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# 3<sup>rd</sup> International Conference INNOVATIONS IN MANAGEMENT & INFORMATION TECHNOLOGY

YASHASWI EDUCATION SOCIETY'S  
INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCES (IIMS),  
CHINCHWAD, PUNE.

IN ASSOCIATION WITH

NATIONAL INSTITUTE OF PERSONNEL MANAGEMENT, INDO EUROPEAN EDUCATION FOUNDATION, MAHSA UNIVERSITY, MALAYASIA

AND INDUSTRY PARTNER

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7<sup>th</sup> - 8<sup>th</sup> April '23

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TIMING : 9.45 AM ONWARDS AT: MICROSOFT TEAMS

YASHASWI EDUCATION SOCIETY'S INTERNATIONAL INSTITUTE OF MANAGEMENT SCIENCE, CHINCHWAD, PUNE



Research Conference in Collaboration with NIPM

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3<sup>rd</sup> International Conference

**INNOVATIONS IN MANAGEMENT  
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**7<sup>th</sup> - 8<sup>th</sup> April '23**

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# ■ THE ORGANISING INSTITUTE-IIMS

International Institute of Management Science (IIMS) is a dynamic institute for Management Education strategically located at business the hub Chinchwad, Pune. The Institute Approved by AICTE, Accredited by NAAC, an ISO 9001 certified Institute and affiliated to Savitribai Phule Pune University. It's core assets professional learning environment supported by corporate interactions and faculty with industry, academic experience and enthusiastic Alumni Network. The Institute is committed to Growing students into better professionals by developing skills, attitude and value through industry mentor- mentee programme. IIMS aims on transforming the young minds to be globally competitive and socially committed business managers who will be capable of owning, operating and managing the business.

## ■ ABOUT THE CONFERENCE

3rd edition of the International Conference on innovations in management & information technology aims to serve as an open forum of academics as well as practicing managers to discuss the issues, challenges and opportunities presented by post-pandemic. Innovation has been a loyal companion to mankind since the dawn of creation. The current pandemic has although disrupted lives around the globe, it has also underscored and intensified the need for innovation in most all spheres of business management and technology to meet the resulting challenges. With the rapid development in e-business and technology, enterprises are now facing escalating competitions and vague opportunities. The goal of this conference is to provide a forum for academics, industry practitioners, and non-governmental organisations to discuss their perspectives, conduct research, and share their experiences of doing business / helping people at the bottom of the pyramid with advances in management through innovation, research, and technology.

The conference hopes to gather intellectuals working in the digital sector, which would aid in information transfer comprehending and advocating excellent practices / barriers in the digital realm, as well as motivating researchers to identify and address new gaps and issues in this burgeoning research topic.

## ■ **OBJECTIVES**

- To provide an international forum to exchange information, share experiences and research results from various specialized and interdisciplinary fields in business and management.
- To bring academicians, leading researchers, scholars as well as innovative practitioners from industry, on to common platform to help increase knowledge, skills and insights into promoting managerial innovations.
- To help the participants establish professional networks in their respective fields and form collaborative relationships.

## ■ **PARTICIPANTS**

The Conference is open for Academicians, Researchers, Professionals, Industrialists Consultants, Government Officials from PSU's and other departments, Research Scholars and Students. During ICIMIT 2023 the research community, academicians & industry experts will be exposed to a premier interdisciplinary platform for learning the applicability and impact of next-generation technological innovation used in Business Management, Data Science, Global Economy and Social Science.

## ■ **CALL FOR RESEARCH PAPERS**

The conference is seeking submissions related to the themes and subthemes of the conference. Prospective authors are encouraged to send their original, unpublished work in the form of Extended Abstracts (500-1000 words) to the conference. The submissions to be included in any one of the following tracks in line with but not limited to the conference theme:

## ■ BROAD THEME

# “INNOVATIONS IN MANAGEMENT & INFORMATION TECHNOLOGY”

## ■ SUB THEMES

### ■ **Innovative General Management Strategies & Entrepreneurship**

- Corporate Social Responsibility and Corporate Governance ;
- E-Governance :
- Business Ethics and Human Values ;
- Sustainable Innovation and Eco Entrepreneurships;
- Spirituality in Organisation/Spiritual Empowerment;
- Commercial Procurement and Innovative Strategies;
- Quality Management;
- Technology and Cyber Innovation;
- Cross Culture Management;
- Leveraging Digitalization for Organizational Success;
- Situational Leadership.

### ■ **Human Resource Management & Leadership**

- Leadership & Change Management;
- Managing Workforce Diversity;
- Behavioural Strategy for Competitive Advantage;
- Employee Relationship Management;
- Reward Management;
- HR Outsourcing & Employee Leasing;
- Leadership & Organizational Development;
- HR Consulting;
- Balanced Scorecards & HR Scorecard.

