



NATIONAL SEMINAR
ON
OPPORTUNITIES & CHALLENGES OF
EMPLOYABILITY IN INDIA

ORGANIZED BY
DEPARTMENT OF COMMERCE
DR. HARISINGH GOUR VISHWAVIDYALAYA,
SAGAR (M.P.)
(A CENTRAL UNIVERSITY)

IN ASSOCIATION WITH
INDIAN ACCOUNTING ASSOCIATION, SAGAR BRANCH

SPONSORED BY
UNIVERSITY GRANTS COMMISSION

DATE: 18TH AND 19TH OF MARCH 2023

Doctor Harisingh Gour Vishwavidyalaya

Doctor Harisingh Gour Vishwavidyalaya Sagar (A Central University), formerly University of Saugor, was established on 18th July 1946 by Doctor Sir Hari Singh Gour (Nov. 26, 1870 – Dec. 25, 1949) by his lifetime savings. This 18th University of India and the oldest and the biggest University of Madhya Pradesh has perhaps the singular distinction of being founded by the munificence of a single person's hard earned money of about two crores of rupees. Apart from being a great jurist and legal luminary par excellence, he was a great Patriot, Philanthropist, Educationist and Social Reformer. Doctor Hari Singh Gour was the first Vice-Chancellor of University of Delhi (1922 to 1926). Doctor Hari Singh Gour also held the position of Vice-Chancellor of the Nagpur University, (two times in 1928 and 1936).

Department of Commerce

Glorious journey of the Department of Commerce commenced since 18th July 1948 on separation from the Department of Economics led by an eminent authority of Commerce named Professor Amar Narayan Agrawal who was invited from University of Allahabad (U.P) to develop Commerce as academic branch of knowledge. The Department with its continuous nurturing gave another branch of relevant knowledge “Department of Applied Economics and Business Administration” which later renamed as Department of Business Management is second Department under the aegis of School of Commerce & Management-SCM. The Growth & Development of this Department emerged on a magnificent platform by its hardworking faculty members who have adopted out of box thinking and dedication towards the University as well as the Department. The Department is leading in academic contributions in the form of popular text book writings in Hindi and English by faculty members, Research Grant under DRS, Major & minor Projects by Faculty, faculty Participation in National-International Association conferences, Presentation of Research Papers, Recipient of Research Awards in the National Academic forums, visiting lecture, creating innovative ideas including own academic responsibility of Teaching.

Seminar Theme

This seminar will provide an overview of the current state of employability in India, including the opportunities and challenges.

Seminar Themes

- The Current Job Market in India
- Employment in Industrial Sector
- Growing Employability in Service Sector
- Employability in Foreign Trade
- Security Trading
- Employment in SMEs
- Artificial Intelligence and Employment Opportunities
- Rural Entrepreneurship in India
- Urban Entrepreneurship in India
- Social Entrepreneurship in India
- Digitalization and Employment
- Growth Assessment through Employment
- Adversities of Employment in Recession or Maintainability
- Media (e.g.; Shark Tank India) and Employability
- Skill Programme and Employment

- Education and Job opportunities
- The Role of Government Policies in Promoting Employability
- Direct Employment in India
- Indirect Employment in India
- Government and Quasi-Government Employment in India
- Sectoral Demographic Changes and Employment
- Population Effect on employability
- Effect of technology on Employment
- Women Vs. Men Employment
- Rural Vs. Urban Employment
- Employability in Under-Privileged Caste of Society
- Employability Challenges and Opportunities
- Opportunities for entrepreneurship and self-employment
- Gig Economy and Employment Opportunities
- The role of private sector and civil society in addressing employability challenges
- Avenues of employability in Agricultural Sector
- Avenues of employability Gems and Jewelry
- Opportunities and Challenges of Registered Money Lenders
- Micro Finance
- SHGs (Self Help Group)
- Retail Sector Employability
- Employability in Tourism
- Employability in Health and Hospital Sector
- Employability in Professional Accountant
- Role of Startup Eco-System in Creation of Jobs

Important Dates

Last Date for Registration: 15th March 2023

Last Date for Abstract Submission: 10th March 2023

Last Date for Full Paper Submission: 12th March 2023

Call for Research Papers

We invite academicians, practitioners, research scholars and students to submit their research papers on the main theme or sub-themes of the seminar for presentation & submission.

Guidelines for Abstract Submission

Author(s) are requested to send their abstracts between 200 to 300 words in font size 12, Times New Roman Font type in MS word with 1.5 line spacing and Margins of 2.5 cm (1 inch). A maximum of 5 keywords. Authors are requested to mail their abstract to com.dhgsu@gmail.com.

Guidelines for Full Paper Submission

The paper should be original and being presented for the first time. Authors must attach Plagiarism report along with the paper in the prescribed format and send it to com.dhsgsu@gmail.com

- The paper should be clearly typed and should not exceed 5000 words.
- Use Times New Roman 12 size font with 1.5 line spacing.
- After blind review, all the selected papers will be eligible for presentation.
- Each paper presentation will be given 10 minutes for the Power Point Presentation

Publication

Selected quality research papers shall be published in an edited book with ISBN number. The research paper on National Seminar must satisfy the following conditions:

- a) The full papers are accepted by reviewers for publication,
- b) All the authors of the paper must complete the registration process, and
- c) All Manuscript Guidelines must be followed.

