



# **M.S.R JOURNAL OF MANAGEMENT**

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**National Conference on  
“Internationalization of Higher Education”**

**(Organized by Department of Commerce and  
Management)**

**27<sup>th</sup> and 28<sup>th</sup> March 2024**

**Conference Proceedings & Abstracts**

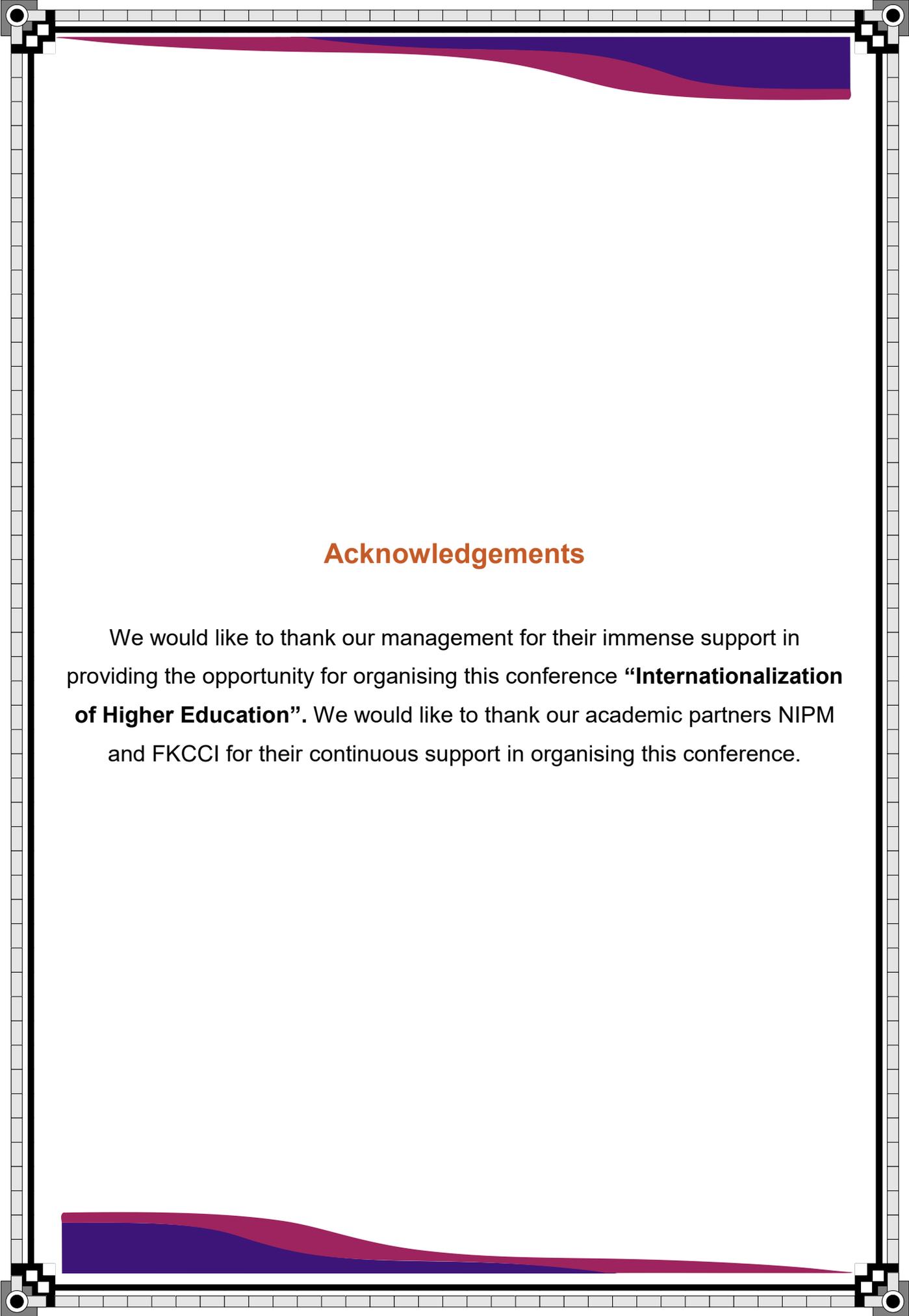
**M S Ramaiah College of Arts, Science and Commerce -  
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## Acknowledgements

We would like to thank our management for their immense support in providing the opportunity for organising this conference “**Internationalization of Higher Education**”. We would like to thank our academic partners NIPM and FKCCI for their continuous support in organising this conference.

## About MSRCASC

M S Ramaiah College of Arts, Science and Commerce (MSRCASC) was founded in 1994 by our founder, the late Dr. M. S. Ramaiah and offers both undergraduate and graduate degrees in Arts, Science, Commerce and Management from Bengaluru City University. The college is approved by AICTE, New Delhi and recognized by the Karnataka Government. The college is also recognized by UGC under Sections 2(f) and 12(B) of the UGC Act of 1956 and has been reaccredited with an "A" grade by NAAC. Ramaiah College is one-of-a-kind educational institution that has been a pioneer in providing academic excellence. Constantly, the college strive to employ innovative teaching methods that will assist and develop the students into future professionals.

The college offers courses in science, arts, commerce, computer applications, and management studies at the undergraduate level. In addition to MBA and M.Com., it offers postgraduate programs such as M.Sc. in Chemistry, Biochemistry, Biotechnology, and Microbiology. We have over 2,700 students enrolled in UG and PG programs.



## About the Conference

The phenomenon of Globalization and the handling of the pandemic have been truly transformative. They have altered every conceivable aspect of our lives including Higher Education. The accelerated rate of globalization in the 1980s has brought back focus on the Internationalization of Higher Education albeit in a broader way. Internationalization of Higher Education is a response to globalization in order to raise the quality of education to global standards with alignment of curriculum to the skill sets required to improve productivity in a globalized competitive economy. Internationalization of Higher Education is the process of integrating an international multicultural dimension into the teaching, research and service elements of an institution.

Internationalization of Higher Education promotes sharing of best academic and research practices through interaction between education systems and diverse modes of education. The focal point of this conference is to provide delegates with a chance to share their knowledge and insights with a worldwide audience.

During the conference delegates, presenters, and volunteers will have access to top-notch facilities, resources and opportunities, allowing them to achieve their professional goals. Furthermore, the event will serve as an excellent networking opportunity, providing delegates with the chance to form business and research relationships, engage in high-level discussions, and foster future international collaborations. Thus, these experiences will significantly enrich professional growth and development.



## Department of Commerce & Management

M. S. Ramaiah College of Arts, Science and Commerce (MSRCASC) is a unique learning institution which has focused on creating academic excellence, over the years. It is committed to the mission of delivering global education by nurturing conducive learning environment for a better tomorrow through continuous improvement and customization. The environment encourages research, professionalism and a positive mental attitude that attracts, nurtures and retains highly skilled & committed academicians, equipped with the ability to constantly learn and adapt to today's dynamic, intellectual and hi-tech environment.

The Commerce and MBA department also proactively helps students become employable by providing essential soft skills training and co-curricular activities, besides ensuring high quality of academic inputs through regular faculty development programs.

As a part of this endeavor, the Department of Commerce and Management Studies of MSRCASC which is affiliated to Bangalore City University has launched a Bi- Annual Research Journal: "M. S. R Journal of Management" – A Journal of Applied Research. The first edition was launched in June 2013, and the response was very positive. The March edition primarily contains selected papers presented at the National Conference titled "Internationalization of Higher Education". This issue focuses on the discussions and new perspectives offered by senior corporate executives and reputed academicians in enabling students to discover and re-position itself and become more relevant to industry and we are sure that this will be appreciated by all our readers.



## National Conference on Internationalization of Higher Education



**RAMAIAH**  
College of Arts, Science  
& Commerce



**Department of Commerce and Management  
Organizes**

# **NATIONAL CONFERENCE On Internationalization of Higher Education (An IQAC Initiative)**

**On 27<sup>th</sup> and 28<sup>th</sup> March 2024**



**M S Ramaiah College of Arts, Science and Commerce**

**Gate No. 8, MSR Nagar, MSRIT Post  
Bengaluru – 560054, Karnataka, INDIA.**

**Tel: 080 - 23600966**

**Web Site: <https://www.msrtcasc.edu.in/>**

## **About M S Ramaiah College of Arts, Science and Commerce**

M S Ramaiah College of Arts, Science and Commerce (MSRCASC) was established in 1994 under the flagship of Gokula Education Foundation, Bangalore. The college is permanently affiliated to Bengaluru City University (BCU). The college is recognized by the UGC under Sections 2(f) and 12(B) of the UGC Act of 1956. The Institution was re-accredited with “A” grade by NAAC in its 4th cycle in the year 2021. Its MBA program is approved by AICTE, New Delhi and recognized by the Government of Karnataka. It has been ranked in the band of 100-150 in the college category under National Institute of Ranking Framework (NIRF) 2023 making it one of the best colleges in Karnataka.