### ■ **Innovative Marketing Strategies in Economic Environment**

- Creating Business Value by meeting Consumer Expectations;
- Price Instabilities & Economic Volatilities - Inflation & Recession;
- Macroeconomics and Monetary Economics;
- Innovative Economic Strategies for Emergence of New Market;
- Impact of Online Business Model on Indian Economy;
- Imparting Marketing Strategies in Aatm Nirbhar Bharat Mission;
- Role of B2C in Imparting Economic Growth;
- Role of E-Marketing in creating New Employment Opportunities;
- Dynamics of 4P's in India;
- Economic Reforms and Frameworks.

### ▶ **Innovative Financial Strategies**

- Micro-Finance & Rural Development;
- Green Investing;
- Innovative Economic Strategies for Financial Inclusion;
- Financial Performance & Accounting Practices;

- Financial Innovation, Engineering & Analytics;
- Global Taxation Practices;
- Crypto Currency & Block Chain;
- Digital Banking Practices, Paytm & E-Wallet;
- Accounting Challenges;
- Creative Accounting and Earnings Management;
- Internet Banking and Emerging Markets.

### ■ Innovative and Disruptive Computing Technologies

- Digital Government Innovations;
- Digital Business Innovations;
- Digital Entrepreneurship;
- Case Studies on Innovation Hubs;
- Sustainable Energy Innovations;
- Big Data and Analytics;
- Innovations in STEM Disciplines (Science, Technology, Engineering & Mathematics);
- Innovation Policies & Instruments;
- Innovations in Data Sciences;
- Innovations in Information Engineering;
- Innovations in Health Informatics;
- Innovations in Project Management;
- Innovation Ecosystems;
- Innovations in Information Sciences;
- Innovations in E-Learning & E-Health;
- Internet of Things;
- Innovations in High-performance Computing (HPC);
- Innovations in Climate Change and Food Security;
- Innovations in Materials Science and Engineering.

### ■ Social Innovation in IT, Operations & SCM

- Scheduling Problems in Manufacturing and Service Organizations;
- Supply Chain Management & Reverse Logistics;
- SCM Solutions in Retail Industry;
- Quantity Control & Six Sigma Management;
- Eco Design and Green Management;
- Behavioral Operation Management & Industry 4.0;
- Smart City & Urban Planning;
- Health-Care Management;
- New Product & Service Management through Robotic;
- Data Science & Machine Learning;
- Robotics & Artificial Intelligence;
- Big Data Analysis for Supply Chain;
- Social Media Analytics;
- E-Governance;
- Digital Transformation and Innovation Management

# GUIDELINES FOR RESEARCH PAPER SUBMISSION

- Researcher will submit the full-length paper which will be reviewed by the reviewing committee.
- A separate title page should include an informative title, name(s), affiliations, address(es) of Institute/Organization, corresponding address, email id(s), contact no(s) of all authors.
- Please do not indicate author(s) name, affiliation, or any other such information in the manuscripts elsewhere
- The manuscript should be 1.5 spacing, Arial 12 Font size
- Maximum allowed pages while submitting camera ready paper is 6.
- The soft copy of full-length paper in Word format with dully filled registration & copyright form should emailed to [iims.info@yashaswigroup.in](mailto:iims.info@yashaswigroup.in)
- The paper should not exceed more than 3000 words including abstract.
- References should be arranged in alphabetical order and as per the APA (American Psychological Association) Guidelines. It is imperative to ensure that all works cited in the text are included in the References section.
- All manuscripts would be checked for plagiarism.
- Similarity has to be <15%, the author has to submit the full Turnitin™ report along with final submission indicating the same (Turnitin plagiarism check by turning off the Exclude Match – OFF)
- Footnotes should be avoided, but any short, succinct notes making a specific point may be placed in number order following the alphabetical list of references.
- References should be made only to works that are published, accepted for publication (not merely "submitted"), or available through libraries or institutions. Any other source should be qualified by a note regarding availability

## PUBLICATION OPPORTUNITY

Selected manuscripts based on blind peer review will be published in a Compendium as Conference Proceedings to be brought out by a reputed publisher with an ISBN Number. Authors will also have an opportunity to publish the manuscript in

- Only full, selected and presented papers will be considered for publication opportunity in SCOPUS / UGC - CARE Listed Journal (\*)
- "Yashomanthan" with ISSN No. 2347-8039, a special issue of peer review multidisciplinary research journal With an Impact Factor - 6.692.

*\*Participation and presentation in the conference does not guarantee publication of the manuscript.*

## ■ REGISTRATION FEES

- Research Scholars and Students: 500/-
- Academicians/ Faculty: 1000/- ( \*)
- Industry Experts/Policy Makers: 1500/- ( \*)
- Foreign Authors: \$60

*\*The Registration fee does not include publication in SCOPUS/ UGC CARE Listed journal.*

## ■ BEST PAPER AWARD

Two Best Paper Awards would be presented in recognition of outstanding contribution in the area deriving theme of the conference. The best paper for two different categories will be awarded with cash prizes: (1) Academicians / Industry and (2) Student.

