



# **Green Human Resource Management for Organizational Sustainability: An Innovative Approach and Practices**

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## **Abstract**

Renewable energy deployment in India is primarily intended to spur economic development, enhance energy security, expand access to power, and mitigate climate change. Sustainable development is possible via the utilisation of renewable energy and providing communities with affordable, reliable, sustainable, and modern energy. India has risen to the forefront of the world's most promising renewable energy industries, thanks to strong government support and an improving economic situation. In order to swiftly grow the country's position in the renewable energy industry, the government has devised regulations, programmes, and a flexible environment to attract foreign investors. In the next years, it is projected that the renewable energy sector would provide a significant number of domestic jobs. As a consequence of India's renewable energy growth, this page seeks to present major accomplishments, prospects, projections, power output, as well as challenges, investment, and employment opportunities. We recognised the significant hurdles that the renewable energy sector confronts in our evaluation. Policymakers, innovators, project developers, investors, industries, associated stakeholders and departments, researchers, and scientists will benefit from the recommendations made by the review.

**Keywords:** Green, energy-efficient, sustainability, DERs, Energy Management System

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## **Introduction**

Globally, nonrenewable energy resources are employed. The bulk of our electricity is generated by coal or nuclear power. The vast majority of our automobiles are still powered by gasoline or diesel. This use of nonrenewable energy resources is wreaking havoc on the planet's ecosystem while also harming our economy. So, how does consuming nonrenewable energy resources affect our planet? The repercussions of utilising non-renewable energy on the planet Earth will be the focus of this survey study. This study discusses the economic and environmental difficulties that are becoming more prevalent as a result of the usage of non-renewable energy resources such as coal, nuclear power, crude oil products, and so on. The carbon footprints of one or two nations from each continent that are industrially advanced or large are used to highlight environmental issues such as deforestation for mining, oil spills, global warming, and many more. The carbon footprint data is gathered through secondary data gathering methods accessible on many websites and by reviewing a large number of papers on the subject. These data are statistically examined and summarised. The graphs and charts aid in a better understanding of the issues that may arise in the future. This study will also make contrasts between the use of non-renewable energy supplies and the usage of renewable energy resources in order to determine if it is time to promote renewable energy or green energy internationally. Many nations, such as Japan, have already begun to implement green energy programmes. A comparison of the Japan model is done here in order to demonstrate how difficulties caused by non-renewable resource utilisation may be solved. Economic issues such as the rise in crude oil prices and the decline in the automobile industry, particularly in India, are also mentioned. Projects involving electric vehicles, such as Tesla Motors, and their consequences Our conversation also includes a global perspective. After considering these variables, we may infer that if we continue to consume nonrenewable energy resources as we do, we will face a slew of economic and environmental issues, as well as a resource shortage in the not-too-distant future. As a result, now is the moment to start pushing green energy so that, in ten years, green energy will be our primary source of energy, displacing non-renewable energy.

## **Literature Survey**

Non-renewable energy resources are the primary source of energy for any industry. The majority of the industry uses non-renewable energy for manufacturing any product. Considering the example of electricity production, if it is analysed then it is seen that coal, natural gas and nuclear energy is what the world relies on producing the electricity. Of course, with time the world is shifting towards the renewable energy but the process is slower. But within this period of time, the usage of non-renewable energy resources is affecting the entire globe with the by-products released after the usage. Control of that by-production, basically purification, needs a huge amount money and technology. Highly populated countries like India and China need to follow. Whatsoever, the main focus of this research is to show the impacts and to find an alternative according to the impacts caused by the non-renewable energy. Many researches and thesis have been done on this matter. According to Kaveh Madani, thesis, if carbon footprint is considered then renewable energy

