



3.3.2 QnM	<i>Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five years</i>
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3.3.2.1 Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

Year	2023-24	2022-23	2021-22	2020-21	2019-20
Number	10	7	1	2	0

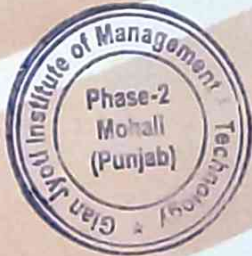
TO WHOM IT MAY CONCERN

This is to certify that the year-wise number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings during the last five years is as follows:

Academic Year	2023-24	2022-23	2021-22	2020-21	2019-20
Number of Teachers	10	7	1	2	0



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This is to certify that the following faculty members are permanently employed at Gian Jyoti Institute of Management and Technology (GJIMT) during the academic year 2023-24:

1. Dr. Bushra S. P. Singh – Assistant Professor
2. Ms. Joshna Sanolia– Assistant Professor
3. Ms. Neelam Sharma– Assistant Professor
4. Dr. Dipneet Saini– Assistant Professor

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Book Chapter Publications and Conference Proceedings

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 five year.

Year	2023-24	2022-23	2021-22	2020-21	2019-20
Number	10	7	1	2	0



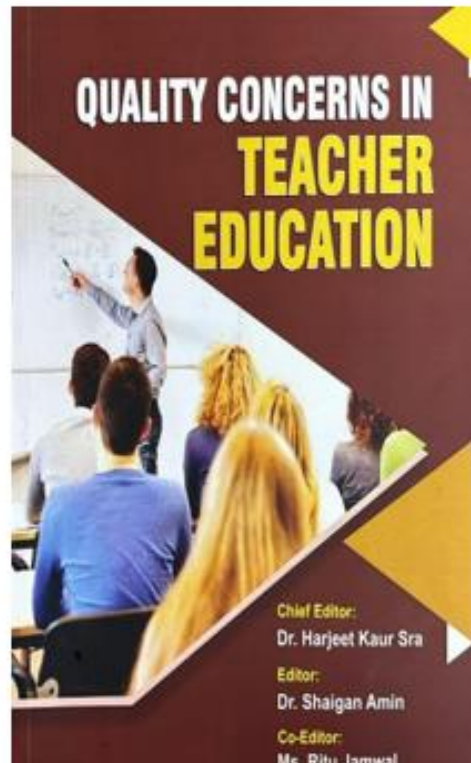
S.No.	Name of the author/s	Department of the teacher	Name of Book	Year of publication	ISBN number
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2	Ms. Simrat	Management & Commerce	National Education Policy- 2020 Issues, Approaches and Challenges	2023-24	978-81-961028-3-8
3	Dr. Aishwarya Goyal	Management & Commerce	The Rise of Online Marketplaces	2023-24	978-93-5868623-5
4	Ms. Joshna Sanolia	Management & Commerce	COVID -19: Challenges and Opportunities for the Indian Economy	2023-24	978-93-5840-517-0
5	Dr Tarandeep Singh and Dr. Shiv Kumar	Computer Applications	Under Publication	2023-24	978-981-97-3588-4
6	Dr. Aishwarya Goyal	Management & Commerce	Latest trends in Business	2023-24	978-93-6092-400-3
7	Dr. Aneet Bedi and Dr. Bushra S. P. Singh	Management & Commerce	Changing Patterns in a Borderless World	2023-24	978-81-19079-33-9
8	Ms. Neelam Sharma	Management & Commerce	NA	2023-24	978-93-5529-783-9
9	Dr. Dipneet Saini	Management & Commerce	"Exploring Emotional Labour - Indian Hotel Industry"	2023-24	978-1-63640-823-1
10	Dr. Aishwarya Goyal and Dr. Bushra S. P. Singh	Management & Commerce	ORGANISATIONAL MANAGEMENT	2023-24	978-93-5868-623-4



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**ISSUES AND CHALLENGES IN TEACHER
EDUCATION**
Ms. Simrat*

Abstract
The role of a teacher is to guide and motivate students in their pursuit of knowledge while considering their individual abilities, intelligence, behaviour, background and current situation. Modern classrooms have adopted a student-centered approach where teachers act as facilitators rather than authoritative figures, making their job more challenging. A good teacher is one who loves teaching and can instill a love of learning in their students, preparing them to become responsible citizens. The responsibility of creating good teachers lies with the education system, which must prioritise the improvement of teacher education to ensure overall development. This can be achieved by providing better training, mentoring and support to teachers and encouraging a culture that fosters ongoing learning and development in one's profession. Improving the quality of teacher education is essential to equip teachers with the necessary skills and knowledge to facilitate a student-centered learning experience, ultimately shaping the future of their students and society.

