

3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last

Sl. No.	Name of the teacher	Title of the book/chapters published	Title of the paper	Title of the proceedings of the conference	Name of the conference	National / International	Year of publication	ISBN number of the proceeding	Affiliating Institute at the time of publication	Name of the publisher
2019-20										
1	Ms. Minal Sharma	Industrial Law	NIL	NIL	NIL	NIL	2019-20	9789383833771	Clara's College of Commerce	Aarti & Co.
2	Adv. Minal Sharma	Environmental Law	NIL	NIL	NIL	NIL	2019-20	9789383833948E	Clara's College of Commerce	Aarti & Co.
3	Dr. Babita Kanojia	COMPUTERISED INFORMATION SYSTEM: CONCEPT AND APPLICATION	NIL	NIL	NIL	NIL	2019-20	978-81-941253-7-2	Clara's College of Commerce	Empyrean Publishing House
4	Dr. Babita Kanojia		A Study on Digital Human Resource Management-Its Impact on Employee Turnover			International	2019-20	2581-7450	Clara's College of Commerce	SFIMAR
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ABOUT THE AUTHOR

About the Author

Prof. Minal Sharma has a versatile career as a lawyer, writer, speaker and poet. She is teaching law at renowned colleges of Mumbai for 4 years, with a total of three years research at Mumbai University - Department of Law from where she is currently pursuing her M.Phil in Law.

She holds Dual LL.M Degrees in Environmental Law and Criminology. She also holds her Master of Commerce Degree from University of Mumbai and obtained a graduate Diploma in Advance Cyber Law and Internet Crime Investigation.

Prof. Sharma has authored several books, articles and research papers in Law. An expert in environmental law and business law, she has been instrumental in pioneering discourses, research and studies in human rights and family law in India.

She is passionate about writing, reading, travelling, public speaking and sports. Her poetry titled "Seeing them fly!" was published in online magazine Poetsindia.com

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Computerised Information System: Concepts & Applications



Dr. Babita Kanojia
Dr. Arvind S. Luhar

Computerised Information System: Concepts & Applications



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Computerised Information System: Concepts & Applications

By:

Dr. Babita Kanojia

M. Com, P.G.D.F.M, UGC-NET, M. Phil and Ph. D

Dr. Arvind S. Luhar

M. Com, MJMC, MBA, LL.M, FDP-IIM, Ph. D and UGC-NET

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About Authors



Babita A. Kanojia did M. Com, P.G.D.F.M, UGC-NET, M. Phil and Ph. D from the University of Mumbai. Currently working with Clara's College of Commerce as head of department in Commerce. She is member of All India Commerce Association and Indian Accounting Association. She has published 7 articles in leading e-journal Suchita Times, SFMR and published researcher paper in book edited by Atul Bansal.

She also attended and presented papers in conferences, which are published in international (14 paper) and national (18 paper) conferences on different areas. She has published co-author book on Human Resource Accounting: Concepts, Methods and Applications.



Dr. Arvind S. Luhar is a Ph. D, M. Com, MJMC, MBA, LL.M, FDP-IIM and UGC-NET with 21 years of teaching experience at graduation level, 15 years at post graduation level and 10 years experience in guiding research scholars. Presently he is working as a HOD and Associate Professor in Commerce (Accountancy) at L. Y. College, Mumbai. He is having good command over Research Methodology, Human Resource Management and Accounting.

Following are his key achievements in the areas of research and administration:

- Chairman, Board of Studies Accountancy, University of Mumbai.
- Member, Academic Council, University of Mumbai.
- Chairman, Indian Accounting Association, Thane Branch.
- Member, First Court, Central University of Bihar (Nominee of MHRD)
- Member Board of Studies in Accountancy (2011-12 to 2022-23) & Financial Market (2013 to 2016), University of Mumbai.
- Member, BoS in Accountancy for many autonomous colleges of Mumbai.
- Received Samaj Ratna Award – 2018 from National Human Rights & Social Commission.
- Member, College Development Committee.
- District coordinator for last 7 years, DLLE (Extension Activity), University of Mumbai.
- NSS Programme Officer for 5 years at college level.
- Nominee, Joint Director, Higher Education for CAS and direct recruitment.
- Nominee of VC & Subject Expert, University of Mumbai for CAS, direct recruitment, MRP and LIC.
- Successfully guided: 10 Ph. Ds and 15 M. Phils in Commerce in the subject of Accountancy.
- Resource person to YASHDA and UGC – Academic Staff Colleges for Orientation and Refresher Courses.
- Life Member of Indian Commerce Association.
- Award received: Marquies Worlds Who's Who 2012
- Published many books, articles (Scopus) and presented papers at national and international level academic events.
- Having excellent command over rules and regulations of UGC, State Government and University.
- Selected through MPSC as a lecturer to Government Degree Colleges of Maharashtra State.