is the replacement of the non-renewable energy [4]. But if other factors like efficiency and investment is considered then they have shown with data that renewable energy is not the perfect replacement of the non-renewable energy. According to them and the data they have shown, it is seen that in terms of efficiency and investment renewable energy is not very far but quite far from non-renewable energy. As it is known that, installation cost is very high for renewable energy. Cost of a solar panel or a wind mill is very high. But according to Taner Güney (2019), sustainable development is important and should be done within 2030 [5]. Sustainable development is development to meet the present need without hampering the future generations' ability to meet their own need. Here, if it is analysed then one thing comes up which is the scarcity of the non-renewable energy which the world is going to face in the upcoming years if the usage is continued like it is done now. The future generation only has to rely on renewable energy. So, sustainable development does not allow to do so. For the sustainable development, the implementation of the renewable energy should be done. Now, considering the environmental aspect, according to Douglas J. Arent, Alison Wise 1, Rachel Gelman (2010) renewable energy should be implanted in order to fight the global warming provided with some factors [6]. The factors are basically cost cutting and more research in the projected area. Renewable energy technology has grown a lot in past years. Still if is compared to the non-renewable energy then there are many flaws. Cost and investment and the efficiency are the major flaws that are considered. With research and development, it is hoped that the flaws can be curbed into advantages. But the fact that global warming is increasing and leading to climate change can only be countered with proper waste management and more importantly by usage of renewable energy.

## **Renewable Green Energy**

### ***Present Scenario***

Going green is the way to reducing the negative effects of non-renewable energy. Going green in this context entails a greater reliance on renewable energy sources. Every nation has begun to utilise renewable energy, and Germany is one of the countries that is doing so the most, given its population (19th). Countries such as the United States, China, Russia, Japan, and India are also promoting renewable energy via different schemes and sectors. Tesla, a car manufacturer, has already begun producing electric vehicles that emit no pollution. Major automobile manufacturers, such as BMW and Mercedes-Benz, should also step up and produce more electric vehicles. It should also be remembered that electric vehicles should be produced for third-world nations. TATA and Mahindra, two of India's largest firms, have introduced electric vehicle versions for the Indian market. Tesla has also established a production facility in India. Furthermore, although green energy promotion is ongoing, it cannot be disputed that it is moving at a slower speed. The majority of energy is still derived from non-renewable sources. Non-renewable energy supplies cannot be replaced instantly, but a process should be initiated in order to create a healthier world. The graph below depicts the proportion of nations that will use renewable energy in 2020:

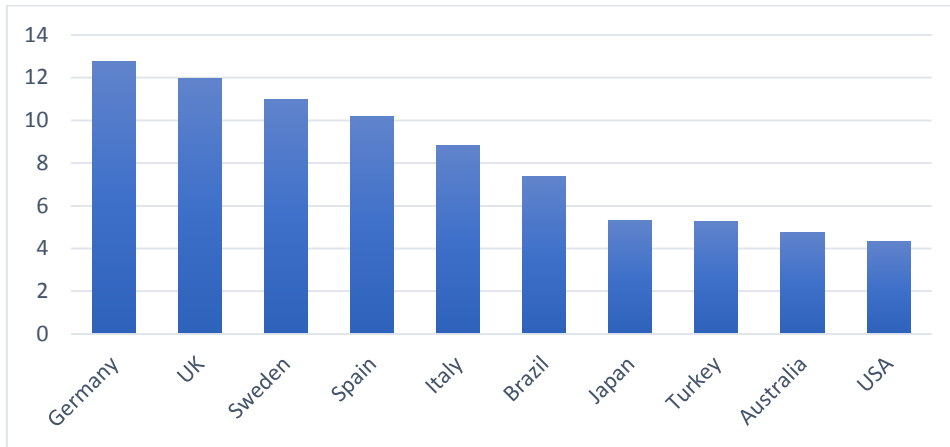


Fig no. 1: renewable energy in percentage by the countries in 2021

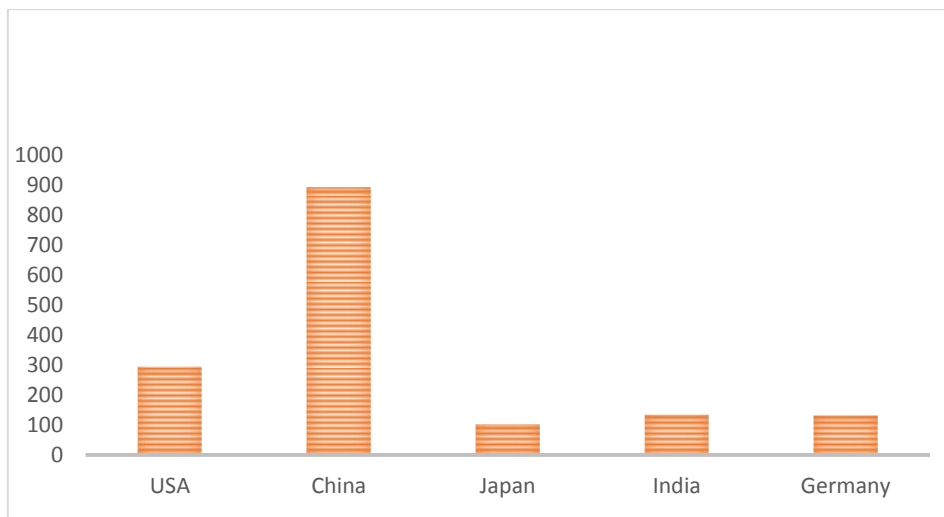


Fig no. 2: Renewable energy capacity by top 5 country in 2020 (Gigawatt)

Each nation is attempting to incorporate renewable energy, as seen in the graph above. Electricity, automobiles, and heat-producing industries such as steel, glass, and paper mills are examples of industries that may function entirely on renewable energy. If they can be powered by renewable energy, the non-renewable energy's effect may be reduced. Pollution, global warming, and the greenhouse effect, which leads to climate change, can all be regulated.

### The Global Status of India in Renewable Energy

In January 2022, India's installed renewable energy capacity was 152.36 GW, accounting for 38.56 percent of the country's total installed power capacity. In January 2022, 975.60 MW of renewable energy capacity was installed. In January 2022, renewable energy production grew from 11.51 billion units (BU) in January 2021 to 13.15 billion units (BU). The government wants to build 450 gigawatts (GW) of renewable energy capacity by 2030, with solar accounting for around 280 GW (more than 60 percent). In the first eight months of FY22, renewable energy capacity expanded by 8.2 GW, compared to 3.4 GW in the same period the previous year. ICRA plans to build 12.5 GW of renewable energy capacity in FY22 and 16

GW in FY23. Solar power installation capacity has more than quadrupled from March 2014, rising from 2.63 GW to 49.3 GW by 2021. India built 7.4 GW of solar power capacity in FY22, increasing 335 percent from 1.73 GW the previous year, and will continue to do so through December 2021. Off-grid solar energy is rapidly expanding in India, with 329,000 off-grid solar items sold in the first half of 2021. Northern India, with a potential capacity of 363 GW and a renewable energy-focused strategy, is poised to become India's renewable energy powerhouse. According to the Department for Promotion of Industry and Internal Trade, FDI inflows into India's non-conventional energy sector totaled US\$ 11.21 billion between April 2000 and December 2021. (DPIIT). Since 2014, India's renewable energy industry has received about Rs. 5.2 lakh crore (US\$ 70 billion) in investment. India is ranked 3rd for renewable energy investments and plans in 2020, according to British Business Energy.

### **Government of India Initiative**

The government is dedicated to increasing the use of clean energy sources, and it is already building large-scale sustainable power projects and promoting green energy energetically. Furthermore, renewable power has the potential to provide a large number of jobs at all levels, particularly in rural regions. Over the next four years, India's renewable energy industry is predicted to receive \$80 billion in investment. By 2023, India would have built over 5,000 compressed biogas plants. India's renewable energy industry is predicted to increase in 2022, with a probable investment of US\$ 15 billion this year, as the government concentrates on electric vehicles, green hydrogen, and solar equipment manufacturing. By 2040, renewable energy is predicted to account for around 49% of total power as more efficient batteries are utilised to store electricity, lowering solar energy costs by 66% compared to present costs. India would save Rs 54,000 crores (US\$ 8.43 billion) per year by using renewable energy. Renewable energy production will rise from 18 percent to 44 percent by 2029-30, according to the Central Electricity Authority (CEA), while thermal energy output would reduce from 78 percent to 52 percent. The Indian government wants to build a "green city" in each state that runs on renewable energy. The 'green city' would promote environmentally friendly energy by installing solar rooftop systems on all of its residents' homes, solar parks on the city's outskirts, waste-to-energy facilities, and electric mobility public transportation systems.