Keywords: Teacher Education, Challenges, Issues, Problems.

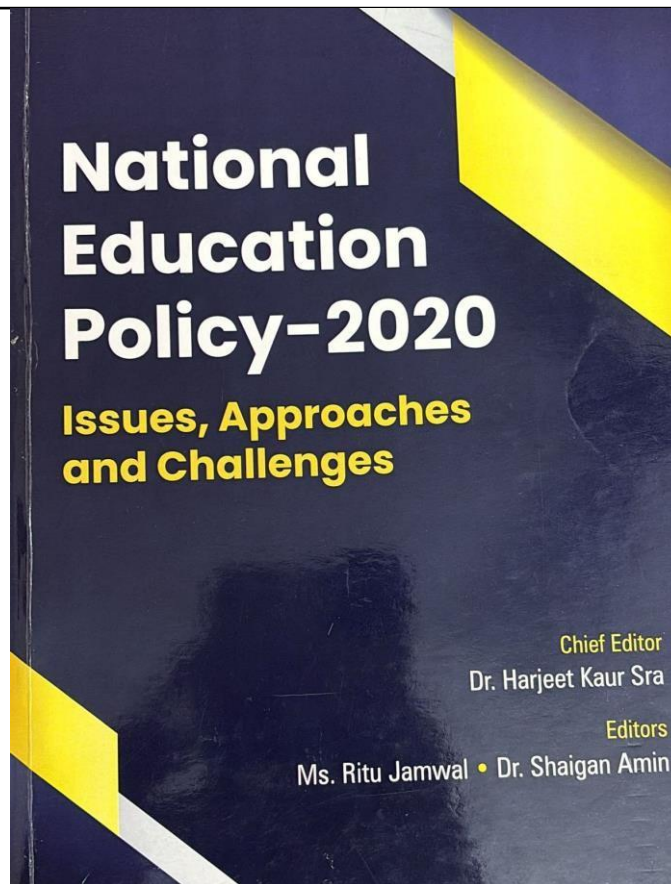
Introduction
Anatole France once said that the art of teaching is simply the art of piquing students' natural curiosity and then satisfying it. However, the reality of being a teacher is far more challenging than this statement implies. Unlike other professions, a teacher's work cannot be confined to the present moment. They must put in extensive effort before and after the actual teaching takes place. The saying "A teacher presents the past, reveals the present and creates the future" perfectly captures the richness and difficulty of the teaching profession. A teacher cannot rely solely on their prior knowledge and experience but must consider the unique minds, capabilities, intelligence, behaviours, backgrounds and current situations of each student. This complexity makes teaching a daunting task, leading some to consider teachers the creators of other professions. While all teachers are creators, the quality of their creations varies according to their level of expertise. It's ironic that while there are many teachers in India, there are few who have the ability to motivate students or citizens capable of making a positive contribution to the country. It's common to come across individuals who possess degrees and theoretical knowledge

* Assistant Professor, Panjab College of Commerce and Agriculture, Channi Kalan
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National Education Policy-2020

Issues, Approaches and Challenges

Chief Editor
Dr. Harjeet Kaur Sra

Editors
Ms. Ritu Jamwal • Dr. Shaigan Amin

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NATIONAL EDUCATION POLICY - 2020 (ISSUES, APPROACHES AND CHALLENGES)

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Commercialization of Education with Special Reference to National Education Policy 2020

Ms. Simrat*

Abstract

The paradigm shift in education from service to business is an expanding concern today. The period of 2000's has been linked with growth, privatization, and internationalization of Indian education system. It has both positive as well as negative effects. However, expensive education in a developing country like India is more prone to negative results due to high disparity in income and purchasing power. This research paper aims to discuss the issue of commercialization of education with special reference to National Education Policy, 2020. One of the aims of National Education Policy, 2020 is also focusing on keeping a check on commercialization of education in India.

