, P. Venkata Durga Rao, Praveen Mittal, Kartikey Koti, M. Kalyan Chakravarthi, R. Duraipandian, S. Suman Rajest, R. Regin, “ The Impact of Internet Fraud on Financial Performance of Banks”, *Turkish Online Journal of Qualitative Inquiry (TOJQI)*, 12(6), 2021: 8126-8158.
- Luigi Pio Leonardo Cavaliere, Zakariya Chabani, Dr Arup Roy Chowdhury, Dr. Satuluri Padma, Kartikey Koti, M. Kalyan Chakravarthi, Dr.S. Suman Rajest, R. Regin, “The Impact of Part-Time and Full-Time Work on Employees' Efficiency the Importance of Flexible Work Arrangements, “*Turkish Online Journal of Qualitative Inquiry (TOJQI)*. Volume 12, Issue 7, July 2021: 9580 – 9613.
- M. Govindaraj, R. Rathinam, C. Sukumar, M. Uthayasankar and S. Patabhi, “Electrochemical oxidation of bisphenol-A from aqueous solution using graphite electrodes, “*Environmental Technology*”, 2013: 34: 4, 503-511.
- M. Nomani & R Parveen, COVID-19 pandemic and disaster preparedness in the context of public health laws and policies. *Bangladesh Journal of Medical Science*, 2021, Volume 20 issue 5), pages 41–48.
- M. Nomani & R. Parveen, Contextualizing Epidemic Diseases (Amendment) Ordinance, 2020 in Epidemic-Pandemic Syndrome of COVID-19 in India. *Systematic Reviews in Pharmacy*, Wolters Kluwer Medknow India, 2020, Volume: 11, Issue 8 pages 156-160.
- M. Nomani & R. Parveen, Covid-19 Pandemic and Application of Disaster Management Act, 2005: Promises and Pitfalls, *International Journal of Pharmaceutical Research, Advanced Scientific Research*, India, 2020, volume 12, issue 4, pages 3730-3734.
- M. Nomani & R. Parveen, Legal Connotations of Biological Resources and its Ripple effect on Conservation Research in India and abroad, *International Journal of Conservation Science*. 2021, 12(2), 571-576.
- M. Umadevi, R. Rathinam, S. Poornima ,T.Santhi and S. Patabhi,” Electrochemical Degradation of Reactive Red 195 from its Aqueous Solution using RuO₂/IrO₂/TaO₂ Coated Titanium Electrodes”, “*Asian Journal of Chemistry*”, 2021, 33: 8,1919-1922
- 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.
- Mehta, P., Pandya, S., A review on sentiment analysis methodologies, practices and applications, *International Journal of Scientific and Technology Research*, 2020, 9(2), 601–609
- 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
- 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
- N.A. Jalil and H.J. Hwang, “Technological-centric business intelligence: Critical success factors,” *Int. J. Innov. Creat. Chang.*, 2019.
- 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.
- 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.
- 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.
- 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.
- Nageswa Rao AR, Vijaya P, Kowsalya M. Voltage stability indices for stability assessment: a review. *International Journal of Ambient Energy*. 2021 May 19; 42(7): 829-45.
- 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
- 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.
- Pallathadka, A. Poddar, R.M.H. Soto, L.P.L. Cavaliere, A.B. More and R. Regin, "Production Planning and Scheduling of Mediating Effect of Electronic Applications," 2021 7th International Conference on Advanced Computing and Communication Systems (ICACCS), 2021, pp. 1994-1998.
- 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.
- 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.
- 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.
- 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., 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., 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.
- Pandya, S., W. Patel, H. Ghayvat, "NXTGeUH: Ubiquitous Healthcare System for Vital Signs Monitoring & Falls Detection", IEEE International Conference, Symbiosis International University, December 2018.
- 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.
- 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>
- 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>
- R. Parveen, Challenges in Cloud Computing Adoption- An Empirical Study of Educational Sectors of Saudi Arabia, *Indian Journal of Science and Technology*, December 2018, Volume 11, Issue 48, pages 1-11.
- R. Parveen, Corporate Governance in Saudi Arabia: Analysis of current practices *Journal of Legal, Ethical and Regulatory Issues*, (2021), Volume 24, Special Issue 1 Business Ethics and Regulatory Compliance, 1-5.
- R. Parveen, Globalization, Climate Change and Global Environmental Law. *International Journal of Environmental Science*, 2019, volume 4, pages 35-39.
- R. Parveen, Issues and Challenges in Cloud Computing in Mechanical Engineering, *International Journal of Mechanical Engineering and Technology*, 2018, volume 9, issue 10, pages 359-366.
- R. Parveen. Impact of anti-money laundering legislation in the United Kingdom and European Union. *International Journal of Economics and Management Systems*, 2020, Volume 5, pages 118-122.