### **About the Conference**

The phenomenon of Globalization and the handling of the pandemic have been truly transformative. They have altered every conceivable aspect of our lives including Higher Education. The accelerated rate of globalization in the 1980s has brought back focus on the Internationalization of Higher Education albeit in a broader way. Internationalization of Higher Education is a response to globalization in order to raise the quality of education to global standards with alignment of curriculum to the skill sets required to improve productivity in a globalized competitive economy. Internationalization of Higher Education is the process of integrating an international multicultural dimension into the teaching, research and service elements of an institution.

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### **Call for Papers**

We welcome submission of original research articles in various research domains. The encompassing and broadly defined themes of the conference are as follows:

1. Quality Assurance and Government Regulations
2. Teaching and Learning
3. Institutional Management Perspectives
4. Governance and Policy
5. Student Choice and Mobility
6. Internalization Vs Localization
7. English as a Lingua Franca
8. ICT/Hybrid Learning
9. Mutual Influences of Higher Education Systems
10. Impact of Mergers and Acquisitions of HEIs
11. Innovation in Teaching Pedagogy and Learning Platforms
12. Multicultural issues
13. Internationalization of Spiritual and Moral Learning
14. Higher Education Institutional Strategies

### **Abstract Submission**

The authors are requested to send the abstracts of their original work which will be considered for presentation and publication. The soft copy of the abstract should be prepared using Microsoft Word with figures, if any, embedded in the file. Author(s) should submit their full paper only electronically.

Acceptance of the full paper for presentation will be communicated through e-mail to the corresponding author(s). Abstract should be typed in A4 size document with 1.5 spacing using Times New Roman font of size 12 pt. with a limit of 300 words. The title should be as short as possible and the authors' names with initials should appear below the title. The complete postal address, telephone/mobile number and e-mail address of the corresponding author(s) should be indicated below the abstract. We are proud to announce that, during our conference, best research paper will be specially recognized and awarded.

**Selected papers will be published in the Conference proceedings with an ISBN Number.**

**Specific quality Research Papers will be published in UGC Care List / WoS / Scopus Indexed Journals. The details will be shared with the author(s) and the publication charges will be borne by the individual author(s).**

### **Registration Details**

| <b>Delegate Type</b>                | <b>Registration Fee</b> |                |
|-------------------------------------|-------------------------|----------------|
|                                     | <b>Early Bird</b>       | <b>On Spot</b> |
| <b>Research Scholars / Students</b> | ₹ 500                   | ₹ 750          |
| <b>Faculty</b>                      | ₹ 750                   | ₹ 1,000        |
| <b>Corporates</b>                   | ₹ 1,000                 | ₹ 1,500        |

\*Publication cost and Accommodation Extra.

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Arts, Science and Commerce**

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<https://forms.gle/QgsmjUFQ2Xp4JDgu8>

## Important Dates

|                               |            |
|-------------------------------|------------|
| Last Date to Submit Abstract: | 06/02/2024 |
| Acceptance Notification:      | 11/02/2024 |
| Last Date to Submit paper:    | 20/02/2024 |
| Registration Deadline:        | 19/03/2024 |

## Organizing Committee

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## For more information, Contact:

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| Dr. M Sudha          | : | 9739550949 |
| Dr. Shaista B Harris | : | 8197335172 |
| Ms. Karanam Kavitha  | : | 8618415395 |

## Abstract & Paper submissions to be mailed to:

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Associate Professor & Coordinator - Social Sciences,  
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MSRCASC

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**Dr. M Sudha**  
HOD, Department of Business Administration, MSRCASC

**M S Ramaiah College of Arts, Science and Commerce - Autonomous**  
**Department of Commerce and Management**  
**Two days National Conference on 27<sup>th</sup> and 28<sup>th</sup> March 2024**

**Schedule of the Conference**

| Schedule of the Conference - Day 1            |                      |                                      |  |
|---|----------------------|--------------------------------------|--|
| Date  | Time                 | Particulars                          | Chairperson  |
| <b>Day 1</b><br><b>27.03.2024 (WEDNESDAY)</b> | 08:00 am             | Registration                         |  |
|   | 10:15 am to 11:00 am | Inauguration                         | <b>Dr. Anand K Joshi</b><br>Former Founder Vice-Chancellor,<br>CMR University<br>University Ombudsperson, ADANI<br>University  |
|   | 11:00 am to 11:15 am | Tea break                            |  |
|   | 11:15 am to 12:30 pm | Key note address                     |  |
|   | 12:30 pm to 01:30 pm | Lunch Break                          |  |
|   | 01:30 pm to 04:00 pm | Technical Session – 1                | <b>Dr. Ganesh</b>  |
|   | 01:30 pm to 04:00 pm | Technical Session – 2                | <b>Dr. Nitu Ghosh</b>  |
|   | 01:30 pm to 04:00 pm | Technical Session - 3<br>(Online)    | <b>Dr. Chennarayappa &amp;<br/>Dr. Savitha</b>   |
|   | 04:00 pm to 04:30 pm | Tea break                            |  |
|   | 04:30 pm onwards     | Cultural Program                     |  |
| Schedule of the Conference - Day 2            |                      |                                      |  |
| <b>Day 2</b><br><b>28.03.2024 (THURSDAY)</b>  | 10:00 am to 11:30 am | Technical Session – 4                | <b>Dr. Subhadeep Mukherjee</b>   |
|   | 11:30 am to 11:45 am | Tea Break                            |  |
|   | 11:45 am to 01:00 pm | Technical Session – 5                | <b>Dr. Bharatish Rao R S</b>   |
|   | 1:00 pm to 2:00 pm   | Lunch Break                          |  |
|   | 2:00 pm to 3:00 pm   | Technical Session – 6                | <b>Dr. P V Raveendra</b>   |
|   | 3:00 pm to 3:30 pm   | Valedictory &<br>Feedback collection | <b>Dr. N. Panchanatham</b><br>Former Vice- Chancellor<br>Tamil Nadu Teachers Education<br>University Former Registrar,<br>Annamalai University<br>Former Head, Business School,<br>Annamalai University. |
|   | 3:30 pm Onwards      | Certificates distribution            |  |

## Conference Report

### Report on the Two-Day National Conference on the “Internationalization of Higher Education” organised on 28<sup>th</sup> and 28<sup>th</sup> March 2024

**Date:** March 28<sup>th</sup> 2024

**Prepared by:** Dr. M. Lakshmipathi Naidu, Convener and Coordinator

**Introduction:** The two-day national conference on the Internationalization of Higher Education, held at RCASC, served as a pivotal platform for academic discourse and strategic collaboration in response to the evolving landscape of higher education. This report aims to provide a comprehensive overview of the conference proceedings, achievements, and recommendations for further action.

**Background:** The genesis of the conference can be traced back to November 2023, when the visionary leadership of our Principal, Dr. Vatsala G, and esteemed Governing Council member, Mr. Ramesh Nanjundaiah, recognized the imperative for addressing the challenges and opportunities presented by globalization in higher education. The conference aimed to explore strategies for aligning educational standards with global benchmarks, thus ensuring the competitiveness and relevance of our academic programs.

**Conference Objectives:** The primary objectives of the conference were:

1. To provide a platform for scholars and practitioners to exchange insights and best practices in internationalizing higher education.
2. To foster collaboration and networking among stakeholders in the higher education sector.
3. To identify challenges and opportunities in the internationalization process and propose actionable solutions.

**Preparation and Participation:** Preparations for the conference commenced in January 2024, with strong support from department heads and senior faculty members. A robust framework was developed, encompassing themes such as Quality Assurance, Government Regulations, Multicultural Issues, and Institutional Strategies. A total of 120 original research articles were submitted, out of which 110 were accepted after a rigorous peer-review process.

**Acknowledgments:** The success of the conference was made possible through the collaboration and support of various stakeholders. Academic and industry partners, including NIPM and FKCCI, provided invaluable assistance, while sponsorship from Dr. Anand K, Surya Infotainment Products Pvt. Ltd. and Abhay Collections ensured the smooth execution of the event. Ms. Roopa H S and her team played a crucial role in managing logistical aspects, ensuring a seamless experience for delegates.

**Conference Highlights:** The conference commenced with an inaugural ceremony, graced by esteemed dignitaries such as Dr. Anand K Joshi, Mr. B S Ramaprasad, and Dr. Vatsala G. Keynote addresses and technical sessions facilitated the presentation and discussion of research papers, covering a wide range of topics related to internationalizing higher education. Cultural events provided opportunities for networking and cultural exchange among participants.

**Key Outcomes:** The conference resulted in fruitful discussions and knowledge sharing on various aspects of internationalization in higher education. Key outcomes include:

1. Identification of best practices and strategies for integrating international perspectives into teaching, research, and service.
2. Recognition of the importance of quality assurance mechanisms and government regulations in ensuring the credibility and relevance of internationalized academic programs.
3. Highlighting the role of institutional strategies in promoting diversity and inclusivity within academic institutions.
4. Emphasis on the need for ongoing collaboration and partnerships between academia, industry, and government to drive forward the internationalization agenda.