The inverter turns the direct current (DC) output of non-conventional energy into usable alternating current (AC) for the associated load. When employing solar energy, this hybrid system works under standard circumstances, such as a constant room temperature and a constant wind speed in the plain region. The simulation results are provided in order to demonstrate the suggested system's operating principle, viability, and dependability.

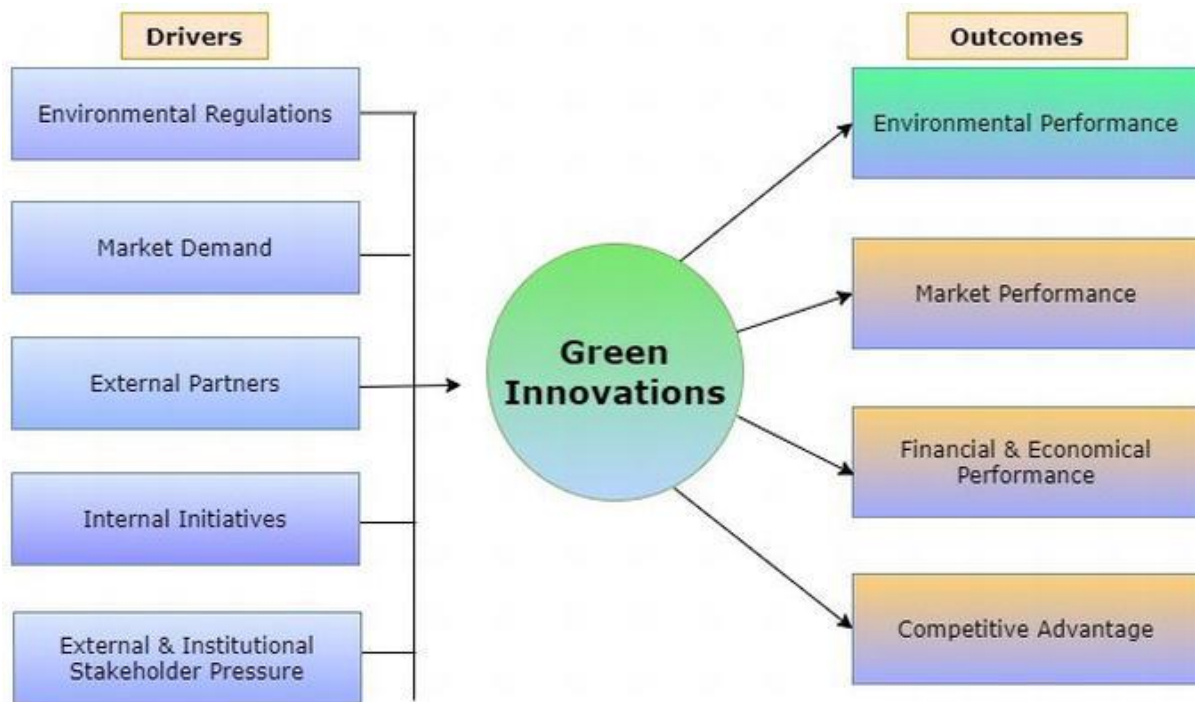


Fig.3: Green Innovations Drivers & Outcome

### Sustainable Development Goals

Micro, small and medium enterprises (MSMEs) play an important role in all sectors of the global economy. In Poland, the MSME sector accounts for 99.7 percent of the total number of companies (according to 2013 data from the Central Statistical Office). In recent years, the concept of sustainable development has played an important role in the management of businesses, with the goal of ensuring higher environmental, economic, social and cultural standards for all people within the borders of the earth and for future generations. Natural ability, to use the principle of justice between and within generations. As a result of rising environmental standards, companies are increasingly thinking about environmental management from a social and environmental perspective, implementing the concept of corporate social responsibility (CSR). The main objective of this study is to analyse the various environmental management efforts in the field of MSME in terms of corporate social responsibility. Furthermore, using statistical methods, research demonstrates the interrelationships between environmental management measures and the competitiveness of MSMEs.