- R. Rathinam and M. Govindaraj, "Photo electro catalytic Oxidation of Textile Industry Wastewater by RuO₂/IrO₂/TaO₂ Coated Titanium Electrodes", "Nature Environment and Pollution Technology", 2021, 20: 3, 1069-1076.
- R. Rathinam, M. Govindaraj, K. Vijayakumar and S. Pattabhi "Removal of Colour from Aqueous Rhodamine B Dye Solution by Photo electrocoagulation Treatment Techniques", "Journal of Engineering, Scientific Research and Application", 2015, 1: 2, 80 -89.
- R. Rathinam, M. Govindaraj, K. Vijayakumar and S. Pattabhi, "Decolourization of Rhodamine B from aqueous by electrochemical oxidation using graphite electrodes", "Desalination and Water Treatment", 2016, 57:36, 16995-17001.
- R. Regin & T. Menakadevi, A Novel Clustering Technique to Stop Congestion occur Vehicular Ad-hoc Networks using Node Density based on Received Signal Strength, Peer-to-Peer Networking and Applications, Springer, DOI: 10.1007/s12083-020-00958-7
- R. Regin & T. Menakadevi, A Novel Rough Set Based Congestion Control Technique for the Effective Routing in WSN, World Applied Sciences Journal, International Digital Organization for Scientific Information, Pakistan, January 2016, 34(11): 1512-1518.
- R. Regin & T. Menakadevi, Dynamic Clustering Mechanism to Avoid Congestion Control in Vehicular Ad Hoc Networks Based on Node Density, Wireless Personal Communications, Springer, Netherlands, 2019, 107, 1911-1931.
- 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>
- R. Parveen, Artificial intelligence in construction industry: Legal issues and regulatory challenges, International Journal of Civil Engineering and Technology Volume 9, Issue 13, December 2018, pages 957-962.
- R. Rathinam and S. Pattabhi, "Removal of Rhodamine B Dye from Aqueous Solution by Advanced Oxidation Process using ZnO Nanoparticles", Indian Journal of Ecology, 2019, 46:1: 167-174.
- Rao AN, Vijayapriya P, Kowsalya M, Rajest SS. Computer Tools for Energy Systems. In International Conference on Communication, Computing and Electronics Systems 2020 Mar 4 (pp. 475-484). Springer, Singapore.
- Reetu Kumari and D.K. Sharma, "Generalized 'Useful' AG and 'Useful' JS-Divergence Measures and their Bounds", International Journal of Engineering, Science and Mathematics, Vol. 7 (1), pp. 441-450, 2018.
- Reetu Kumari and D.K. Sharma, "Generalized 'Useful non-symmetric divergence measures and Inequalities", Journal of Mathematical Inequalities, Vol. 13(2), pp. 451-466, 2019.
- 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.
- 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, 25(5), 1296-1312, 2020.
- Roy Setiawan, Luigi Pio Leonardo Cavaliere, Arup Roy Chowdhury, Kartikey Koti, Praveen Mittal, Tamil Selvan Subramaniam, S. Suman Rajest, R. Regin, Sonia Singh, "The Impact of Motivation on Employees Productivity in The Retail Sector: The Mediating Effect of Compensation Benefits" Turkish Online Journal of Qualitative Inquiry, Volume 12, Issue 6, July, 2021: 8159-8190.
- Roy Setiawan, Luigi Pio Leonardo Cavaliere, Kartikey Koti, Gabriel Ayodeji Ogunmola, Nasir Abdul Jalil, M. Kalyan Chakravarthi, S. Suman Rajest, R. Regin, Sonia Singh, "The Artificial Intelligence and Inventory Effect on Banking Industrial Performance" Turkish Online Journal of Qualitative Inquiry. 12(6), July, 2021: 8100-8125.
- 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.
- Rustam, F., Khalid, M., Aslam, W., Rupapara, V., Mehmood, A., & Choi, G.S. (2021). A performance comparison of supervised machine learning models for Covid-19 tweets sentiment analysis. PLOS ONE, 16(2), e0245909.
- S.Z. Zafar, Q. Zhilin, H. Malik, A. Abu-Rumman, A. Al Shraah, F. Al-Madi, T.F. Alfalah, "Spatial spillover effects of technological innovation on total factor energy efficiency: taking government environment regulations into account for three continents", Business Process Management Journal, Vol. ahead-of-print No. Issue ahead-of- print. Apr 2021.
- Sadiq, S., Umer, M., Ullah, S., Mirjalili, S., Rupapara, V., & Nappi, M. (2021). Discrepancy detection between actual user reviews and numeric ratings of Google App store using deep learning. Expert Systems with Applications, 115111.