**Recommendations:** Based on the discussions and insights gained during the conference, the following recommendations are proposed:

1. Establish a task force or committee dedicated to overseeing the implementation of internationalization initiatives within the institution.
2. Develop partnerships with international universities and organizations to facilitate student and faculty exchange programs.

3. Strengthen quality assurance mechanisms to ensure the alignment of academic programs with global standards.
4. Provide professional development opportunities for faculty members to enhance their competencies in delivering internationalized curricula.

**Conclusion:** In conclusion, the two-day national conference on the Internationalization of Higher Education was a resounding success, bringing together stakeholders from academia, industry, and government to discuss and strategize on key issues facing the sector. The insights gained and recommendations proposed during the conference will serve as a roadmap for further advancing the internationalization agenda within our institution and beyond.

**Dr. M. Lakshmipathi Naidu**

*Convener and Coordinator*

*National Conference on Internationalization of Higher Education,*

*MSRCASC, Bangalore - 54*

### **Thanking note by Convener**

“All of us do not have equal talent. But, all of us have an equal opportunity to develop our talents.” -APJ Abdul Kalam.

Ladies and Gentlemen, esteemed dignitaries, respected Chief Guest, delegates, Principal, Vice-Principals, Registrar, Deputy Registrar, Heads of various departments, Faculty members, Office staff, Non-teaching staff, and dear Students,

With a heart brimming with gratitude, I am honoured to extend my sincerest thanks on this momentous occasion of the National Conference on Internationalization of Higher Education. First and foremost, we express our gratitude to the divine for bringing us together on this auspicious day.

We extend our thanks to Dr. Jayaram, the Honourable Chairman of Gokula Education Foundation, albeit in absentia, for his unwavering support and invaluable guidance. Our gratitude also goes to Sri M R Janakiram and Sri M R Kondandaram, Honourable Directors of Gokula Education Foundation, in absentia, for their continuous support and direction in organizing this conference.

We are privileged to have Dr. Panchanatham as our esteemed Chief Guest today. His distinguished presence and invaluable insights in the field of education have made this day truly memorable. We are deeply grateful for his profound contributions and encouragement towards fostering an academic culture among students. Thank you, Dr. Panchanatham sir for gracing us with your presence.

I also extend my heartfelt thanks to all the dignitaries present here for honouring our Chief Guest with your felicitations.

We acknowledge the pivotal role played by our Chief Executive Officer, Shri B S Ramprasad, in conceptualizing and organizing this National Conference. Thank you, sir.

Our Chief Finance Officer, Sri G Ramachandra, has been instrumental in providing unwavering support for this conference.

A special word of gratitude goes to our beloved Principal, Dr. Vatsala G, for her constant support, guidance, and inspiration to both faculty and students alike. Thank you, mam.

Our sincere thanks also go to Vice Principal Prof. Jayarama B S for his continuous support and dedication.

We extend our gratitude to Dr. Pushpa H, Vice Principal & Prof. Vijaylakshmi Ramesh, IQAC Coordinator, for their unwavering support.

We also express our appreciation to Registrar Dr. Anandappa and Deputy Registrar Prof. Suresh for their invaluable support.

We also extend our heartfelt thanks to our academic experts who chaired the Technical sessions. A big thank you to Ms. Roopa H S, Dr. Annapoorna, Dr. Sudha M for their immense support in organizing the conference. A big thank you to all the Heads of various departments and faculty members for their continuous support.

Special appreciation goes to Mr. Hanumantha Reddy and Mr. Rajanikanth for their constant support.

We extend our thanks to the sponsors, Mr. K Anand K, Abhay Collections, and Surya Infotainment, for their timely support.

We acknowledge the efforts of the press and media personnel for covering the conference.

Our heartfelt thanks also go to all the non-teaching staff, support staff, and technical support team for their timely assistance.

Last but not least, we extend our sincere gratitude to the participants of the national conference and the student volunteers whose contributions have been invaluable to the success of this event.

In conclusion, I extend my best wishes to everyone present here. Thank you all for your support and participation.

Warm regards and best wishes to all.

**Dr. M. Lakshmipathi Naidu**

*Convener and Coordinator*

*National Conference*

*MSRCASC, Bangalore - 54*

## Editorial Board:

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## **Higher Education in India: Needs and Challenges**

Ms. Nathiya Kumari H<sup>1</sup> and Ms. Bhagyalakshmi N<sup>2</sup>

The world has come to understand that a state's educational system directly affects its ability to succeed economically. A nation's strength is its education. A nation that is developed must also be educated. After China and the United States, India has the third-largest higher education system globally. India is a developing country that has made a rocky path forward in the sphere of education since gaining its freedom. Although the Indian higher education system has faced many obstacles, there have also been many possibilities to overcome these obstacles and improve the system. The function of colleges and universities in the new millennium, increased responsibility and openness, and the significance of newly developing scientific studies on human learning are all necessary. India is in need.

### ***Keywords:***

*Education, Learning needs, Challenges, Colleges.*

## **Impact of Work - Life Balance on Employee Engagement in Higher Education Institutions; Mediating The Role of Quality of Life.**

Prof. H.R. Padmanabha<sup>3</sup> and Ms. Bhagyashree S<sup>4</sup>

Academic institutions, as institutions primarily focused on nurturing human potential, play a crucial role in facilitating personal and professional growth. The purpose of this research project is to investigate the issue of work-life balance that is frequently neglected within the setting of higher education institutions in southern India. Through the investigation of the ways in which a healthy work- life balance influences the quality of life and employee engagement among teaching staff, the study offers insight on the interconnection of individual well-being and organizational productivity. A detailed study utilizing structural equation modeling and t-tests is made possible by the data acquired from 425 teachers through the use of a questionnaire. This analysis provides substantial insights into the dynamics that are at play. The findings underscore the significance of fostering an

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environment that prioritizes work-life balance, not only for the well-being of instructors but also for optimizing their engagement and performance. It highlights the crucial role of quality of life as a mediator in enhancing employee engagement, emphasizing the need for institutional policies and practices that support a balanced approach to work and personal life. This research contributes valuable insights for academic institutions aiming to enhance the overall quality of work and life satisfaction among their teaching staff, thereby promoting a culture of holistic development and self-actualization.

**Keywords:**

*Employee Engagement, Quality of Life, employee engagement, Work - life, Non- Permanent Teachers, Tumakur University, Permanent-Teachers*

**Education- A Righteous Path Towards Spirituality and Moral Learning**

Ms. Aishwarya Rao L<sup>5</sup> and Ms. Suman Kumari C. Mali<sup>6</sup>

Knock- knock, Who is it?

Spiritual and Moral Values, No, no, there's no place for Such things.

This is the reality of today's world.

We believe education is not just a tool for academic enlightenment but we believe it's the journey towards moral and spiritual evolution. There is no ideal age for spiritual and moral learning. According to Sanatan Dharma, Spiritual and Moral learning starts from womb, take example of "Abhimanyu from Mahabharat" and "Prahlada- son of Hiranyakashipu, being a great devotee of Vishnu" who had learnt spirituality and moral values even before their birth. we also have "Garba Samskara"- to imbibe good qualities in a child for its overall development.

It is important to study spirituality for the development of emotional resilience, sense of unity, better human being, virtues of respect, tolerance, understanding, ethics and it is equally important to learn moral value to be honest, respect others, empathy, kindness and responsibility, serving the society, being kind hearted even towards our enemy.

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Our article is considering its findings under convenient sampling method by focusing on age group of 4 to 24 years, as it the right age to enrich their mind and soul with positive spirit.

We believe Education System can do wonders over the mind set of youths, through our article we are providing a righteous solution as what effective methodology and practices can be used for holistic development of an individual.

Let us believe, to develop the spirituality (the inner peace) and moral values (the sense of right and wrong) in the youth. A desirable modification is needed in education system, it is not the Gurukula System nor the modern education with technically aided classrooms can do, it can be done through the divine consciousness attained by meditation, yoga which will lead towards salvation.

**Keywords:**

*Education, Righteous Path, Towards Spirituality and Moral Learning.*

**Non Directive teaching in the 21<sup>st</sup> Century Classrooms: An Emerging Pedagogical approach**

Dr. Kanthamma H K<sup>7</sup>

In the dynamic landscape of 21st-century education, the traditional paradigm of directive teaching is being reexamined and complemented with non-directive approaches. This article explores the rationale and implications of adopting non-directive teaching methods in contemporary educational settings.

Non-directive teaching prioritizes autonomy, critical thinking, and self-directed learning among students. In contrast to traditional directive methods that emphasize teacher-centered instruction, non-directive teaching fosters a student-centered approach where learners take an active role in their educational journey. By encouraging students to explore topics, ask questions, and pursue their interests, non-directive teaching promotes intrinsic motivation and a deeper understanding of the subject matter.