Fig.4: Sustainable Performance

The Iraqi government has committed to a number of key actions to address the environmental and socioeconomic risks and gaps highlighted in the ESSA, albeit the programme and process will mostly consist of:

***Strategy to Strengthen Environment and Social Management:*** Despite the fact that national and state governments have well-developed environmental and social standards, the implementation framework set up to meet the challenges of environmental and social inclusion has to be enhanced. To address this, a strategy document named "Strengthening the Environmental and Social Management Strategy" is recommended, which describes the risk screening and management mechanism, as well as communication planning and capacity development for environmental and security concerns. MSME operations at the federal and state levels are linked. The strategy document also contains actionable suggestions for include occupational health and safety (OHS) problems in health insurance systems. Prior to project negotiations with the Ministry of Finance, Government of India, a draught strategy paper will be created, which will be reinforced by stakeholder conversations during the first year of project execution.

#### *Environment*

- Enhancing organizational capacity to deal with environmental issues to maintain monitoring and appropriate attention.
- Assist in creating specific checklists, standard operating procedures, guidelines, etc. to ensure that MSMEs benefiting from the program obtain the required environmental licenses.
- Ensure that Occupational Health and Safety (OHS) components are not compromised in operations. Ensure that Occupational Health and Safety Regulatory compliance is in place and that all incidents / accidents are documented and reported to the authorities.

#### *Social*

- Labour management and occupational health and safety monitoring are included in the nation's strategic investment plans.
- Strengthening / converging management information systems at the state level to reflect the classification of entrepreneurs by socio-economic status and gender
- Improving feedback / grievance redress mechanisms (GRM) at the state and county levels: SIP includes interventions to localize the feedback mechanism at the state level, as well as capacity building programs to strengthen the activities of information and communication centres to develop. Effective information from SC / ST communities to first generation entrepreneurs.
- Land Administration: Assist with the development of checklists to guarantee that program-supported investments do not result in forced relocation or loss of livelihood. First-generation entrepreneurs, women entrepreneurs, and entrepreneurs from SCs and STs are all targets of awareness and training initiatives.

### *Ratings of environmental and social risk*

- In terms of scope of operation, kinds and amounts of programme support, regional emphasis and past experience with bank projects for central and state governments, environmental and social issues, the risk assessment is "moderate."

Must be completed after consultation with the Ministry of Education, SMEs, and other relevant stakeholders] Consultation with stakeholders and public transparency

### **Green Innovation (GI)**

Digestion is often classified into two types based on the kind of work it does. Both Gluch et al. (2009) and the second study define GI in terms of a company's environmental activities (Gluch et al., 2009). (2008); (Lin and Hu, 2009; Hu and colleagues, 2010). Regulations define GI as a "innovation in hardware or software related to green products or processes" (Song and Yu, 2018). It is proposed that the GI incorporate management practises and technological developments that improve environmental and organisational performance (OP) and provide a competitive advantage to the business (Runnings, 2000). According to various research, the GI contains particular or evolving systems, processes, products, and behaviours that improve the environment and support the organization's long-term existence (Xia et al., 2019).

Based on the latest study, GIs are "new or modified products and processes" that contribute to environmental sustainability "through technical, managerial, and organisational innovations" (Livesay and Prahok, 2018). The "creative organisation that reduces negative environmental repercussions or offers environmental benefits while producing economic value" may also be referred to as GI (Chen et al., 2006). Both "Green Product Innovations," which provide new green elements to customers, and "Green Process Innovations," according to Tang et al. (2018), are GI categories (Green Company Approaches). In addition, increased consumer concerns about environmental protection have made environmental management an essential component of many company strategies and strategic plans (Chio et al., 2011; Khan et al., 2019). Regulations on the environment may result in a "win-win scenario" (Chan et al., 2018) For this reason, it is suggested that the geographical indicator be explicitly labelled as a fr designation (Commer, 2009). GI patterns are inextricably related to both internal and external environmental developments, according to Feng et al. Manufacturing enterprises in China are the focus in 2018. Using GI practises both within and outside the organisation is essential to attaining both economic and environmental objectives (Khan and Qianli, 2017; Saeed et al., 2018). Shareholder and regulatory pressure, as well as societal expectations, were identified by Lee et al. (2018) to be important drivers of GI practises and corporate environmental responsibility (Shahzad F. et al., 2020). A study by Fernando et al. (2019) indicated that a company's long-term success may be influenced by a variety of factors including regional forecasts, legislation, supplier intervention, and technology. Famie et al. (2018) research shows that environmental management systems have both direct and indirect benefits on environmental performance, which promotes environmentally friendly policies. Researchers employed Green Product Innovation (GPI) to connect Green Process Innovation (OP) to GPI, however the study did not provide any positive findings.