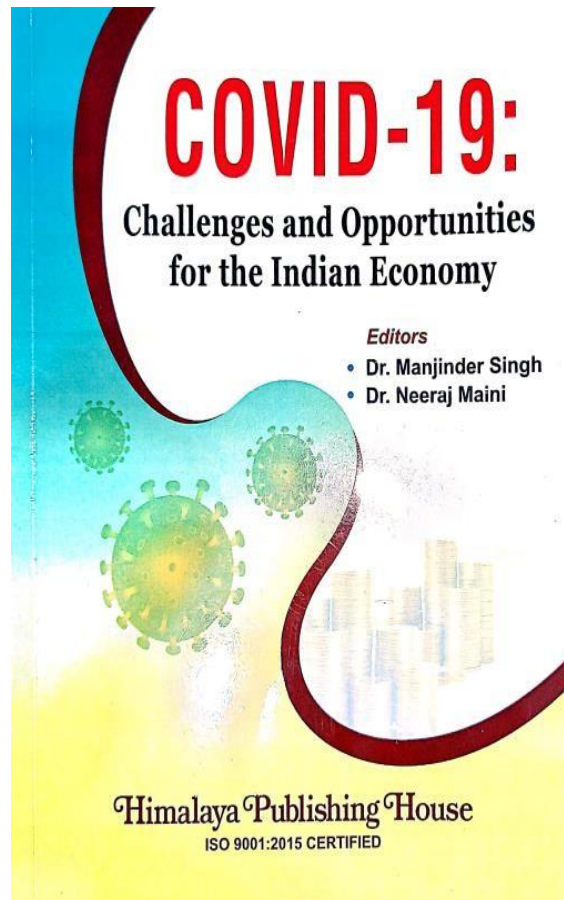
Keywords: Commercialisation of Education, NEP 2020

Introduction

Education is the comprehensive progression and holistic development of the personality of an individual that makes him a critical thinker, rational and a responsible human being. It is a determined undertaking directed at attaining definite goals, such as gaining knowledge or nurturing skills and development of traits related to one's character like rationality, honesty, kindness, understanding, and the like. However, the commercialization of education has been a current trend in India that originates from the reforms that has taken place in the country over the last two decades such as Liberalization, Privatization and Globalisation. Commercialization is generally a process by which a latest product or service is launched in a market. Commercialization of education can be defined as a procedure of private ownership as well as management of educational institutions through which investments are made with the aim of earning profits. It is basically a propensity to make education business-oriented with the sole motive of earning more and more profits. Commercialization of education is not an unanticipated process in the education system, but a consequence of gradual changes in the system. The conventional education system in India was fascinated on personality development, but with the commercialization of education, it has become a process of training and generating specialised human capital. In other words, education has been transformed into a perfectly organised process to fabricate trained human resources alongwith potential of higher value addition and more profit generation. Education sector has become a fast growing market due to its commercialization. The main objective of this paper is to discuss the

* Assistant Professor, Punjab College of Commerce & Agriculture, Chunni Kalan

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Influence of HR Practices on Employee's Performance during COVID Times – A Meta-analysis

Joshna Sanolia

Lecturer,
PG Department of Commerce and Business
Administration,
Kanya Maha Vidyalaya,
Jalandhar City.
E-mail: joshnakmv@gmail.com

Abstract

Purpose – The main aim how HR practices impacts the performances of the employees especially in these challenging times and how it can result in the upgrade and degrade the status of the company.

Approach – The research approach used in this research is the source of data in the form of Literature review, journals, newspapers etc.

Findings – The major conclusion which we can draw from this research is that the performance of the employees directly depends upon the human resource practices in an organization and the value of it increases when the whole society is been facing unprecedented times.