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In the era of rapid technological advancement and information accessibility, memorization of facts is no longer sufficient. Instead, students need to develop critical thinking skills to analyze, evaluate, and synthesize information effectively. Non-directive teaching provides a conducive environment for nurturing these essential skills by encouraging open-ended inquiries and facilitating discussions that challenge students' preconceptions.

This article explores the principles and benefits of non-directive teaching in the context of contemporary education. Drawing on theoretical frameworks such as constructivism and social constructivism, non-directive teaching encourages students to construct their understanding through exploration, collaboration, and reflection. By fostering a supportive learning environment where students feel empowered to voice their opinions, ask questions, and engage in meaningful dialogue, educators facilitate deeper comprehension and long-term retention of knowledge

***Key words:***

*Non-directive teaching, Directive teaching, Pedagogy, Carl Rogers.*

**Talent of Teachers: Does it Influence the Employability of Graduates in India – An Analysis**

Dr. Sindhu N<sup>8</sup>

Employee performance is measured in many ways, either by comparing with a standard or based on the satisfaction of beneficiaries. SERVQUAL is one of such standards in which the quality of service is evaluated based on the satisfaction of beneficiaries. The talent of teachers will be evaluated based on the response of the students. The methodology used in this research is 'comparison using T test' in which one data is self-evaluation of teachers and peer review are taken while the other is the student feedback. The T-test is effective in two ways in which the negative sign shows which data is higher and the value gives the quantitative measure of how much to improve and who should improve. The data is given as the difference in mean, the difference in standard deviation and t value.

***Keywords:***

*Self-evaluation, Student feedback, T-test, talent, employability.*

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## **An Investigation on Multiculturalism in the field of Education.**

Mr. Dipankumar Raval Maheshkumar<sup>9</sup>

This investigation delves into the profound impact of multiculturalism in the field of education, particularly within the context of a diverse nation like India. The exploration underscores the significance of integrating multiculturalism into the education system to foster cultural understanding, societal cohesion, and responsible citizenship. The study encompasses an examination of the meaning and definition of multiculturalism, its pivotal role in education, the need for a tailored curriculum, effective methodologies of instruction, and the challenges hindering its implementation. Through a comprehensive analysis, the research emphasizes the critical role of education in shaping a harmonious and inclusive society by embracing and promoting cultural diversity.

### **Keywords:**

*Multiculturalism, education, diversity, cultural integration, responsible citizenship, social development, global perspective, unity, flexible curriculum, sensitivity, community-oriented, student-centred, projects, seminars, debates, cultural awareness, social inequality.*

## **Exploration of Cross-Cultural Complications in Workplace Fraternity**

Ms. M Harini<sup>10</sup> and Dr. P Parthiban<sup>11</sup>

In today's competitive world, increasing globalization has paved way to study the cross-cultural issues in an organization and its management. The cultural backgrounds and circles are manifold within the workspace as the organizations have broadened their expertise across borders. These challenges have a pessimistic effect on collaboration, imparting views and universal organizational potency. Thus, it is very crucial for every organization to embrace fruitful plans of action to sort these multicultural issues and preside over the workplace effectively. Cross-cultural management refers to controlling the conflicts and convolutions that emerge when the people of organization from various culture work together. In today's proliferation of economy, organizations function in cross-cultural conditions, thereby making

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it necessary to execute some productive strategies to overcome these differences. The majorly happening issues that arise in a multicultural environment are difference in integrity, language barriers, varying styles in communication and disparity in management practices. The major drawback of these cross-cultural differences is misunderstandings and conflicts. Variation in communication styles can lead to perplexity and mistakes. In order to eradicate these problems, the organizations can normalize cross-cultural workspace and create awareness among the workers. Extra special training for the employees to cope with their colleagues' communication styles can be habituated. An in-depth knowledge in socio-political changes, legal structures and overseas business practices play a major role in successful management of cross-culture. Eventually, effective strategy for managing cross culture that welcomes and encourages cultural diversity can assist the organizations to shun these multicultural conflicts and to build a peaceful work habitat.

**Keywords:**

*Diversity, Multicultural conflicts, Social norms, Organizational behaviour, Global network.*

### **Can Hybrid Learning Change Education?**

Dr. B. Mahammad Rafee<sup>12</sup> Prof. Vijayalaxmi Ramesh<sup>13</sup> Dr. S. Mohammed Zaheed<sup>14</sup>

**Abstract:** Higher education institutions in India, especially technical and vocational training institutes, have been severely damaged by the Covid-19 pandemic. Technology, particularly teacher groundwork and access to gadgets and online resources, has been crucial in ensuring learning continuity. All state governments have received instructions from AICTE and NCERT to implement technology-driven remote and online learning after the initial Covid-19 case surfaced. The period of hybrid learning revealed the shortcomings of the current ecosystem in the teaching and learning processes and realised a new style of learning under difficult circumstances. Institutions of higher learning should make investments in technology infrastructure, faculty assistance, and curriculum development in order to offer flexible alternatives and modalities that improve student performance across the board.

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Despite its growing popularity, online learning may not always offer all students a positive educational experience because of issues like social isolation, lack of access to technological resources, and poorly designed online course materials. By offering effective and easily available course materials, online learning environments may guarantee fairness, inclusivity, and accessibility for students from minority groups. On the other hand, some students favour a multimodal learning style that blends the finest aspects of online and in-person instruction. In addition to providing students with the desired temporal freedom, hybrid delivery strategies can help them succeed. Although research shows that a student's learning style is not a determinant of their academic success, including a variety of learning modalities into course design can increase inclusivity and boost successful student participation.

**Keywords:**

*ICT (information and Communication Technology), Hybrid Learning, Covid-19, Higher Educational Institutions (HEI's), National Education Policy (NEP 2020) .*

**Pedagogical Innovation in Education and Moral Learning**

Mr. Kishore Kumar.G<sup>15</sup>, Ms. Keerthi.R.E<sup>16</sup>, Mr. Bala Sanjeev.V<sup>17</sup> and Mr. V.P. Sriram<sup>18</sup>

Innovation and Diffusion of Knowledge are at the heart of the growth process, be it in education or industry. Continuous Innovation is, therefore, crucial for all educational systems. The skill to think and to innovate is a desirable 21st Century Skill for the students. Innovation in education encourages students and demands teachers to be proactive to research, explore, and use multiple strategies to come up with novel ideas or a strategy to uncover something new. At the period of Covid, the world is moving towards the development of online platforms for Education and Work like Zoom, Google meet, etc. In the sense even it makes struggles for getting the basic needs but also it creates a huge number of opportunities to learn and know new things from our own place and it creates a new way of learning and working even though they are not able to go to the school, colleges and even work. The impact of Covid doesn't hugely affect the economy because of this online platform. It helps to develop new types of skills in technical, management and so on. There is

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a widespread notion of education system should empower learners with skills and competences to cope with a constantly changing landscape. Reference is often made to skills such as critical thinking, problem solving, collaborative skills, innovation, digital literacy, and adaptability. Overall, this study offers insights into an innovative approach to moral education teaching and contributes to the development of effective pedagogical practices.

**Keywords:**

*Continuous Innovation, Online Education, Pedagogical Practices, etc.*

**A brief study on Hybrid Learning in Higher Education**

Dr. Lavanya K<sup>19</sup>, Dr. Roopa Anagod<sup>20</sup> and Prof. Parvathidevi B<sup>21</sup>

Hybrid learning is a modern approach adopted in teaching wherein the traditional /conventional face-to-face teaching is adopted or combined with offline or distance learning approaches in imparting knowledge to students. The main aim being, integrating technology, in teaching along with, conventional methods. The goal of hybrid learning is to combine the two formats to create a singular learning experience without any weak spots.

Hybrid learning approach gives students the benefit of understanding and exploring the real-world topics or situations through reliable learning experiences, in an online learning environment. Hybrid learning, or blended learning, combines online with face-to-face learning. The main aim of [hybrid] learning is to impart the most reliable and effective instruction with a combination of various mechanisms of delivering information. Hybrid learning is used to supplement teaching with learning aids such as Video conferencing, LMS, Online assignments, online discussions and Brain storming and Pre-recorded video training. The study adopts the questionnaire method along with face-to-face interview. The study findings help the educationists in learning modern technology in their teaching and ways of improvising and minimizing their efforts observed in classroom teaching.

**Keywords:**

*Hybrid learning, integrating technology, conventional methods, learning experience.*

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## **Bridging The Gap: Harnessing ICT for Hybrid Learning**

Dr. Vala Ghanshyam Kantilal<sup>22</sup>, Ms. S Sheetal<sup>23</sup>, Mr. Rejathesh S<sup>24</sup> and Ms. Vismaya R<sup>25</sup>

This study explores the integration of Information and Communication Technology (ICT) into hybrid learning environments in education. ICT encompasses various technologies like computers, the internet, and software applications, while hybrid learning combines traditional face-to-face instruction with online learning activities. The synergy between ICT and hybrid learning offers flexibility, personalized learning experiences, and improved accessibility. Utilizing tools such as learning management systems, video conferencing platforms, and educational software, educators can create dynamic learning environments that cater to diverse student needs. It highlights the benefits of this integration, including enhanced collaboration, personalized learning, and flexibility, ultimately preparing students for success in a digitally-driven world.