### Proposed Framework

Three components of shareholder attitudes (such as competitive pressure, government pressure, and employee conduct) are employed as independent variables in this study. Organizational performance and environmental conditions serve as dependent factors. Green Product and Green Process, for example, may serve as mediators and a trend organiser for creative ideas (IO). It has been reported that six possibilities have been put up and discussed in below Figure 1.

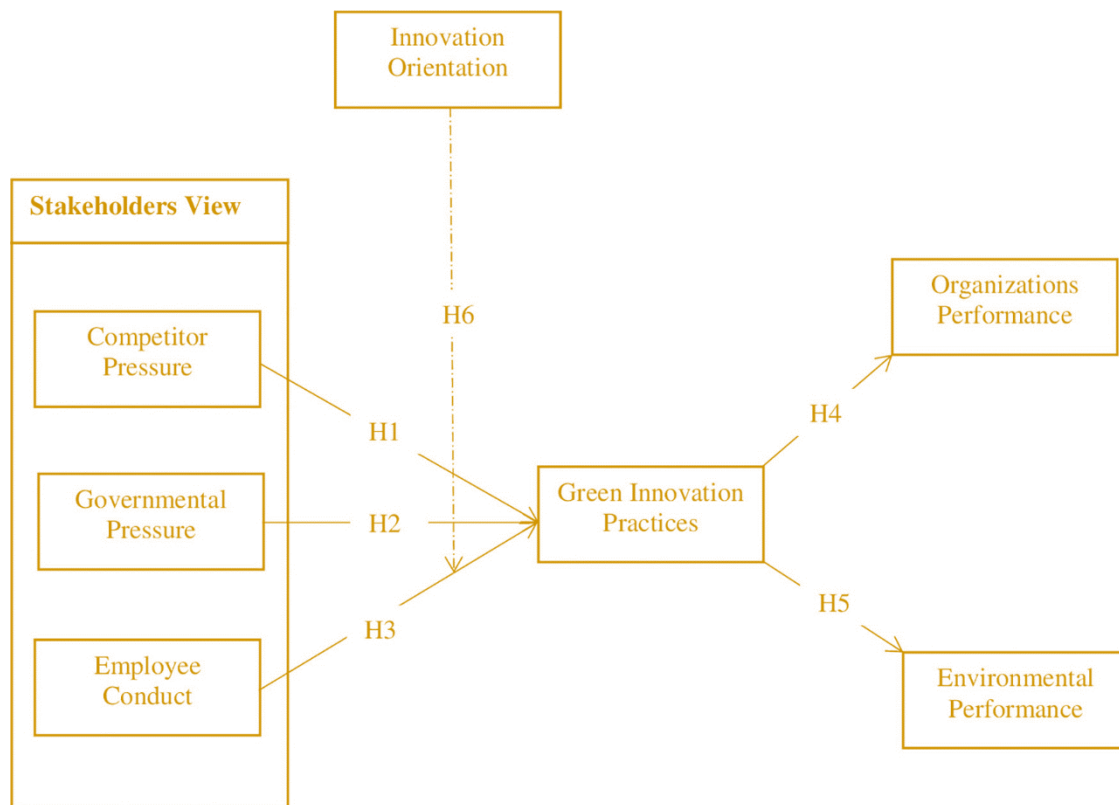


Fig 5: Green Innovation Practices

### Hypothesis Development

Used Freeman Stackholder Framework (Freeman, 2010). We consider governments and competitors as external shareholders and consider the behavior of workers as internal shareholders using three shareholder perspectives. However, additional factors such as consumer, community and supplier pressure need to be considered. This research considers two aspects of shareholder perspectives as factors that put pressure on companies and motivate them to improve their environmental policies. As businesses face "internal and external forces / pressures from environmental organizations, government regulations, shareholders, competitors, consumers and workers", it is even more important to define eco-friendly business how-to guides (Wang and Song, 2014). Shareholder attitudes (including government pressure, rivals, customers, society and suppliers) have a favourable effect on glycemic index practises, according to Singh and Kassar (2018).