Paper Submission in Absentia

Authors who cannot attend the seminar in person but wish to present a paper in Absentia, are encouraged to e-mail their submissions. These submissions will go through the blind review process. Authors of papers in Absentia must also complete the registration process.

Best Paper Award

The best paper presented in the National Seminar would be awarded. In absentia submissions will not be considered for the award.

Accommodation

Accommodation (Twin Sharing) to the participants will be provided subject to their registration in the respective category.

Registration Fee for Participants

1. Faculty Members: Rs. 1,000 /- (With Accommodation Rs. 1,500 /-)
2. Research Scholars: Rs. 750 /- (With Accommodation Rs. 1,250 /-)
3. Spot Registration: Rs. 1,250 /- (With Accommodation Rs. 1,750 /-)

For Registration: [Click Here](#)

Fee can be paid through Online mode/Demand Draft/Cash

- Participation fee is non-refundable/non-adjustable.
- Demand Draft should be made in favour of “**Indian Accounting Association, Sagar Branch**” payable at Sagar.
- For Online transfer:

Account Holder– Indian Accounting Association, Sagar Branch

Name of the Bank – State Bank of India

A/c No. – **35386549086**, IFSC Code – **SBIN0001143**

Branch – Saugor University Sagar Branch Dr. Harisingh Gour Vishwavidyalaya Campus, Sagar (M.P.)

Inaugural Session

| Chief Guest | Chairperson | Guest of Honor | Special Guests | Keynote Speaker | Coordinator/ Rapporteur's |
|------------------|--|-------------------|--|------------------|------------------------------|
| Prof. P.K. Joshi | Prof. Neelima Gupta Hon'ble Vice Chancellor | Prof. Seema Joshi | Prof. P.S. Chauhan Hon'ble Vice Chancellor & Prof. Rajeev Jain Hon'ble Vice Chancellor | Prof. K.A. Goyal | Dr. Rupali Saini |

Technical Sessions

| Session Name | Keynote Speaker | Chairperson | Co-chairperson | Coordinator/ Rapporteur's |
|--|-------------------------|-----------------------|------------------------|------------------------------|
| Technical Session I | Prof. P.K. Pradhan | Prof. Sanjeet Gupta | Dr. Surya Prakash | Dr. Sushama Yadav |
| Technical Session II | Prof. O.P. Gosai | Prof. Rajendra Khatik | Prof. Sanjeev Dubey | Dr. Anita Kumari |
| Technical Session III (Hybrid Mode) | Prof. Pradeept Banerjee | Prof. Kapil Sharma | Prof. Arvind Jain | Dr. Rupali Saini |
| Technical Session IV | Prof. S.S. Bhanawat | Prof. Arvind Kumar | Dr. Girbal Singh Lodhi | Dr. Pushpa Suryavanshi |

Valedictory Session

| Chief Guest | Chairperson | Guest of Honor | Special Guests | Coordinator/ Rapporteur's |
|--|--|--------------------|-------------------|------------------------------|
| Shri. Shailendra Jain M.L.A. Sagar (M.P.) | Prof. Neelima Gupta Hon'ble Vice Chancellor | Prof. Jasraj Bohra | Prof. K.S. Thakur | Dr. Rupali Saini |

Liaison Committee

Dr. Pushpa Suryavanshi- Convener
Dr. Preeti Kushwaha
Dr. Rahul Mukhaty
Dr. Amitesh Soni
Dr. Harish Khariya
Sujata Pari Ahirwal

Accommodation Committee

Dr. Manoj Kumar Jain-Convener
Dr. Sanjay Chourasiya
Saransh Kumar Srivastav

Transportation Committee

Dr. Harnam Rai - Convener
Dr. Ashish Chourasia
Pushpendra
Mohit Agrawal
Ankit Chourasia
Udit Malaiya

Registration Committee

Dr. Nikhilesh Kumar Jain- Convener
Dr. Ankit Vishwakarma
Pushpendra
Garima Dohar
Ankit Chourasia

Stage & Decoration Committee

Dr. Abhilasha Jain- Convener
Dr. Kiran Jain
Honey Soni
Anjna Uikey
Arunima Agrawal

Anchoring Committee

Dr. Rupali Saini- Convener
Dr. Arvind Jain
Dr. Sushama Yadav
Dr. Anita Kumari
Dr. Pushpa Suryavanshi

Felicitation Committee

Prof. M.K. Jain- Convener
Dr. Sushama Yadav
Dr. Pradeep Shrivastav
Harshita Jain
Ankita Rajput

Finance Committee

Dr. Rupali Saini- Convener
Mahima Habil

Certificate Committee

Dr. Sumat Kumar Jain- Convener
Dr. Gajendra Pathak
Mr. Aadil Khan
Parnvi Niganiya