### **Keywords:**

*ICT, Hybrid, Personalized, Integration.*

## **A Study on The Effect of Pedagogical and ICT Training in Teachers' Approaches to Online Teaching and Use of Digital Tools in Higher Education**

Dr. Santhosh M<sup>26</sup>

This study examines the relationship between teachers' pedagogical and ICT training, their approaches to online teaching and the use of digital tools. The respondents for the study were sourced from various management institutions across the state of Karnataka. A total of 265 teachers were included in the present study. The data was collected during February 2024. The results showed that teachers used digital tools more for delivering information and less for activating students.

The study revealed that pedagogical training enhanced teachers' learning-focused approach to online teaching and diverse use of digital tools. Contrary to expectations, teachers' ICT

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training was not related to the use of digital tools. Therefore, it is important to provide pedagogical training to support teachers in implementing teaching in diverse teaching-learning environments and enhance building an online teaching, in which digital tools are used to promote interaction in online environment.

**Keywords:**

*Pedagogical training, ICT training, Approaches to online teaching, Digital tools in teaching, Higher education.*

**Exploring the Efficacy of Hybrid Learning: A Comprehensive Review**

Mr. Mahendra.G<sup>27</sup> and Dr. G Prakashraj<sup>28</sup>

Hybrid learning, an innovative approach that combines traditional face-to-face instruction with online learning components, has gained considerable attention in education circles. This research article delves into the efficacy of hybrid learning by examining its benefits, challenges, implementation strategies, impact on student outcomes, and provides practical recommendations for educators and institutions. Drawing upon a systematic literature review methodology, this paper offers insights into the potential of hybrid learning to enhance student engagement, promote flexible learning environments, and improve academic achievement.

**Keywords:**

*Hybrid Learning Blended Learning, Online Learning, Educational Technology, Student Engagement, Personalized Learning, Faculty Development, Student Success.*

**A study on role of Information Technology and Communication on education sector in India-Post-COVID**

Dr. Lakshmi V<sup>29</sup>, Ms. Manjula B K<sup>30</sup> and Mr. Aadhil S D<sup>31</sup>

Education empowers individuals with knowledge, skills, and perspectives necessary to navigate the complexities of the world and contribute meaningfully to society. From early

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childhood education to lifelong learning opportunities, education plays a vital role in shaping individuals and communities for a brighter future. Information technology and communication is the most importance concept used in all the fields. This paper aims at study of role of information technology and communication on education sector in India. The study is a literature analysis of role ICT in education. This paper helps us to know how Information technology and communication helps in improving education system and implementation of innovation in teaching learning process.

**Keywords:**

*ICT, Education, Teaching, Learning, India.*

### **Leveraging Internationalization for Quality Assurance: An IQAC Model for Higher Education**

Ms. R. Shalini<sup>32</sup>, Dr. R. K. Vaithyanathan<sup>33</sup> and Dr. P. Parthiban<sup>34</sup>

The internationalization of higher education offers tremendous opportunities for institutions to enhance their academic offerings, diversify student populations, and foster global citizenship. However, this expansion also presents challenges in maintaining and improving quality assurance (QA) across diverse contexts and practices. This paper proposes an IQAC-based model that leverages internationalization as a key driver for continuous improvement in higher education. Drawing on the eight foundational pillars of the International Quality Assurance Council (IQAC), the model integrates internationalization practices into institutional QA mechanisms. It emphasizes benchmarking against global standards, fostering collaborative partnerships with international institutions, and promoting cross-cultural exchange among faculty and students. This approach facilitates the sharing of best practices, identification of areas for improvement, and implementation of innovative approaches to quality assurance.

This paper sheds light on how the IQAC model acts as a dynamic mechanism, not only ensuring adherence to quality benchmarks but also propelling institutions towards a culture of continuous improvement. The model involves periodic reviews, benchmarking against

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international peers, and the incorporation of diverse perspectives to enrich the educational experience. Ultimately, this paper advocates for a paradigm shift in the perception of quality assurance in higher education, urging institutions to view internationalization not merely as an ancillary component but as an integral driver for achieving and sustaining academic excellence. The proposed IQAC model serves as a strategic guide for institutions seeking to navigate the intersection of internationalization and quality assurance in ever-evolving landscape of higher education. By effectively leveraging internationalization within the IQAC framework, higher education institutions can ensure continual quality improvement, enhance their global competitiveness, contribute to the development of a more connected and collaborative international education landscape.

**Keywords:**

*Internationalization, Quality Assurance, IQAC, Higher Education, Global Collaboration, Cross-Cultural Competency, Academic Programs, Faculty Development.*

**An Analysis of COVID-19's Effects on Higher Education Evaluation Protocols**

Dr. M Venkateshaiah<sup>35</sup> and Dr. Guravaiah Pelluru<sup>36</sup>

Many higher education institutions worldwide quickly shifted to online learning as a result of the COVID-19 pandemic. This study examines the degree to which this pivot affected assessment strategies. It examines the situation of India's Education Hub and discovers that many of the educators changed their methods for assessment in some way. The study not only identifies practices that need to change, but it also creates a model called TARC (Typology of Assessment Responses to COVID-19) (2021) that displays responses into four categories. Academics that merely shifted their evaluations online are known as reactors. Adaptive Responders made minor adjustments to the tests for the online setting. While individuals who took advantage of the epidemic to execute plans they had been pondering are known as opportunists, committed innovators innovate in the system.

**Keywords:**

*COVID-19, Higher Education, Evaluation of Teaching-Learning.*

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## **Modern Methods of Teaching**

Ms. Ramya Prakash<sup>37</sup> and Dr. M. S. Annapoorna<sup>38</sup>

The purpose of this paper is to evaluate the traditional methods of teaching as well as multimedia teaching and to suggest other useful teaching methods that can be attempted in imparting knowledge to the students. Basically teaching must include two major components sending and receiving information. Ultimately, a teacher tries his best to impart knowledge as the way he understood it. So, any communication methods that serves this purpose without destroying the objective could be considered as innovative methods of teaching. The use of innovative methods in educational institutions has the potential not only to improve education, but also to empower people, strengthen governance and galvanize the effort to achieve the human development goal for the country.

### **Keywords:**

*Modern Methods of Teaching, Communication methods, Innovative teaching.*

## **A Study of Artificial Intelligence and its Role in Human Resource Management**

Dr. Muddasir Ahamed Khan.N<sup>39</sup>, Mr. Abrar Hussain<sup>40</sup> and Dr. M. Sudha<sup>41</sup>

As technological advancements reshape the landscape of industries worldwide, the integration of Artificial Intelligence (AI) into Human Resource Management (HRM) practices emerges as a pivotal area of exploration. This abstract delves into the implications, challenges, and opportunities associated with the infusion of AI in HRM.

AI provides a wide range of tools and algorithms that have the potential to completely transform HR processes, including as hiring, employee engagement, performance reviews, and talent management. AI-powered automated screening procedures improve candidate selection efficiency, resulting in a more efficient hiring process with fewer prejudices. AI-

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driven analytics also offer insightful information on employee performance indicators, which helps with data-driven decision-making for retention and talent development plans.

The potential advantages of AI in HRM are significant, notwithstanding these difficulties. HR professionals may dedicate more time to strategic initiatives and employee development by automating repetitive processes and utilizing predictive analytics. This will ultimately result in the development of a workforce that is more resilient and agile. Furthermore, HR departments can quickly adjust to changing organizational needs thanks to AI-driven insights, which promotes an innovative and continuous development culture.

**Keywords:**

*Artificial intelligence, Machine languages, Human resource management.*

**Harmony in Diversity: Exploring Multicultural Issues Through Tagore's Nationalism**

Mr. Anand Uppar<sup>42</sup> and Mr. Uttam Vadagole<sup>43</sup>

This research delves into the intricate intersection of multicultural issues and Rabindranath Tagore's concept of nationalism, aiming to unravel the profound insights offered by Tagore's philosophy in fostering harmony amidst diversity. The study investigates Tagore's nationalist perspective, analysing how it addresses and transcends the challenges posed by multiculturalism. By examining Tagore's literary and philosophical works, the research seeks to elucidate how his ideas contribute to a nuanced understanding of multicultural issues, emphasising unity without erasing diversity. Through a comprehensive exploration of Tagore's vision, this research endeavours to shed light on the potential applicability of his ideas in contemporary discussions surrounding cultural pluralism, identity, and coexistence. The study ultimately aims to provide valuable insights into fostering harmony in diverse societies by drawing on the timeless wisdom embedded in Tagore's nationalist philosophy.