- 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.
- Suman Rajest S, Dr.P. Suresh, "Absurd Realism and Structure in Thomas Pynchon's The Crying of Lot 49" in *Journal of Advanced Research in Dynamical and Control Systems*, 10(Special Issue 11), 2018, 571-580.
- 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, Page No.: 165-172.
- Suman Rajest S, Dr.P. Suresh, "The Deducible Teachings Of Historiographic Metafiction of Modern Theories of Both Fiction And History" in *Eurasian Journal of Analytical Chemistry*, Volume: 13, Special Issue 04, July 2018, Page No.: 110-117.
- Suman Rajest S, Dr.P. Suresh, "The Dialog on Postmodernism Intertextuality, Parody, The Talk of History and The Issue of Reference" in *International Journal of Recent Technology and Engineering*, 7(5C), February 2019, Page No: 244-7.
- Suman Rajest S, Dr.P. Suresh, "The Problematizing of History Concentrated on The Poetics of Historiographic Metafiction by Postmodernism and How It Influences Postmodern Fiction" in *International Journal of Pure and Applied Mathematics (IJPAM)*, Volume: 119, Special Issue 16, July 2018, Page No: 2457-2469.
- Suman Rajest S, Dr.P. Suresh, "Themes and Techniques from Modernism to Postmodernism: The Dubious Continuance of Gravity's Rainbow" in *International Journal of Pure and Applied Mathematics*, Volume: 119, Special Issue 16, July 2018, Page No.: 2373-2384.
- 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>.
- Surinder Singh and Hardeep Singh Saini "Intelligent Ad-Hoc-On Demand Multipath Distance Vector for Wormhole Attack in Clustered WSN", *Wireless Pers Commun* (2021).
- Surinder Singh and Hardeep Singh Saini "Security approaches for data aggregation in Wireless Sensor Networks against Sybil Attack," 2018 Second International Conference on Inventive Communication and Computational Technologies, 2018, pp. 190-193, Coimbatore, India.
- Surinder Singh and Hardeep Singh Saini "Security for Internet of Thing (IoT) based Wireless Sensor Networks", *Journal of Advanced Research in Dynamical and Control Systems (JARDCS)*, 06-Special Issue, 1591-1596 (2018).
- Surinder Singh and Hardeep Singh Saini "Security Techniques for Wormhole Attack in Wireless Sensor Network", *International Journal of Engineering & Technology*, Vol. 7, No. 2.23, 59-62 (2018).
- Surinder Singh and Hardeep Singh Saini, "Detection Techniques for Selective Forwarding Attack in Wireless Sensor Networks", *International Journal of Recent Technology and Engineering*, Vol.7, Issue-6S, 380-383 (2019).
- Surinder Singh and Hardeep Singh Saini, "Learning-Based Security Technique for Selective Forwarding Attack in Clustered WSN", *Wireless Pers Commun* 118, 789-814 (2021).
- Surinder Singh and Hardeep Singh Saini, "PCTBC: Power Control Tree-Based Cluster Approach for Sybil Attack in Wireless Sensor Networks", *Journal of Circuits, Systems, and Computers*, Vol. 30, No. 07, 2150129 (2021).
- Thirumalai Raj Brindha, Ramasamy Rathinam, Sivakumar Dheenadhayalan, "Antibacterial, Antifungal and Anticorrosion Properties of Green Tea Polyphenols Extracted Using Different Solvents" *Asian Journal of Biological and Life Sciences*, 2021, 10:1, 62-66.
- 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*, 7(12), 665-675, Dec. 2020. <https://doi.org/10.13106/jafeb.2020.vol7.no12.665>
- V. Mohan, A. Rani, and V. Singh, "Robust adaptive fuzzy controller applied to double inverted pendulum," *Journal of Intelligent & Fuzzy Systems*, vol. 32, no. 5, pp. 3669-3687, 2017.
- V. Mohan, H. Chhabra, A. Rani, and V. Singh, "An expert 2DOF fractional order fuzzy PID controller for nonlinear systems," *Neural Computing and Applications*, vol. 31, no. 8, pp. 4253-4270, 2019.
- V. Mohan, H. Chhabra, A. Rani, and V. Singh, "Robust self-tuning fractional order PID controller dedicated to non-linear dynamic system," *Journal of Intelligent & Fuzzy Systems*, vol. 34, no. 3, pp. 1467-1478, 2018.
- 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
- 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.

- Yousaf, A., Umer, M., Sadiq, S., Ullah, S., Mirjalili, S., Rupapara, V., & Nappi, M. (2021). Emotion Recognition by Textual Tweets Classification Using Voting Classifier (LR-SGD). *IEEE Access*, 9, 6286-6295.
- 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.
- 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.