Preface

It gives in immense pleasure to put forth a book titled "**Computerised Information System: Concepts & Applications**" in the hands of the esteemed readers. The book covers various aspects of Computerized Information System which will immensely benefit to the undergraduate, post graduates and researchers the concepts of CIS, auditing under CIS environment auditing approaches and Auditing and Assurance Standard in CIS environment and applications in banking sectors.

Authors have tried level best to bring together the scattered literature in the field in a concise manner. The book is divided in six chapters which individually cover the various aspects of the issues involved in the study. The present book is an outcome of research study undertaken by authors in the field of audit under Computerized Information System.

The book will help the readers to understand the various approaches to conduct the audit under CIS Environment and manner in which the same can be used in other sectors. Suggestions and Recommendations can be used for several sectors.

Authors

About the Book

Audit and Accountancy have been revolutionized by computerisation. During the earlier stage of computerisation, batch processing methods were used so that the auditors were not bothered about processing of information and were treating computers as a black box, never bothering to see what was happening inside it. They were getting input and output statements, registers, ledgers accounts etc. and computers were used only to print them. The real power of computers was never understood or utilized. Even accountants and auditors are so overwhelmed today by the use of mainframes that sometimes we get to hear that the auditor has prepared quality audit reports. It is mandatory for an auditor to perform tasks which until recently did not be existent or were not in the preview of the auditor. If the weaknesses could be controlled in manual environment, then corrective changes could have been easily formulated and suggested which a difficult task to do so. The part of an auditor is changing and a new profession called Information System Auditor (ISA) has emerged. Since, corrective measures for control weakness are difficult to implement, and auditor has to be involved with designing and development of Computerised Information System (CIS). Computer based tools and skills are required to enable the auditors to access, analyse and evaluate the data stored on the computers, since it is not possible to review or evaluate and handle the data manually or mechanically. This book attempts to enlighten the concept of Computerised Information System and its approaches, provisions and standards made by ICAI, review of several experts and a comparative study of audit under Computerized Information System in Public Banks and Private Banks of Mumbai city.



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Customer Preference and Satisfaction towards Mobile Network Service Providers in Greater Mumbai Metropolitan Region
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A Study on Digital Human Resource Management - Its Impact on Employee Turnover
Dr. (Mrs) Babita A. Kanojia

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A STUDY ON DIGITAL HUMAN RESOURCE MANAGEMENT- ITS IMPACT ON EMPLOYEE TURNOVER

*Dr. (Mrs) Babita A. Kanojia

ABSTRACT

Here we are going to study Digital Human Resource Management and its impact on the employee's turnover. In this study we have used cervical method to understand what is the impact of digital Human Resource Management in today's digital world organisations and businesses and to understand how digital era has helped businesses form an organisation to maintain their Human Resource Management in a developed way. By the cervical method we are also going to know the reasons for employee turnover advantages and disadvantages of digital Human Resource Management and so on. There are many aspects of Human Resource Management, which are covered in this research paper. The present study is based on primary as well as secondary sources of data collection and it will be analyzed with simple statistical tools such as percentage, median and mode.

Keywords: HRM, Digital HRM, Employee Turnover.

Introduction

Human Resource Management is a group of people in an organisation who helps in effective and efficient management. The basic aim is to gain competitive advantage in their fields. A Human Resource Department is focused to increase the working efficiency of employees in their service and so on. Digitalization is very important for the growth of any sector and HR Department is very important in a Company or an Organization. The main function of the HRM Department is to monitor, implement and execute the policies and procedures decided by the authorities regarding achievement of the stated goal. Now-a-days digitalization plays a key role in every sector irrespective of nature, size and level of an organization. Similarly, HRM also cannot be excluded from digitalization. Hence, the present study is focused on Digital Human Resource Management and its impact on Employee Turnover. The researchers have tried to gauge on how the implementation of digitalization affects Employees Turnover and to what extent. With this intention the following objectives has been set up.

Objectives of the study

1. To study the concept of Digital HRM.
2. To study the impact of Digital HRM on employee turnover.
3. To study the view of HR and Employees on Digitalization of HRM.