## ■ IMPORTANT DATES:

- Abstract Submission Deadline: **15th March '23**
- Full Paper Submission: **30th March '23**
- Authors Notification and Review: **Within A Week**
- Camera Ready copy: **5th April '23**
- Registration: **5th April '23**
- International Conference Dates: **07th & 08th April, 2023**

## ■ ACCOUNT DETAILS FOR PAYMENT AND REGISTRATION

- **Bank Name :- Axis Bank Ltd**
- **Account No :- 921020022414658**
- **Account Name :- International Institute of Management Science**
- **MICR Code :- 411211003**
- **IFSC Code :- UTIB0000073**

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**07<sup>th</sup> & 08<sup>th</sup> of April 2023**

**Paper Presentation Schedule**

**Track 1(Management)**

**7<sup>th</sup> April 2023 at 3.30 pm**

Sr.No	Time	Research Paper Title	Author Name
1	3.30 pm - 3.40 pm	A Study On The Problems Facing Women Entrepreneurs In Thane District	Surabhi Gupta
2	3.40 pm- 3.50 pm	Financing Of Business	Sanjay Aghav
3	3.50 pm- 4.00 pm	Construct And Optimize Plant Layout Using Meta-Heuristic Approach	Mr.Rushabh S. Korade, Mr. Gangadhar D. Dukare
4	4.00 pm - 4.10 pm	Business Analytics: A Comprehensive Study As A Backbone Of The Business Organisation	Dr. Sudhir A. Atwadkar, Ms. Umeshwari Patil
5	4.10 pm- 4.20 pm	Impact Of Cashless Payment System	Dr. Kadhane Rekha Appasaheb, Prashant Suryabhan Ugale
6	4.20 pm- 4.30 pm	Study Of Work Life Balance Of Women Bank Professionals In India	Manisha Sabnis
7	4.30 pm- 4.40 pm	Buy Now Pay Later : Understanding A New Method Of Payment In The Modern Era	Dr Bharati Rajiv Jadhav, Abhay Kabra, Apurva, Vaidehi Bhatt
8	4.40 pm- 4.50 pm	Design and Analysis of Roll Cage of Electric Cargo Vehicle	Manasi Gawali, Akshay Madane, Raghavendra Kerkar,Rohit Kale
9	4.50 pm - 5.00 pm	Analysing Work Life Balance Of Organised & Unorganised Sector Female Workers In India	Vanshika Sharma, Priya Pawar,Arihant Sutar, Dr. Prachi Jain
10	5.00 pm - 5.10 pm	Adoption & Usage Of Online Payment Apps By Marginalized Communities In Pune Dist.	Manya Basrani, Muskan Kumari, Priyanka Singh,Dr. OM Ashtankar, Dr. Revati Deshkar
11	5.10 pm - 5.20 pm	Analysis Of Student's Assessment On The Basis Of Academic And Non Academic Characteristics Using Data Mining Tool	Prof. Aparna Nisal
12	5.20 pm- 5.30 pm	A Study On Impact Of Intrinsic And Extrinsic Rewards On Performance Of Employees In IT Sector With Reference To Pune.	Prof. Prajakta Ashok Patil, Dr. Kalpana Lodha
13	5.30 pm - 5.40 pm	Study On Fresh Graduate Perceptions of Hiring Process.	Miss. Priyanka Gotsurve, Prof. Mahesh Mahankal
14	5.40 pm - 5.50 pm	Critical Analysis of Artificial Intelligence-A Case Study Of Chatgpt	Miss. Trupti Suresh Kokane, Prof. Mahesh Mahankal
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16	6.00 pm - 6.10 pm	Examining The Happiness Index Along With Its Components And Potential Improvement Strategies	Mr. Pratik Shripad,Prof. Mahesh Mahankal
17	6.10 pm- 6.20 pm	STUDY OF WORK LIFE BALANCE OF WOMEN BANK PROFESIONALS IN INDIA	Manisha Sabnis



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This is to certify that

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in recognition of the contribution as Guest of Honor to the  
**3rd International Conference  
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**3<sup>rd</sup> INTERNATIONAL CONFERENCE**

**ON**

**INNOVATIONS IN MANAGEMENT & INFORMATION TECHNOLOGY (ICIMIT – 23)**

**7-8 APRIL, 2023**

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## **CONFERENCE PROCEEDING**



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**Proceedings**  
**3<sup>rd</sup> International Conference on**  
**Innovation in Management &**  
**Information Technology**

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**April 7- 8, 2023**

**Chinchwad, Pune, India**

**Organized by**

**Yashaswi Education Society's**

**International Institute of Management & Science**

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# **CHANGE MANAGEMENT & HUMAN RESOURCE**

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Chinchwad, Pune

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# EMPLOYEE ENGAGEMENT

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