Purchasing Committee

Dr. Anita Kumari- Convener
Dr. Mahima Chaturvedi
Honey Soni
Parnvi Niganiya

Cultural Committee

Dr. Sushama Yadav- Convener
Unnati Ubnare
Anushri Awasthi

Fooding Committee

Dr. D.N. Namdeo- Convener
Dr. Babulal Ahirwal
Ankit Chourasia
Pankaj Jharia
Abhilasha Patel

Technical Committee

Dr. Narendra Shrivastava- Convener
Dr. Manish Jain
Dr. Akshaya Jain
Dr. Arvind Jain
Dr. Amit Tiwari
Dr. Nitin Jain
Dr. Anil Mehrolia
Dr. Rajeev Choubey
Saransh Kumar Srivastav
Pooja Thakur

Advisors

| | |
|------------------------|----------------------|
| Prof. P.K. Mishra | Prof. Nilesh Jain |
| Prof. U.C. Jain | Prof. Bhagchand Jain |
| Prof. N.C. Jain | Prof. M.L. Soni |
| Prof. Mukesh Jain | Prof. A.C. Jain |
| Prof. D.K. Gupta | Prof. M.M. Chouksey |
| Prof. M.L. Soni | Prof. S.C. Jain |
| Prof. P.K. Shrivastava | Prof. Pawan Jain |
| Prof. P.K. Bidauliya | Prof. B.K. Agrawal |
| Prof. Pawan Jain | Prof. Arvind Jain |
| Prof. Anand Tiwari | Prof. S.L. Sahu |
| Prof. Sumati Prakash | |

Dean SCM

Prof. Y.S. Thakur

Chief Patron



Prof. Neelima Gupta
Hon'ble Vice Chancellor

Director



Prof. J.K. Jain

Blessings



Prof. P.K. Seth



Prof. H.C. Saini



Prof. R.K. Bharti

Secretarial Office of Organizers

Convener (Organizing Secretary)



Dr. Rupali Saini

Asso. Convener (Organizing Secretary)



Dr. Sushama Yadav

Asso. Convener (Organizing Secretary)



Dr. Anita Kumari

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**DR. HARISINGH GOUR VISHWAVIDYALAYA,
SAGAR (M.P.), 470003**

Registration Form (for Spot Registration)

National Seminar On Opportunities and Challenges of Employability in India

Date: 18-19 March 2023

1. Name :

2. Designation : Professor/ Associate Prof./ Assistant Prof.

3. Class (if Research Scholar or Students):

4. Name of Faculty/ Department :

5. Name of University/ College :

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6. Postal Address :

.....

7. WhatsApp No.:

8. E-mail ID:

9. Title of Research Paper (If Presenting Paper):

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10. Accommodation Required:

11. Fees Details (Amount & Date of Payment):

Date:

Signature

REPORT
OF
NATIONAL SEMINAR ON
“OPPORTUNITIES AND CHALLENGES OF EMPLOYABILITY IN INDIA”
ORGANIZED BY
DEPARTMENT OF COMMERCE
DR. HARISINGH GOUR VISHWAVIDYALAYA, SAGAR (M.P)

Date: 18-19 March 2023

Venue: Jawahar Lal Nehru Library, Dr. Harisingh Gour Vishwavidyalaya.

Day 1: Sessions Conducted: Inaugural Session + 3 Technical Session + Cultural program

Day 2: Sessions Conducted: 1 Technical Session (Hybrid) + Valedictory Session

Association, if Any: Indian Accounting Association, Sagar Branch.

Funded By: IAA Sagar Branch

Programme Director: Prof. J K Jain, Head of Department of Commerce, Dr. Harisingh Gour University, Sagar, Madhya Pradesh.

Organizing Secretary & Convener: Dr. Rupali Saini, Assistant Professor, Department of Commerce, Dr. Harisingh Gour University, Sagar, Madhya Pradesh.

Organizing Secretary & Associate Convener: Dr. Sushama Yadav, Assistant Professor, Department of Commerce, Dr. Harisingh Gour University, Sagar, Madhya Pradesh

Organizing Secretary & Associate Convener: Dr. Anita Kumari, Assistant Professor, Department of Commerce, Dr. Harisingh Gour University, Sagar, Madhya Pradesh

Day-1: 18th March, 2023– Inaugural Session

Inaugural session began at 10.50 A.M

- **Chairperson & Chief Patron:** Professor Neelima Gupta, honorable Vice Chancellor.
- **Chief Guest :** Prof. Jasraj Bohra, President IAA , former Head & Dean of Faculty Commerce and Management Studies at Jai Narain Vyas University, Jodhpur, Rajasthan
- **Guest of Honor:** Prof. P.K. Pradhan, Former Dean & Faculty of Department of Commerce, Utkal University Bhubaneswar, Orissa.