**Keywords:**

*Multicultural, Harmony, Diversity.*

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## **Role of ICT tools in Higher Education Institutions**

Ms. Chaitra. B<sup>44</sup>, Ms. Nalini G<sup>45</sup> and Mr. Veeresh PM<sup>46</sup>

This research paper investigates the pivotal role of institutional strategies in navigating the complex landscape of higher education. The research paper focus on the secondary data on the impact of ICT tools in rising the quality strategy in higher education sector. It elucidates the strategic choices made by higher education leaders in response to these forces, highlighting the importance of agility, resilience, and forward-thinking vision.

By synthesizing theoretical frameworks and real-world examples, this paper provides valuable insights for policymakers, administrators, and educators grappling with the complexities of strategic decision-making in higher education. It emphasizes the imperative for institutions to adopt proactive, evidence-based approaches to strategy formulation and implementation, in order to thrive in an increasingly volatile and uncertain environment. Ultimately, this research contributes to a deeper understanding of the strategic imperatives shaping the future of higher education.

### ***Keywords:***

*Role of ICT Tools, Higher Education Sector.*

## **Embracing of Internationalization in Education**

MS. Swati H Gudi<sup>47</sup> and Mr. Apurv Joshi<sup>48</sup>

Education is an endless boundary where one cannot limit their learnings to a particular system as it is the cultivation of learning in various ways where one of the most common ways is Formal Education which includes both Local as well as International Education. Internationalization is integration of Higher Education with cross-border academic excellence between nations which helps to improve the competitiveness of Indian Education system and welcomes the interconnection and coexistence of other culture with their own culture.

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The study focuses on understanding the cultural mismatch between the local and foreign students which obstructs academic cooperation. It also strives to analyse the impact of English language and mother tongue. The study using secondary data and statistical method. Internationalization copes up with emerging social problems along with uplifting of National Education Standards. Internationalization provides a platform for recruiting International Students, partnerships with Institutions and Organisations with other Countries, it offers Joint/Dual degree which increases avenue for students from India to pursue study abroad. Retaining the Indian talent and promote economic growth in the country by teaching collaborations with high quality Foreign Education Institutes.

Internationalization increase National and International visibility as it is a Cultural and Economic flow that exceeds the borders and help to build a deeper understanding between Nations, along with increase in Footfall of reputed International Institutes.

***Keywords:***

*Internationalization, Culture, Education, Language, Students.*

**A study on interrelation of Work life conflict with work-life balance among women employees in Higher secondary schools**

MS. Janaki Lakshmanan<sup>49</sup> and Dr. S. A. Sirajudeen<sup>50</sup>

It is of the utmost importance to find a way to maintain a healthy equilibrium between one's job life and their personal lives, despite the fact that doing so calls for a significant time investment and a multitude of modifications. 'Superwoman syndrome', because of which female have guilty feeling that they are unable to juggle all the tasks at the same time which results in burn-outs, and exhaustion, and might also lead to the development of depression, stress or other mental disorders. In most cases, a lack of sufficient time to handle one's job commitments in addition to one's family and personal duties is the root cause of an unhealthy work-life balance. Especially for married women or parental female these are intensified by the "cultural contradictions of motherhood". Whenever they are increasingly encouraged to seek self-fulfilment in demanding careers, they also face intensified pressures to sacrifice themselves for their children by providing "intensive parenting", highly involved

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childrearing and development. Not only is it hard to try to meet the competing demands of work and family, but it may also be stressful. Stress is a major contributor to illness and absenteeism, both of which have a negative impact on an individual's ability to be productive. This paper is an attempt to analyse and assess WLC with WLB and other factors that affecting work-life balance of women in Higher secondary school.

**Keyword:**

*Conflicts, balance, women, work, stress, life, School.*

### **Integrating Spiritual and Moral Learning in Higher Education**

Ms. Usha Rao<sup>51</sup> and Ms. Swapna S<sup>52</sup>

The irony of contemporary times was aptly described by Martin Luther King Jr. who famously said in 1963, "Our scientific power has outrun our spiritual power. We have guided missiles and misguided men." Hence, developing responsible world citizens who are active promoters of peaceful and secure societies is going to be vital for the 21st century. This is possible only when moral and spiritual values are incorporated in the education system. Human values-based education can play a vital role in enabling students to embrace and practice constitutional, ethical, and moral values in life. This paper attempts to understand the need for incorporation of such values in the education system. The benefits accrued to the students and the country as a whole by inculcating moral and spiritual values in the students

**Keywords:**

*Moral and spiritual values, education system, holistic development of students.*

### **Innovation in Teaching Pedagogy and Training Higher Education Students for Realistic World**

Ms. Akshatha PD<sup>53</sup>

This paper aims to describe learning outcomes by innovation pedagogy in higher education which support development of the students. The over view of recent development of the innovation pedagogy approach and includes the changes in Higher Education and involve in

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sustainable future as priority. Teaching should also focus on value additions, Life skills and formal Education through which student need to get full fledged skill enrichment and empowerment. The study also focusses on Socio-Cultural and Encompass the custom, competence-based Curriculum. The primary objective of pedagogy is to promote student enrichment and render significant contribution in carrying out of life skill job and life manner. Goals on the same is the is to develop motivation among students when the actual method put into practice in an effectual manner the students develop motivation towards learning within.

Plans with students how to work in group communication and move from one activity to another participant with students in joint productivity activity. Development competence in the formal academic language and social language, responds to students talk a questions conversation that directly relate to students' comments. Assisting students make these connections strengthen newly acquired knowledge and increase student engagement with learning activities. Pedagogy should be backward design the plan and assess knowledge constitute goal. Quality outcome and cost effectiveness of methods of teaching and learning in colleges are being scrutinized more closely. Totally paper includes longitudinal curriculum development, student development and faculty development.

**Keywords:**

*Universalization, Education, Pedagogy, Program outcome, Achievements, Quality education, curriculum.*

**Ensuring Excellence: Quality Assurance in Higher Education**

Dr. A. Vignesh<sup>54</sup>, Dr. A L. Alagappan<sup>55</sup> & Dr. N. Sathiyendran<sup>56</sup>

This conceptual research article aims to explore the multifaceted landscape of quality assurance in higher education institutions (HEIs). As the demand for higher education continues to rise globally, ensuring excellence and maintaining standards have become paramount concerns for HEIs. Drawing upon existing literature and theoretical frameworks, this article provides a comprehensive overview of the principles, processes, and challenges

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associated with quality assurance in higher education. It delves into the various dimensions of quality, including teaching and learning, research, governance, and student support services, and examines the role of accreditation, assessment, and evaluation mechanisms in upholding standards and promoting continuous improvement. Additionally, this article explores emerging trends and innovative approaches in quality assurance, such as digital technologies, data analytics, and internationalization strategies, and discusses their implications for shaping the future of higher education.

**Keywords:**

*Quality assurance, higher education, accreditation, assessment, evaluation, standards, excellence, continuous improvement.*

**Empowering Sustainability: ENACTUS JU'S Impact on NGO Sustainability from The Perspective of Members**

Ms. Geetanjali S<sup>57</sup> and Mr. Nikhil M S<sup>58</sup>

In an era marked by pressing environmental concerns and socio-economic disparities, the role of non-governmental organizations (NGOs) in fostering sustainability and social change has become increasingly pivotal. Collaborations between NGOs and student-led organizations like Enactus offer promising avenues for bolstering sustainability efforts. This study investigates the impact of Enactus JU on NGO sustainability, focusing on the perspectives and experiences of NGO members engaged in collaborative projects. Through qualitative interviews, surveys, and participatory observations, the research illuminates the multifaceted ways in which Enactus initiatives contribute to enhancing the operational capacity, financial stability, and social impact of partner NGOs. The findings reveal a robust relationship between Enactus JU's projects and the achievement of Sustainable Development Goal 2030, emphasizing the significant contribution of university-led initiatives to sustainable development efforts. Furthermore, the study identifies a meaningful association between Enactus JU project initiatives and the mental well-being of NGO members, underscoring the positive impact on individuals associated with NGOs. These insights underscore the transformative potential of university-based initiatives in fostering sustainability within the

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NGO sector, offering actionable recommendations for enhancing the effectiveness and impact of future collaborations between student-led organizations and NGOs. Keywords: NGOs, Sustainability, University led projects, Enactus JU.

**Keywords:**

*Empowering Sustainability, Enactus Ju's Impact On Ngo, Sustainability, Perspective of Members.*

## **Impact of cooperative learning strategy on Students' Achievement in learning**

### **Accountancy**

Ms. Anita Rajendran<sup>59</sup>

Cooperative learning is a powerful and effective instructional methodology that involves both teachers and students working together to achieve learning objectives. Benefits of cooperative teaching include increased student engagement, improved motivation, and enhanced academic achievement. The Think-pair-share technique is perhaps the widely known and commonly preferred cooperative learning strategy. It encourages students to work in pairs to learn, discuss and then share among the class. This paper studies the significance of think-pair-share as a cooperative learning strategy and its impact on students' ability to learn and their involvement in class participation in an undergraduate accountancy class. The study adopts a descriptive research method. The primary data was collected on the basis of a questionnaire issued to the sample group. The opinion and views of the students was also collected on the basis of a discussion with them.