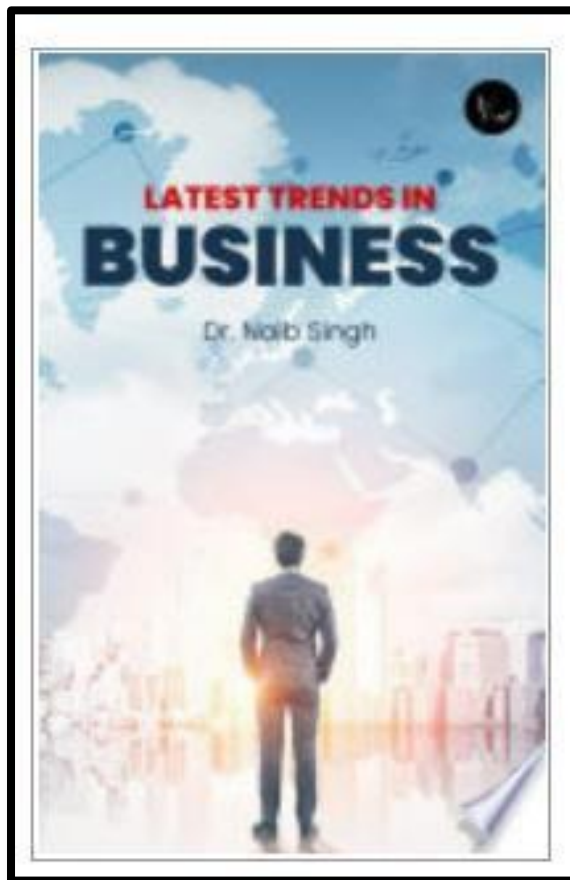
Originality/value – The paper primarily focuses on the impact the HR practices have on employee's performance and how some certain practices or the nature of the work can be moulded according the situation which can be beneficial for the company and can be important for overcoming tough times.

Keywords: Practices, employees, performance, human resources, work.

Paper type – Research paper

Introduction

In the field of Human Resources there is a very eminent quote given by **Doug Conant** — “**To win the marketplace, you must first win the workplace**”. During the initial days of COVID-19 various organizations and our country faced mismanaged scenario which could have been avoided if little amount of concern and few changes in HR practices and human care was



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The Rise of Online Marketplaces

Dr. Aishwarya Goyal

Assistant Professor

GJIMT, Mohali

Dr. Amit Goyal

Assistant Professor

NITTTR, Sector-26, Chandigarh

Abstract

The emergence of internet markets has completely changed the way that we purchase and sell goods and services. These online marketplaces, which link consumers and sellers and provide a wide selection of products at the touch of a button, include Amazon, Flipkart, and Myntra. These marketplaces have become increasingly popular because to the ease of online shopping and the security of their payment methods. Even easier access is made available by mobile apps, which enable purchasing from anywhere at any time. A dynamic and complex marketplace has been established by enterprises having an online presence in response to the competitive atmosphere. New technologies like artificial intelligence (AI) and augmented reality (AR) improve user experience, but organizations now have to prioritize sustainability and cyber security. Online marketplaces' growing cultural and financial implications highlight the necessity of ethical behavior and teamwork in order to guarantee an impartial and inclusive digital future.