- **Guest of Honor:** Prof. Seema Joshi, Former Head of Department of Business Management, North Maharashtra University, Jalgaon, Maharashtra.
- **Keynote Speaker:** Prof. K.A. Goyal Faculty Commerce and Management Studies at Jai Narain Vyas University, Jodhpur, Rajasthan

The inaugural of the National Seminar began with the lighting of a lamp and Saraswati Vandana, including a tribute to Sir Dr. Harisingh Gour.

Subsequent to the Lamp lighting. The Seminar Director and Head of Department of Commerce Prof. J.K Jain welcomed the guests with garland and presented a Departmental Profile.

Keynote Speaker, Prof. K.A. Goyal, faculty of Commerce & Management studies at Jai Narain University, Jodhpur, Rajasthan shared his enlightening analysis on the topic Employability Challenges due to adoption of Artificial Intelligence and Robotics in manufacturing and other sectors.

Guest of Honor, Prof. Seema Joshi (Retd.) Former Head of North Maharashtra University, Jalgaon shared her excellent speech on socio economic challenges of employability in India. She discussed the ground reality related causes of unemployment. She also suggested that as a country our focus should be on quality education and skill development. She gave stress on the need of motivating our youth to become risk takers.

Guest of Honor, Prof. P.K. Pradhan, former dean & faculty of Commerce, Utkal University, Bhubaneswar addressed the gathering. He discussed about the challenges of employability from the lens of organizational behaviour. He believed that people lack of motivation to work. He discussed about the need of shift of manpower from agriculture sector to other. Due to overpopulation of workforce in agriculture sector. He also talked about gender inequality in workforce which should be resolved.

Prof. Y.S. Thakur, Dean of Faculty of Commerce & Management addressed the audience and should his views on the theme of Seminar- “Opportunities & Challenges of Employability in India” He shared that the perspective of society is biased and prefer certain sectors over others for their career. He also mentioned that some jobs are considered more reputable than other and therefore youth doesn’t opt for less reputed jobs. Therefore there is a need to change the perspective of society.

Chief Guest, Prof. Jasraj Bohra, Dean of Faculty of Commerce and Management studies and Head of the Department of Accounting at Jai Narain Vyas University, Jodhpur Rajasthan and also the president of Indian Accounting Association, shared his views about Opportunities and Challenges of Employability in India. He also informed about the role of India accounting Association in field of research and taking result oriented actions.

Chairperson & Chief Patron, Prof. Neelima Gupta, honorable Vice Chancellor graced the occasion and welcomed the guests on the dais, as well as sharing her thoughts on employability with the vision of Atamnirbhar Bharat Mission and Skill India. She emphasized that matching jobs with available skills is a big problem. She very sincerely told the youth that they must be aware of the needs of the corporate as well as private sectors, including entrepreneurial scope. She also addressed the role of teachers and skilled youth. Her speech emphasized the importance of skill development in order to make youth employable. She discussed the implications of the

university's New Education Policy and its emphasis on making our students skilled and Atamnirbhar.

On completion of Chairperson's speech Professor J.K Jain, Head of Department of Commerce and Seminar Director with Dr. Rupali Saini Convener & Organizing Secretary felicitated honorable Vice Chancellor Prof. Neelima Gupta.

Moving towards the end of the session, the guest were felicitated and honored by giving token of appreciation, Seminar Director & Head of Department of Commerce Prof. J K Jain thanked each and every guest and participants. The Vote of Thanks given by Convener & Organising Secretary Dr. Rupali Saini and the program successfully ended with sang the National Anthem.

After this session all the guest and participants informed about Technical Session 1 started at 2.30 pm after lunch break and all are invited to have their lunch at University, Guest House.

Technical Session 1 began at 02.30 P.M

- **Chairperson:** Dr. O.P. Gosai, Associate Professor University of Delhi
- **Co-chairperson:** Dr. Surya Prakash, Associate Professor Department of Commerce, Shri Ram College of Commerce, DU
- **Keynote Speaker:** Prof. P.K. Pradhan, former dean & faculty of Commerce, Utkal University Orissa
- **Session Coordinator:** Dr. Sushama Yadav, Assistant Professor, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya.

1) Presenter- Dr. O.P. Gosai who shared his views on Present situation of Automation and How its help in creating employment opportunities and how youth can grab this opportunities by skilling.

2) Unnati Ubnare, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya, Madhya Pradesh presented her paper on "Employee Sacking: A growing danger on Tech Worker" the paper highlighted the burning problem of laying off employees especially in Tech Companies".

3) Dr. Chinmoy Kumar Roy, Assistant Professor, Banaras Hindu University, Uttar Pradesh presented his paper on "Opportunities & Challenges of Employability among Handloom & Handicraft sector in India".

4) Rinku Panday, Research Scholar from Manohar Lohia Avadh University, Ayodhya Uttar Pradesh with co-author Prof. Arun Kant Gautam presented paper on "A study on role of SHG's in Women Empowerment".

5) Paper on "Impact of Artificial Intelligence on Employment in Indi: A Review of Current State and Future Opportunities"- by Dr. Sarika Sharma, Assistant Professor, Motilal Nehru College, DU, Dr. S. Prakash, Associate Professor, Shri Ram College of Commerce, DU and Mr. Vikki Sharma, Research Scholar, Assam University.