It is found that this teaching methodology help the students understand learn and remember the concepts taught in the class. The students felt more confident to attempt the problem as they felt they have the chance to discuss their answer with their chosen partner and correct the mistakes, if any. It was observed that this strategy of cooperative learning had a great impact on their learning ability. When the students got a chance to discuss the answer with their partner, it helped them to come out of their shyness and fear to face the class and share the solution in front of the class. It is understood that this teaching methodology help the

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students learn and recall the concepts taught in the class. Thus overall, cooperative teaching learning is a valuable strategy that promotes collaboration and active learning among both teachers and students.

**Keywords:**

*cooperative learning, confidence, learning ability, class discussion, think-pair-share.*

**Inclusiveness of Spiritual and Moral Learning in Higher Education to Meet Internationalization Through the Indian Education System**

Mr. Subramanyam B<sup>60</sup> and Dr. RajaRajan Vanjiko<sup>61</sup>

In the Indian setting, education can be divided into two categories: ancient and contemporary. Before the current educational system, pupils were taught highly moral and sacred principles, which elevate and maximise their potential based on their aptitude. There were two renowned universities in the past called Nalanda and Takshashila. These universities made significant contributions to the advancement of education and cultural exchanges dispersed knowledge throughout South Asia, i.e., from numerous scholars and students from China, Korea, Japan, and other countries. These two universities provided a wide range of courses in subjects like economics, mathematics, medicine, philosophy, and military literature.

It is the only duty of each HEI to restore traditional, spiritual, and moral values as the cornerstone of the modern student body; if not, the loss of the influential youth will be the price the HEIs must pay.

The student body must adopt moral principles that are thought-provoking and spiritual for society to avoid the many negative aspects of the current state of affairs. We have encountered these circumstances, for instance, in Bengaluru, Hyderabad, Delhi, Mumbai and Chennai.

HEIs are dealing with the issue of "Nasha," or high, as a result of foreign cultural influence. To recover from this, cultural enrichment must be improved. Indian higher education may

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provide students with a wider global perspective, promoting tolerance, empathy, and cross-cultural understanding, as well as ethical leadership, personal development, and the promotion of peace and harmony in society, by integrating spiritual and moral studies. Integrating spiritual and moral learning does not detract from academic rigor but enhances it. Students who develop a strong moral compass and spiritual grounding are often more resilient, creative, and innovative in their academic and professional pursuits.

**Keywords:**

*HEIs, Cultural, Moral and Spiritual, Peace and Harmony.*

### **Internationalization of Higher Education-Impact on Host Communities**

Ms. Swetha.N<sup>62</sup> and Dr. Josphin<sup>63</sup>

Higher education's globalization has become a major factor influencing academic curriculum, research projects, and institutional policies across the globe. This research explores the complex effects of internationalization on host communities, looking at both positive and negative effects. Through an examination of factors including resource distribution, social integration, cultural diversity, economic benefits, and possible obstacles encountered by receiving communities, the study seeks to provide light on the intricate dynamics associated with internationalization. It aims to contribute to a more understanding of the globalized landscape of higher education by offering insights into how the influx of international institutions and students affects local communities through rigorous analysis.

**Keywords:**

*Impact of Internationalization, Financial Implications, Local Communities.*

### **Governance-Related Issues and Changes in Higher Education Institutions**

Ms. Vimala B.S<sup>64</sup> and Dr. R. K Senthil Kumar<sup>65</sup>

The Higher education system of India is currently one of the most eminent areas in the whole world. This reality has significantly improved the HEI's situation in India regarding quality

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and amount. Particularly in specialized training IITs and administration IIMs have proactively denoted their notoriety among the first-class HEIs of the world. According to the UGC as of June 2018 in numbers as of now 47 focal colleges, 393 state colleges, 124 considered colleges, and 312 Confidential Colleges are serving the country. Most of these colleges barred private colleges in India have affiliating schools where undergrad and post-graduate courses are being educated and Ph. D courses are led on college grounds level. Confidential Colleges are giving graduation, post-graduation, and research training on their grounds.

**Keyword:**

*Higher Education, Quality, UGC.*

**The Impact of Internationalization on Quality and Equity of Higher Education: An analysis on Student Mobility and Choice**

Ms. Evelyn Nischitha<sup>66</sup>, Dr. M Lakshmipathi Naidu<sup>67</sup>, Ms. Sindhu M<sup>68</sup>

In an increasingly interconnected world, the internationalization of higher education has become a focal point for institutions striving to enhance academic quality and promote equitable access to educational opportunities. This research paper delves into the multifaceted dimensions of internationalization, focusing specifically on its influence on the quality and equity of higher education, with a case study approach examining student mobility and choice.

Through an extensive literature review, this study explores the various theoretical frameworks underpinning internationalization efforts, including cultural exchange, knowledge transfer, and economic globalization. By synthesizing empirical evidence, it seeks to elucidate the impact of internationalization on both the academic excellence and inclusivity of higher education institutions.

Central to this investigation is the examination of student mobility patterns and decision-making processes in selecting international study destinations. Through qualitative and

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quantitative analyses, the paper seeks to uncover the factors influencing student choices, including academic reputation, program offerings, affordability, and cultural considerations. Furthermore, it examines how internationalization initiatives contribute to the enhancement of educational quality, such as through the integration of diverse perspectives, innovative pedagogical approaches, and research collaboration.

Moreover, this research investigates the implications of internationalization on the equitable distribution of educational opportunities. By scrutinizing access barriers and disparities in student mobility, it aims to identify strategies for mitigating inequalities and fostering greater inclusivity within higher education systems.

Drawing upon empirical evidence and theoretical insights, this paper offers practical recommendations for policymakers, educational administrators, and stakeholders to optimize the positive impacts of internationalization on both the quality and equity of higher education. Ultimately, it advocates for a holistic approach to internationalization that prioritizes academic excellence, cultural diversity, and social inclusion in higher education institutions worldwide.

**Keywords:**

*Internationalization, Mobility and Choice, Higher education.*

### **A Study on Innovative Teaching Methods in the field of Education**

Ms. Reshma B<sup>69</sup> and Dr. Babu V<sup>70</sup>

To accomplish set educational objectives, new technology and teaching methods are adapted to transform the current system. Previous books served as the only sources of knowledge, tailored education, and personalized learning. It has been demonstrated today through Information and communication technology (ICT) has been shown in studies to improve the effectiveness and efficiency of the teaching and learning process. Constructive methods, demonstration, discussion, storytelling, role-playing, visits, projects, laboratories, assignments, quizzes, problem-solving, dialogue, question and answer, seminar and

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conference method, lecture with PowerPoint presentations, flip class, lecture with audio and video presentations, online teaching, etc. are some of the teaching strategies that have been used in higher education, but only a small number of educators and institutions regularly employ these strategies. To improve student engagement, perception, and cognitive growth, a new paradigm for teaching and learning is required. the conversion of instructional materials from text to visual formats. This shift is more successfully learned through creative and efficient teaching strategies.

**Keywords:**

*Teaching Methods, Constructive methods, Cognitive growth, Teaching strategies.*

**Navigating Work & Study: Opportunities and Challenges of Part-time Employment  
Alongside Higher Education**

Ms. Sindhu M<sup>71</sup> and Ms. Roopa H S<sup>72</sup>

This study critically examines the influence of part-time employment on higher education, investigating the intricate balance between work and study among university students. Through surveys involving 100 part-time working students and interviews with faculty members and department heads, the research explores critical themes, including workload management, academic performance, skill acquisition, financial independence, and work-life balance. Findings unveil a nuanced correlation between part-time employment and educational outcomes, revealing varied experiences among students. While some benefit from skill development, others encounter challenges with time constraints and academic pressure. Notably, skill acquisition through practical experience is a significant advantage, yet issues persist in workload management and work-life balance. Institutional perspectives underscore the importance of supporting part-time working students through policies and resources to foster their academic and personal growth. Employing a primary data collection method using convenient and purposive sampling within a critical analysis research paradigm, this study adopts a cross-sectional time frame and utilizes thematic analysis to analyze the data.

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The primary objective is to identify effective strategies for balancing academic and part-time work commitments, with potential societal impacts including reduced unemployment rates and increased financial independence among students pursuing higher education. Future implications may entail modifications in the higher education system and policy recommendations for educational institutions and professional bodies. Ultimately, this research aims to provide insights to institutions and policymakers, facilitating the creation of supportive environments that enable students to successfully manage the complexities of work and study during their higher education journey.