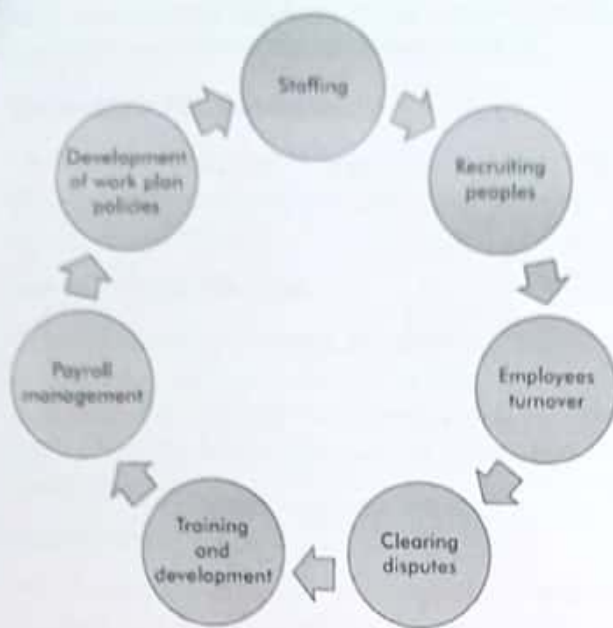
Digital Human Resource Management

Digital Human Resource Management means to use digital means of technology and software to improve the working abilities. Nowadays Artificial Intelligence i.e., AI technologies are used in Human Resource Management. Digital HR is a process optimization in which social, mobile, analytics and cloud (SMAC) technologies are leveraged to make HR more efficient, effective, and connected. In other words, it is a tectonic shift in the way Human Resources function.

It has been found that the human resource management department is found in big business companies and not small companies.

*Asst. Professor, Clara's College of Commerce, Mumbai

HR department involved in several activities such as:



Staffing:

Staffing means placing right person for the right job. This is the main job that the Human Resource Department manager have to perform.

Recruiting peoples:

Recruiting people means the Human Resource Department manager has to find the right persons for all kinds of jobs in a company. In short whenever the higher authority or the Boss needs some new person for a new job then it is the responsibility of Human Resource Management to find the person for that particular job.

Employee turnover:

Employee turnover is one of the important aspects that human resource manager has to deal with. The human resource manager has to calculate the annual turnover rate which helps the organisation to know how many employees have been working for how long time. Finding employee turnover rate is necessary for an organisation so that it can know the number and duration of employees working in an organisation.

Clearing disputes:

Resolving disputes means whenever there is some sort of misunderstanding between two employees of an organisation whether its higher or lower authority peoples, the human resource management work is to

clear the dispute between them and make sure that the work goes on smoothly. They indeed eliminate any sort of misunderstanding going on between any employees.

Training and development:

It is the responsibility of HRM to give training for new Technology or the way of working to the Employees and develop their skills so that they can work with new technologies. All the training process that is needed to increase the efficiency of an employee is managed by the HRM.

Payroll management:

Payroll management means all the entries or the distribution of salaries and wages is managed by the Human Resource Department. All the employees' salaries distribution is done by the HR manager.

Development of work plan policies:

Development of work plan policies is done by the HRM. Any changes in the policies of workers or employees should be first informed by the human resource management.

Review of literature

Iveta Ozolina-Ozola in her research, 'The impact of human resource management practices on employee turnover' stated that, there is a connection between management practices and employee turnover. She further said that it is necessary to link management practices and performance outcomes including employee turnover. She concluded that it is necessary to know the potential of specific human resource management practices and its various facilities to reduce turnover among various types of employee in an organization.

Muhammad Aminu Bawa and Muhammad Jantan in their research, "Human resource practices as determinants of employee turnover: An empirical investigation". In their research they have stated that staffing process and employee monitoring is effective in reducing involuntary turnover. They have concluded that an economic factor such as availability of alternate jobs is responsible for the turnover process.

Ruwan Abeysekera, in his research 'The impact of human resource management practices on marketing executive turnover of leasing companies in Sri Lanka.' They stated that all 6 HR practices are significantly correlated with employee turnover. The researcher

concluded that compensation and job analysis are the most critical HRM practices to be implemented by leasing companies to reduce employee turnover.

Research Methodology

The research is descriptive. In order to make the study effective the research methodology covers the following aspects of research.

Source of data collection:

The study is based on Primary and secondary sources of data. Primary sources of data will be collected through questionnaire and the secondary source of data collection will include books, journals, newspapers and relevant websites.

Sample size:

For the primary data the researchers have selected random method of sampling. The sample size will include HR and employees of an organisation of Mumbai city covering the region from Andheri to Bandra. The sample size would be 100 respondents.