6) “e-Rupee Challenges and Opportunities in India” by Dr. Vinod Kumar Bhatnagar, Associate Professor, Jiwaji University, Gwalior.

7) “A study on impact of digitalization and employment in financial inclusion” by Avantika Mishra, Research Scholar and Dr. Arun Kant Gautam, Professor, Ramabai Government Women PG College, Dr. Ram Manohar Lohia Awadh University, Ayodhya, Uttar Pradesh.

The Session successfully ended with Vote of Thanks given by Director of Seminar & Head of Department Prof. J.K. Jain.

Technical Session 2 began at 03.30 P.M

- **Chairperson:** Prof. Arvind Jain
- **Co-chairperson:** Prof. Sanjeev Dubey
- **Keynote Speaker:** Prof. K.A. Goyal, Faculty of Commerce & Management Studies, JNV University, Jodhpur, Rajasthan
- **Session Coordinator:** Dr. Anita Kumari, Assistant Professor, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya.

1) Dr. Ashish Kant Chaudhari, Faculty of Commerce, BHU presented his paper on “Creating a model for Sustainable Tribal Tourism with relation to the Tribal Area of U.P” and highlighted the government initiative in this area.

2) Ms. Shabana Momin, Research Scholar and Dr. Shailesh Kumar Dwivedi, Assistant Professor, Guru Ghasidas Vishwavidyalaya Bilaspur, Chhatisgarh presented her work on “Farmer Producer organisation (FPOs) A Role Models for Farmers” shared her experiences and observation on growth of FPOs in villages.

3) Ms Aarti Gupta, Research Scholar, Dr. Ram Manohar Lohia Avadh University, Ayodhya Uttar Pradesh with co-author Prof. Arun Kant Gautam presented their paper on “ A Study on role of SME’s in employment generation” the paper highlighted the key facts of SME’s growth and development in India and the government initiatives.

4) Mr. Santosh Sahu, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya presented his paper titled as- “Economic Growth & Impact on growing employability in Service Sector” found out the significant contribution of service sector in creating employment in India and fostering the growth of Indian Economy.

5) Dr. Pradeep Kumar Srivastav, Assistant Professor, Government College Banda, MCB University Chhatarpur, Madhya Pradesh presented his paper titled as “आत्मनिर्भर भारत में क्षेत्रीय स्वरोजगार की भूमिका संभावनाएं एवं चुनौतियां” which explained the role of government initiatives in creating employment opportunities and how this were help self employee and what are the challenges they are facing while carrying businesses.

6) “Employability Skill of Rural Youth in Inida”- by Dr. Akshay Kumar Jain, Assistant Professor, Shivallabh Das Maheshwari College, Dr. Harisingh Gour University, Sagar, Madhya Pradesh.

7) “Employability and Tourism in Chhattisgarh: Challenges & Opportunities” – by Dr. Swati Tiwari, Assistant Professor, Sant Shiromani Guru Ravidas Government College, Atal Bihari Vajpayee University, Bilaspur and Dr. Sharad Kumar Dewangan, Assistant Professor, Dr. Bhanwar Singh Porte Government College, Atal Bihari Vajpayee University, Bilaspur, Chhattisgarh.

8) “Scope of Employability in Rural area through Digitalisation with Special reference to CSC & MP ONLINE” – By Pushpendra Ahirwar, Research Scholar, Dr. Harisingh Gour Vishwavidyalaya, Sagar and Priya senger, Rishabh Academy College, Khurai, Madhya Pradesh.

9) “Sustainable Employability Skills of Indian Youth: A Critical Analysis” – by Dr. Arun Kumar, Assistant Professor, Bundelkhand University and Mr. Pankaj Kumar Bharti, Jhansi, Uttar Pradesh.

10) “Employment and Gig Economy: A Critical Analysis” –by Dr. Priti Gupta, Assistant Professor, Bhupendra Narayan Mandal University and Nitesh Kumar Gupta, Bihar.

11) “Self-help groups in India: The role of Regional Rural Banks” – by Mr. Himanshu Pandey, Research Scholar and Dr. Vijay Kumar Agarwal, Shree LBS PG College, Dr. Rammanohar Lohia Avadh University, Ayodhya, Uttar Pradesh.

12) “A Study of Entrepreneurship Challenges and Prospects in India” –by Anurupa Kujur, Research Scholar and Dr. Shailesh Kumar Dwivedi, Assistant Professor, Guru Ghasidas Vishwavidyalaya, Bilaspur, Chhattisgarh.

The session was ended with Vote of Thanks given by Director of Seminar & Head of Department Prof. J.K. Jain.

Technical Session 3 began at 05.00 P.M

- **Chairperson:** Prof. N.K. Srivastav
- **Co-chairperson:** Dr. Girbal Singh Lodhi
- **Keynote Speaker:** Prof. Sanjeet Gupta, Department of Commerce DDU Gorakhpur University, Uttar Pradesh
- **Session Coordinator:** Dr. Pushpa Suryavanshi, Assistant Professor, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya.