## **Competitors Pressure (CP)**

In general, companies react quickly to what their rivals and the rest of the industry are doing. Environmental measures adopted by rivals put companies in the same sector under pressure (Durand and Georgallis, 2018). In a nutshell, organisations need to pay attention to their rivals' goods and services, as well as to industry norms and legislation, so that their innovative abilities may be compared to those of their peers. It's imperative that businesses stay up to date on the latest in energy conservation, trash recycling, and pollution avoidance, to name just a few areas that need attention. In order to stay ahead of the competition, they must keep an eye on how their rivals are cutting energy costs while restructuring operations and rearranging industrial facilities. As a result, firms must imitate the environmental policies and activities of their rivals, particularly industry leaders, in order to remain competitive (Abrahamson and Rosenkoff, 1993). There was a connection found between GI practises and shareholder attitudes in Singh and Kassar's (2018) study. The research also found that 442 Chinese enterprises are more likely to put pressure on their competitors to adopt GI practises (Cai and Li, 2018). Another study (U, 2019) indicated that environmental regulations and pressures, both official and informal, may have a considerable influence on food sector businesses' glycemic index activities. Hypothesis is thus proven.

*H1: Competitor's pressure has a significant impact on GI practices.*

## **Environmental Performance**

A company's performance was broken down into two categories: environmental factors and regulatory factors. Defining environmental performance based on an organization's "environmental effect on the natural environment" (Klaassen and Weybark, 1999). There are several financial and non-financial factors included in the OP, including as market share, brand name recognition, sales volume, and shareholder happiness (Venkatraman and Ramanujam, 1986). Decreased pollution, reduced carbon emissions at the source, and waste and energy conservation, resource efficiency, and the use of ecologically damaging compounds are all examples of environmental performance (Zhu et al., 2010). When it comes to long-term environmental implications, "End of Pipeline Solutions" (Circus and Cordero, 2001; de Giovanni, 2012; Khan et al., 2019) are outperformed by organisational systems, processes, and practises such pollution control, resource utilisation, and waste reduction. Improved environmental performance may be possible via process optimization and higher efficiency, according to previous scholarly findings (Montabon et al., 2007). Glycemic index approaches have also been proven to considerably improve environmental performance in industrial enterprises by Seaman et al. (2019). As a consequence, Hypothesis 4 is born:

*H4: GI practices have a significant impact on environmental performance.*

## **Discussion**

New business models / solutions, as well as the capabilities of MSMEs, can help achieve sustainable development goals. As envisioned in this goal (Global Value Chains), the growth of global value chains is linked to the integrated global economy. Global value chains and digital transformation are opening up new avenues for MSMEs to participate in the global economy. More flexibility and the ability to adjust and separate goods can give MSMEs a competitive advantage in global markets, where they can adapt quickly to changing market

conditions and test lower production life cycles. Many niches global markets are dominated by MSMEs and innovative small businesses are often important partners of large multinational corporations in creating new products or providing new customers. In Germany, for example, small and medium-sized companies occupy between 70% and 90% of the global market share in specialized industrial sectors, which account for the bulk of Germany's foreign trade surplus. 189 However, access to information, skills, technology, finance, trade facilitation and communication are barriers to the internationalization of MSMEs. Evidence suggests that MSMEs are lagging behind in terms of digital technology adoption. 190 Although the vast majority of countries differ when it comes to basic communication and online existence, the distance is widening when it comes to e-commerce and, more specifically, more complex applications. Cloud computing, for example, leasing computer capacity from an external source, overcoming some of the limitations associated with the high fixed costs of ICT investment, can enable small businesses to take advantage of big data and is gaining widespread acceptance in many countries. Compared to the 191 large firms, MSMEs are also unequally affected by facilitation trade / administration costs, business taxes and export destination compliance. Limited to finance for MSMEs and start-ups It will contribute to the intended larger focus of international trade and investment cooperation under this objective.

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