Tools of data analysis:

The researchers will attempt to analyse the available data with percentage or suitable statistical tools.

Scope and significance of the study

The present study will cover the following aspect such as:

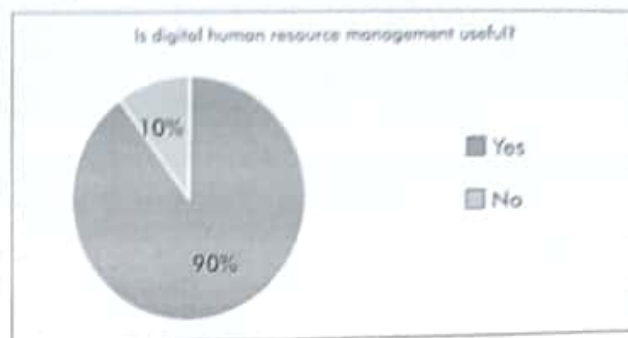
1. It will highlight the concept of digital HRM.
2. It will be focused on impact of Digital HRM on employee turnover.
3. It will view of HR and Employees on Digitalization of HRM.

Limitation of the study

Digital Human Resource Management its impact on Employee Turnover is complicated task for researchers. Hence, the researchers considered the following limitations:

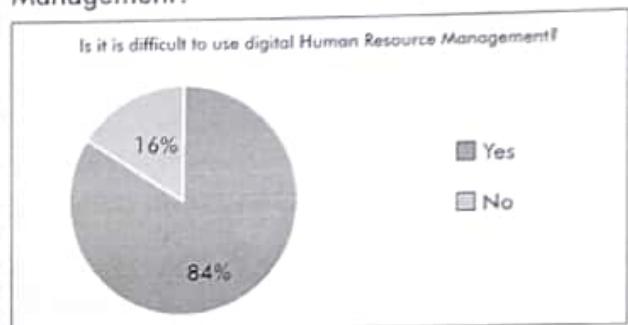
1. Availability of information, as it is secondary of source of data.
2. Authentication of collected data.
3. Geographical area will be from Andheri to Bandra.

Is digital human resource management useful?



From the above chart it can be observed that out of hundred respondents 90 of them have agreed that digital human resource Management is useful and the remaining have disagreed to the statement.

Is it difficult to use digital Human Resource Management?



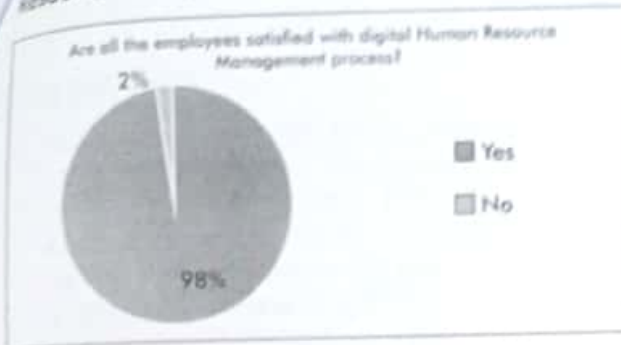
From the above data it can be seen that majority of the respondents that is 84% have said it is easy to use digital human resource Management and the remaining 16% have said that it is difficult.

After digitalization is the problem of employee solved in better way?



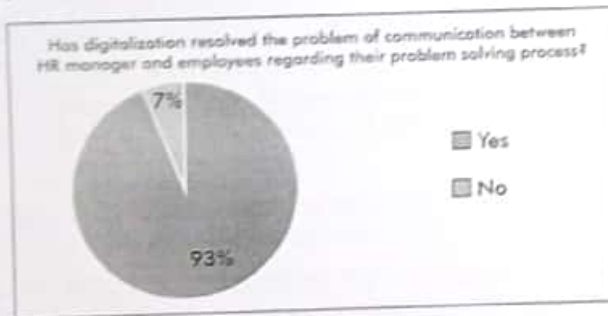
From the above chart it can be observed that majority of the respondents, that is 88% have said yes that after digitalization the problem of employee is solved in a better way and the remaining 12% have disagreed to the statement.

Are all the employees satisfied with digital Human Resource Management process?