1) Dr. Babita Yadav, Assistant Professor, Department of Management presented her paper on “An exploratory study of factors affecting employability skills of management graduates in India (with special focus to Sagar District, Madhya Pradesh). Next presenter was Mr. Umang Khare, IMS, DAVV Indore presented his paper on “Employment in E-commerce”.

2) Dr. Vikas Kumar Jaiswal, Assistant Professor, Faculty of Commerce, Banaras Hindu University, U.P. presented his paper titled as- “Artificial Intelligence in Financial Sector” found that due to low performance & productivity of Human Resources adoption of Artificial Intelligence increases. The session was ended with last presentation of Ms. Priyanka Pathak, Research Scholar, Department of Management, Dr. Harisingh Gour Vishwavidyalaya presented her paper titled as-“An Empirical Study on Emotional Intelligence factors affect Men and Women Personnel employment in IT sector”.

- 3) “MSME and Employment Generation”- by Abhilasha Patel, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 4) “Impact of Digitalization on Employment: A Conceptual Framework”- by Dr. P. Vakula Kumari, Assistant Professor, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 5) “An empirical study on women vs men employment in emotional intelligence among personnel”- by Priyanka Pathak, Research Scholar and Dr. Shree Bhagwat, Assistant Professor, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 6) “Role of Artificial Intelligence in Creation of Employment Opportunities” – by Dr. Rupali Saini, Assistant Professor and Mahima Habil, Research Scholar and Saransh Kumar Srivastav, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 7) “Education and skills development: the role of education and skills development in enhancing employability in India” – by Ankit Chourasiya, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 8) “A Study of the Growth of Employment Opportunities with Rise of E-commerce” – by Dr. Anita Kumari, Assistant Professor and Pooja Thakur, Research Scholar and Saransh Kumar Srivastav, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 9) “Rural Vs Urban employment” – by Dr. Sushama Yadav, Assistant Professor and Parnvi Niganiya, Research Scholar and Anjna Uikey, Research Scholar at Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 10) “A study of skill development for Employability Enhancement in MP” – by Dr. Pushpa Suryavanshi, Assistant Professor and Arunima Agrawal, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.
- 11) “Role of Gig Economy in Employment Generation” – by Dr. Pushpa Suryavanshi, Assistant Professor and Honey Soni, Research Scholar, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya Sagar, Madhya Pradesh.

After presenting various papers session was successfully ended with Vote of Thanks given by Director of Seminar & Head of Department Prof. J.K. Jain.

At 7.30 pm, a cultural programme was organised at Golden Jubilee for all the guests and participants entertainment, which was a grand success. A mesmerising Kabali was presented by the group, which was highly appreciated and enjoyed by the audience. After the programme, all guests and participants had dinner at the guest house.

Day-2: 19th March, 2023

Technical Session VI (Hybrid) began at 09.00 A.M

- **Chairperson:** Prof. S. Bhanavat, Department of Accountancy and Business Statistics, Mohanlal Sukhadia University, Udaipur, Rajasthan.

- **Keynote Speaker:** Prof. Pradipta Banerjee, Department of Electrical Engineering at Future Institute of Engineering and Management, West Bengal.
- **Session Coordinator:** Dr. Rupali Saini, Assistant Professor, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.