CHANGING PATTERNS IN A BORDERLESS WORLD

Editor by
Dr. Aneet Bedi

Director
Gian Jyoti Institute of Management & Technology

Dr. Bushra S. P. Singh

Assistant Professor
Gian Jyoti Institute of Management & Technology



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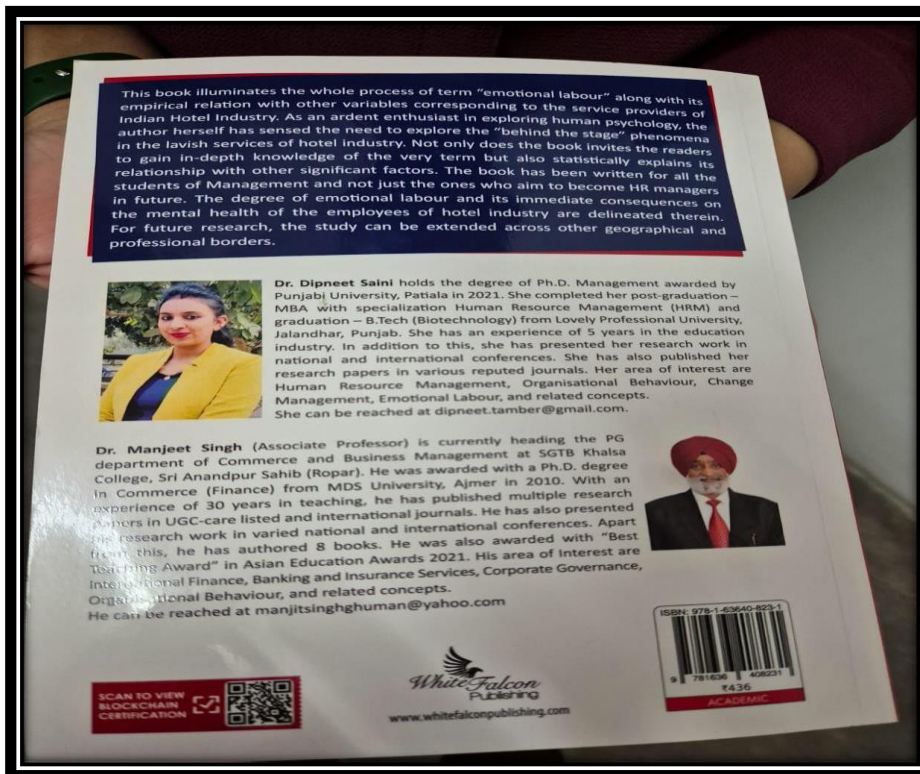
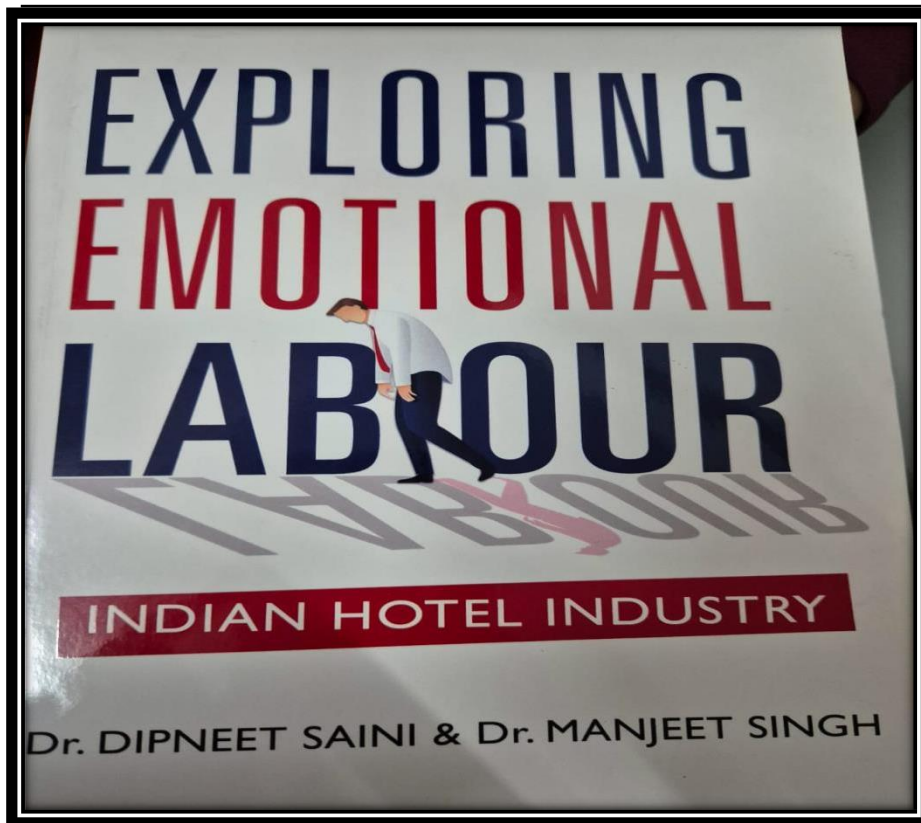
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**Dr Ravi Kant
Dr Naib Singh**

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Contact : (+91 7506994309)

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Preface

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ORGANISATIONAL MANAGEMENT

Chapter 1

GAMIFICATION IN RECRUITMENT AND SELECTION: OPPORTUNITIES AND CHALLENGES

Dr. Aishwarya Goyal

Dr. Bushra S. P. Singh

ABSTRACT

The use of gamification in recruitment and selection has emerged as a dynamic approach to revolutionize talent acquisition processes. It offers a range of opportunities to engage candidates effectively, assess skills accurately, and enhance the overall candidate experience. However, organizations must also address challenges related to bias, validation, resource allocation, security, and user experience to leverage gamification successfully in their hiring processes. By carefully navigating these opportunities and