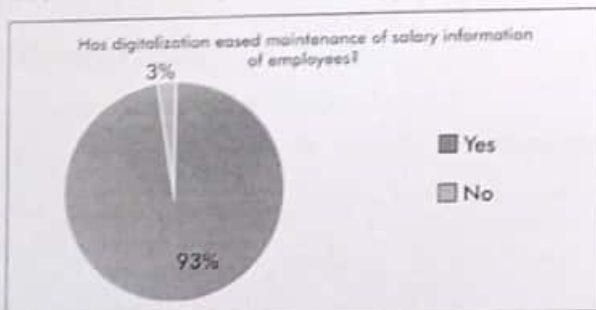
From the above chart it can be seen that majority of the respondents that is 98% have said that all the employees are satisfied with the digital human resource management process and the remaining two percent of the respondents are dissatisfied with the process.

Has digitalization resolved the problem of communication between HR manager and employees regarding their problem-solving process?



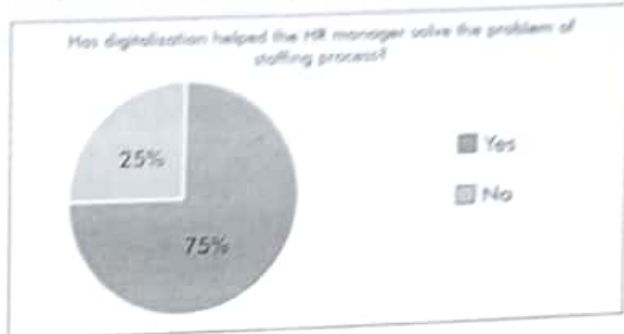
From the above chart it can be seen that majority of the respondents have agreed that digitalization resolves the problem of communication between HR manager and employees and the remaining 7% of the respondents have disagreed to the statement.

Has digitalization eased maintenance of salary information of employees?



From the above chart it can be seen that majority of the respondents have agreed that digitalization has made it easy to maintain salary information of employees and the remaining three of the respondents have said that it is not as simple as that.

Has digitalization helped the HR manager solve the problem of staffing process?



From the above data it can be observed that majority of the respondents have agreed that digitalization helps the HR manager to solve the problem of staffing and the remaining 25% of respondents have said that it does not help to solve the problem completely.

Findings:

- It has been seen that digitalization has a lot of impact on HRM department to maintain their relationship with employees in a better way.
- But it can be further improved with new technologies and innovations which are going to come in upcoming years.
- Digital HRM helps to improve the skills of employees and HRM to maintain their relationship and make the employees more loyal towards a particular business company or organisation.
- Human Resource Manager and Human Resource Department have many functions including regular checking on the satisfaction of the employees with the environment of business and their working environment.
- There are many aspects that human resource manager has to take care of in the interest of employees because humans are very complicated by nature. They have to take care of internal environment, infrastructure development, food facilities, safety, security, etc. these that an employee should feel safer in a business company or organisation because of digitalization.

- f. It helps the manager to give a helping hand to understand employees better in a smart and easy way.

Suggestions

- a. Suggestions after this whole research for the companies and human resource managers is that the adaptation of new technology and using AI in today's corporate life will help the business company and organisation to gain more loyalty of employees and Goodwill in the market.
- b. Given the new emerging technology it is very easy to maintain a good relationship with employees by usage of mobile phones and other such technologies so that a good contact with employees can be maintained wherever they are.
- c. There are many new technologies that are going to emerge in coming years that will help in controlling employee turnover rate of a company because new technology facilitates new ways to manage a particular problem.
- d. Although keeping up with technology is a little bit complicated in nature, things are going to be easy if employees and human resource manager are going to get training of using a particular Technology.
- e. This will help them keep pace with immune Era that is technologically adaptable.
- f. In the current digital Era, it is very important to gain a good profit as well as Goodwill in the market. The world is surviving in a competitive world which is changing faster without leaving any time for an error so, every company should adopt new technologies and make their employees and HR managers use new technologies to make them more advanced and increase their working efficiency. This will enable decline in the employee turnover rate.

Conclusions

From the above data we can conclude that-

Digital impact is good on Human Resource

Management but still there are many difficulties faced by employees and the HR Management can be improved in future with new technologies.

Digitalization is helpful in managing the employees and it also takes care of employee turnover.

However, morals do help HRD to manage employees in a better way. This is going to improve in next few years with the help of new technologies and innovations using AI in HRM. Till now it has improved efficiency of HR manager to take care of the employees' interest towards the organisation and the company in a better way.

Human resource Department is an important division of any company or an Organisation because the employees are key resource of its success. It is imperative that during their time in the organisation they feel good and their needs are satisfied so that they get more interested in the work. Digitalization has helped the companies and organisations to gain the loyalty of employees and make their working process smooth. It helps in tapping the full capabilities of employees and make them work willingly.

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