- 1) “The Role of Government policy in promoting employability- special reference to Chhattisgarh Government”- by Dr. Sunita Dubey, Assistant professor, Govt. Pt. Shyamacharan Shukla College Dharsiwa Raipur Chhattisgarh and Dr. Padma Somnath, Assistant Professor, Late bindeshwari baghel govt college kumhari durg Chhattisgarh.
- 2) “Employability in Tourism” – by Dr. Amit Kumar Prajapati, Assistant Professor, Govt. Bapu College, Nowgong, Maharaja chhatrasal Bundelkhand University Chhatarpur, Madhya Pradesh.
- 3) “Impact of Digitalisation and E-Commerce on Indian Economy: An Employment Generation Perspective” – by Kumari Suchi Pandey, Research Scholar, and Dr. Nandan Singh, Assistant Professor, Dr. R. M. L. Avadh University, Ayodhya, Uttar Pradesh.
- 4) “The Role Of Micro-Finance In Women Empowerment: A Study On The Self Help Group Bank Linkage Program In Bilaspur (Chhattisgarh)”- by Nand Lal Sahu, Research Scholar, Praveen Kumar, Research Scholar and Dr. Utkarsh Kumar, Department of Commerce, Guru Ghasidas Vishwavidyalaya Bilspur, Chhattisgarh.
- 5) “Opportunities for Entrepreneurship Education and Entry into Self-Employment among University Graduates” – by Praveen Kumar, Research Scholar and Dr. Manish Seth, Department of Commerce, Guru Ghasidas Vishwavidyalaya Bilspur, Chhattisgarh.
- 6) “बिहार में महिला सशक्तिकरण में स्वयं सहायता समूह की भूमिका” – by Sanju Kumari, Research Scholar, Department of Economics, M.U. Bodhgaya, Bihar.
- 7) “Manpower and Infrastructure at Rural Primary Health Centers: A case study in Sitapur District” – by Dr. Ram Singh, Assistant Professor, J. L. N. (P. G.) College, Etah, Raja Mahendra Pratap Singh State University, Aligarh, Uttar Pradesh.
- 8) “सुंदरवन आर्द्रभूमि में मानवीय गतिविधियों से जैव विविधता संरक्षण की चुनौतियों का एक अध्ययन” – by Dr. Sanjay Kumar Yadav, Assistant Professor, J. L. N. (P. G.) College, Etah, Raja Mahendra Pratap Singh State University, Aligarh, Uttar Pradesh.
- 9) “Make in India: Key to Revival of Economy” – by Dr. Ravi Kant Modi, Associate Professor, LBS PG COLLEGE, JAIPUR, Rajasthan.
- 10) “Financial inclusion in india: An overview”- by Neetu Yogi, Research Scholar, IIS (deemed to be university), Jaipur, Rajasthan.
- 11) “High Dependency on Quacks in Jalaun District: An Appraisal of Public Health Care System”- by DR. Sumedha Sachan, Assistant Professor, Gandhi Degree College, Orai, Bundelkhand University, Jhansi, Uttar Pradesh.
- 12) “भारत में पर्यटन से रोजगार के अवसरों का विश्लेषणात्मक अध्ययन (उत्तरप्रदेश के विशेष संदर्भ में)”- by Shivam Mishra, Research Scholar, Sri L.B.S.P.G., College, Gonda, Dr. R. M. L. Avadh University, Ayodhya, Uttar Pradesh.

- 13) "Employment in Industrial Sector"- by Rahul Anmol, Research Scholar, ST. Xavier's College, Ranchi University, Ranchi, Jharkhand.
- 14) "Role of the start-up eco system in rural development by creation of jobs through entrepreneurship- A Study"- by Jagadheesh K C, Research Scholar, Sitadevi Ratanchand Nahar Adarsh College, Bangalore City University and Keerthana P, Research Scholar, BMS College for Women, Bangalore City University.
- 15) "Opportunities And Challenges For Entrepreneurship And Self – Employment"- by Pranjali Shah, Research Scholar, Ranchi University, Ranchi, Jharkhand.
- 16) "भारत में रोजगार संभावनाएं और चुनौतियां युवा बेरोजगारी के संदर्भ में" – by Dr. Amit Kumar Tiwari, Assistant Professor, and Dr. Ashish Dubey, Assistant Professor, Atal Bihari Vajpayee Government College, Shaheed Nandkumar Patel Vishwavidyalaya Raigarh (C.G.)
- 17) "A Study On Relationship Between Employment And Employability skills"- by Dr. Santosh Rani, Assistant Professor, Bundelkhand University, Uttar Pradesh.
- 18) "Digital India Program: Challenges and Opportunities"- by Vijay Bharti Jain, Assistant Professor, Gurukul College Of Commerce Ghatkopar East Mumbai, University of Mumbai, Maharashtra.
- 19) "Start Up Schemes For Making India"- by Amit Kumar Mishra, Research Scholar, Shri L. B. S. P. G. College, Gonda, Dr. R. M. L. Avadh University, Ayodhya, Uttar Pradesh.
- 20) "Performance of MSMEs for Employment Generation in India"- by Keshav Mishra, Research Scholar, KNIPSS, Sultanpur, Dr. R. M. L. Avadh University, Ayodhya, Uttar Pradesh.
- 21) "Rural entrepreneurship in India"- by Lt. Bharti Tiwari, Assistant Professor, Mata Gujri Mahila Mahavidyalaya, Rani Durgavati Vishwavidyalaya Jabalpur Madhya Pradesh.
- 22) "A Study on the Challenges and Opportunities Of Social Entrepreneurship In India"- by Saumya Srivastava, Research Scholar, KNIPSS, Sultanpur, Dr. R. M. L. Avadh University, Ayodhya, Uttar Pradesh.
- 23) "Employment Challenges Perceived by Educated Unemployed Youth. A Qualitative Case Study from Jammu region in India"- by SOFIA ASLAM, Research Scholar, University of Jammu.
- 24) "Assessing the impact of sustainable livelihood of the people living in Eco tourism sites of Odisha"- by Pritilata Acharya, Research Scholar, School of Hospitality and Tourism, SOA University and Nilanjana Das, Research Scholar, IHM Bhubaneswar, NCHMCT.
- 25) "A Study on impact of Self Help Groups (SHGs) in Socio-economic development in India"- by Dr. Anamika Tiwari, Assistant Professor and Ankita Pandey, Research Scholar, Guru Ghasidas Vishwavidyalaya, Bilaspur (C.G.)
- 26) "Role of Artificial Intelligence in Generating Employment Opportunity in India"- by Pooja Sahu, Research Scholar, Institute for Excellence in Higher Education, Barkatullah University Bhopal (M.P.)

- 27) "Gigs are the second best option"- by Gaurav Jain, Research Scholar, S.O.S. In Economics, Pt. Ravishankar shukla University, Raipur (C.G.)
- 28) "Sustainable Employability Skills of Indian Youth: A Critical Analysis"- by Dr. Pankaj Kumar Bharti, Assistant Scholar, Faculty of Commerce and Business Administration, Meerut College, Chaudhary Charan Singh University, Meerut.
- 29) "India taking precautionary measures to save itself from Global Recession"- by Anita Ramrakhyani, Research Scholar, RKDF University, Bhopal, Madhya Pradesh.
- 30) "A Study of Benefits of Financial Literacy in Workplace"- by Dr. Nikita Jain, Assistant Professor, Department of Commerce & Management, Banasthali Vidyapith (Deemed University).
- 31) "Entrepreneurship and Employability: Panacea for Livelihood Opportunities Among Youth in India"- by Anushree Pandey, Assistant Professor, Government Girls College, Takhatpur, Atal Bihari Vajpayee University.
- 32) "Employments Skills and Carrier"- by Prof. Ajit Kumar Jain, Govt.P G College Maharaja Chhatrshal Bundelkhand University Chhatarpur (M.P.)
- 33) "Importance Of Security Market Education In Rural Areas"- by Saumya Goyal, Research Scholar, Baba Barua Das P.G. College, Paruiya Ashram, Dr. R. M. L. Avadh University, Ayodhya, (U. P.)
- 34) "A Study Of Market Penetration Of Solar Products"- by Shraddha Shrivastava, Research Scholar, Truba Institute Of Science And Commerce, Barkatullah Vishwavidyalaya, Bhopal (M.P.)
- 35) "Education and Job Opportunities"- by Dr Richa Jain, Assistant Professor, Truba Institute Of Science And Commerce, Barkatullah Vishwavidyalaya, Bhopal (M.P.)
- 36) "Examine Intermediate effects of Employment Opportunities towards Financial Behaviour in India"- by Suraj Patel, Research Scholar and Disha Rani Yadav, Research Scholar, Guru Ghasidas Vishwavidyalaya (A Central University), Bilaspur (C.G.)
- 37) "Effect of Employees happiness and its influence on their work performance in higher educational institutes of Bhopal"- by Nileshwari Yadav, Research Scholar, Truba Institute of Science and commerce, Barkatullah University, Bhopal (M.P.)
- 38) "Employability in tourism"- by Surbhi Jain, Resrach Scholar, Truba Institute of Science and commerce, Barkatullah University, Bhopal (M.P.)
- 39) "Study on Employment Generation Through Skill Development Programme"- by Mahak Agrawal, Research Scholar and Vartika mohabey, Department of Commerce, Aks University, Satna (M.P.)

The session was ended with Vote of Thanks given by Director of Seminar & Head of Department Prof. J.K. Jain.

Valedictory Session began with the lighting of a lamp and Saraswati Vandana, including a tribute to Sir Dr. Harisingh Gour.

- **Chairperson:** Prof. H.M. Thomas, Department of Applied Geology, Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.
- **Chief Guest:** Prof. Sanjeet Gupta, Department of Commerce DDU Gorakhpur University, Uttar Pradesh.

- **Guest of Honor:** Prof. Jasraj Bohra, President IAA, former Head & Dean of Faculty Commerce and Management Studies at Jai Narain Vyas University, Jodhpur, Rajasthan.
- **Guest of Honor:** Prof. M.C. Jain, Alumni of Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.
- **Guest of Honor:** Prof. U.C. Jain, Alumni of Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.
- **Special Guest:** Prof. K.A. Goyal Faculty Commerce and Management Studies at Jai Narain Vyas University, Jodhpur, Rajasthan.
- **Special Guest:** Prof. P.K. Pradhan, Former Dean & Faculty of Department of Commerce, Utkal University Bhubaneswar, Orissa.

The seminar reporting was presented by Associate Convener and Organising Secretary, Dr. Sushama Yadav, Assistant Professor, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya, Sagar. As came to the close of our valedictory ceremony, the best paper awards for academic excellence and certificate distribution were done by Dais, and all the cheerful moments were captured.

“The end of a story is the new beginning for many others” - On this note, a remarkable, memorable, and informative Seminar came to an end. On behalf of the organizers, Associate Convener and Organising Secretary, Dr. Anita Kumari sincerely thanks the dignitaries for enlightening the seminar with their enthusiastic remarks and expresses heartfelt gratitude to the Dais and each and every person who participated in the seminar for their wholehearted support that contributed to the seminar's grand success.

IAA Secretariat: Sagar Branch

Prof. A.C. Jain, President

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Rapporteur: Ms. Pooja Thakur & Ms. Mahima Habil, Research Scholars, Department of Commerce, Dr. Harisingh Gour Vishwavidyalaya, Sagar, Madhya Pradesh.