**Keywords:**

*Part-time employment, Higher education, Workload management, Academic performance, Skill acquisition, Financial independence, Thematic analysis.*

## **Exploring Dynamic Pedagogies: Innovations in Teaching and Learning for the 21<sup>st</sup> Century**

Ms. Spoorthi R<sup>73</sup>

This research delves into the evolving landscape of teaching and learning paradigms, focusing on innovative approaches suited to the demands of the 21st century. Through a synthesis of theoretical frameworks and empirical evidence, the paper investigates dynamic pedagogies that foster engagement, critical thinking, and lifelong learning skills among students. It examines the integration of emerging technologies, active learning strategies, and collaborative methodologies to create inclusive and student-centered educational environments. Moreover, the abstract highlights the importance of teacher professional development and institutional support in facilitating the implementation of these innovative pedagogical practices. Ultimately, the research aims to provide insights into effective strategies for enhancing teaching and learning experiences in contemporary educational settings.

**Keywords:**

*Teaching and learning paradigms, Dynamic pedagogies, 21st century education, Emerging technologies, Teacher professional development.*

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## **The Impact of ICT in Education: Benefits and Challenges**

Ms. Amalu Kattunilam<sup>74</sup>

Information and Communication Technology (ICT) has revolutionized the landscape of education, offering both immense benefits and formidable challenges. This paper explores the multifaceted impact of ICT in education, delving into its transformative potential and the obstacles it presents. The benefits of integrating ICT in education are manifold. Firstly, it enhances access to educational resources, breaking down geographical barriers and providing learners with a vast array of online materials. Additionally, ICT facilitates interactive and personalized learning experiences, catering to diverse learning styles and needs. Moreover, it fosters collaboration and communication among students and educators, promoting a dynamic learning environment. Furthermore, ICT equips learners with essential digital skills, crucial for their success in the modern workforce. However, alongside these benefits, ICT in education also poses significant challenges. One such challenge is the digital divide, which exacerbates inequalities in access to technology and internet connectivity, particularly in marginalized communities. Additionally, there are concerns regarding the quality and reliability of online information, necessitating digital literacy education to navigate the vast sea of digital content critically.

Furthermore, integrating ICT into pedagogy requires substantial investments in infrastructure, teacher training, and ongoing technical support, which may strain educational budgets. While ICT holds immense promise for revolutionizing education, realizing its full potential requires addressing the associated challenges effectively. Policymakers, educators, and stakeholders must work collaboratively to bridge the digital divide, enhance digital literacy, and ensure equitable access to ICT resources. By leveraging the benefits of ICT while mitigating its challenges, education can be transformed into a more inclusive, interactive, and effective endeavour suited for the demands of the digital age.

### ***Keywords:***

*ICT in Education, Benefits and Challenges.*

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## **Surge in Indian students embarking on a journey to foreign shores for higher education.**

Ms. Rithu R<sup>75</sup>

The surge in Indian students embarking on a journey to foreign shores for higher education is not just a pursuit of academic excellence, but a vibrant quest for global exposure, cutting-edge knowledge, and a mosaic of life-changing experiences. From the 1990s to the present, each subsequent year has generally seen an increase in the number of Indian students studying abroad, with temporary fluctuations due to global events like economic recessions or the COVID-19 pandemic. This trend reflects the evolving educational aspirations and global ambitions of Indian students. The objective of this paper is to have a study on the statistics of migration, its initiation factors, the top-notch destination countries, the courses, and educational institutions abroad. It also attempts to bring out the leading factor as well its effect on our country. The methodology adopted in this paper is the thorough literature survey of the research published in the recent years and to analyse the data from different perspectives.

### **Keywords:**

*Migration, Higher Education, Indian Students, Statistics, Foreign.*

## **Revolutionizing Education: The Role of AI in Empowering Teachers**

Ms. Bhargavi Iyer B.S<sup>76</sup> and Ms. Yeshaswini C.B<sup>77</sup>

Nowadays, Artificial Intelligence (AI) has become a revolutionary influence across multiple sectors, driving transformation and innovation., revolutionizing traditional practices and introducing innovative solutions. In the field of education, AI technologies have demonstrated immense potential to enhance learning experiences, personalize instruction, and streamline administrative processes. As technological advancements continue to permeate every aspect of our lives, the field of education is no exception. With the rise of Artificial Intelligence (AI), there has been a growing interest in exploring its potential to enhance teaching and learning experiences. According to insights from the 21st International Conference on Artificial Intelligence in Education in 2020, there is a growing recognition of

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the significance of the Artificial Intelligence Development Environment (AIED) within the realm of educational technologies. This field is emerging as a pivotal area of focus, highlighting its potential to revolutionize educational practices through the integration of advanced AI technologies.

The use of AI is still not clear for educators how to take pedagogical advantage of it. On the other hand, knowing the impact of AI helps in teaching and learning in higher education. The impact of AI in education and its pros and cons are presented here. This research paper aims to deliver the various applications of AI in education, its benefits, challenges, prospects, and drawbacks. By examining current studies, methodologies, and practical implementations, this paper seeks to provide insights into how AI can revolutionize teaching methods and contribute to more personalized and effective learning environments. The research methodology used is secondary data collection from journals, reports, and articles.

**Keywords:**

*Artificial Intelligence, Education Sector, Challenges, Drawbacks, E-Learning.*

**Assessment On Role of ICT Tools in Education**

Ms. Vinutha K<sup>78</sup>, Ms. Parimala.R<sup>79</sup> and Ms. Vidhya Shree. S<sup>80</sup>

Over The technological change and rapid development of information and communication technologies (ICT) during the past two decades has made significant changes in the field of education. The power of information and communication technologies has transformed many facets of people's lives. This paper investigates the importance and role of information and communication technologies (ICT) tools in the field of education. The study is based on secondary data collected from various articles, journals etc.

**Keywords:**

*Education, teaching, Role of ICT.*

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## **A Study on the Importance of Teaching and Learning in the Class Room**

Ms. Naghma Sultana<sup>81</sup> and MS. Rachana Pradeep<sup>82</sup>

This research aims to understand whether teachers are mastering the knowledge and skills necessary to conduct classroom action research through two courses, Classroom Action Research (CAR) and Enhancing Teaching Professional Skills. Teaching and learning go hand-in-hand. Effective teachers continually improve their skills by learning about the latest trends in the field of education. The teaching life is the life of the explorer, the creator, constructing the classroom for free exploration. It is about engagement. It takes courage. It is about ruthlessly excising what is flawed, what no longer fits, no matter how difficult it was to achieve. It is about recognizing teaching as a medium that can do some things exquisitely but cannot do everything.”

### **Keywords:**

*Teaching, Learning, Recognizing, Classroom Action Research, Enhancing Teaching Professional Skills.*

## **Integration of International Perspectives in Higher Education**

Ms. Anusha R<sup>83</sup>, Ms. Arpita A Joshi<sup>84</sup>, Ms. Divya S R<sup>85</sup> and Ms. Swati H Gudi<sup>86</sup>

Education is a carving of a stone into an idol, it is a channel which transforms a group of people into civilised one. It involves the development in communication, etiquettes, discipline, motivation, adaptability, courage to face the word. Internationalisation of higher education is the process of integrating an international dimension into the teaching or learning, research and service functions of a college or university. Internationalisation of higher education is scenario which sets common standards to the students around the world. The students perceiving higher education are ones who do not receive information through traditional channels. They have been involved with information technology and working on it even before they have spoken. They possess a natural curiosity to learn and have their own

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unique perspective towards approach learning, which differs from that of their parents and teachers. Communicating with them requires an approach that is based on negotiation and compromise. Challenges in internalisation of higher education are regulatory challenges, funding and resources, cultural differences and lack of cross-cultural understanding, collaboration between the countries.

The strategies that can mitigate the challenges are addressing language barriers through language courses and translation services, developing a more welcoming and inclusive campus environment for international students, through various schemes encouraging collaboration between the education institution. The current scenario in world is such that the higher education sector has received limited attention from the government and private sector to achieve the goal of internationalisation. Universities must adopt an international perspective towards their teaching and research activities to attract students. The objective of this paper is to understand how universities and education institution will gear up and try to provide a wider landscape for students to engage more into a qualitative research and learning. Keywords: Internationalisation, World-class institution, Cross-culture.

**Keywords:**

*Integration, international perspectives in higher education.*

**Effective Strategies through Blended Learning method for students**

Ms. Padmaja C<sup>87</sup>

Technology continues to evolve and impacts all aspects of our daily lives, learning and education of these new technologies cannot be overlooked. It is important to remember that “evolving” refers to moving ahead to the next level without decimating the old, that is, taking advantage of both worlds – the positives of the old with the advantages of the new. In the case of education, this is known as blended learning. The concept of blended learning has gained great popularity over the last few years, with its advantages being lauded by learning professionals. Blended learning combines the benefits of traditional classroom teaching with emerging technology to make learning more real-time, contextual, and engaging. When students learn in a blended learning setting, they do more than master the subject they’re

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learning; they also master the use of technology. In-person instruction from a teacher is essential to the blended learning approach. Developing listening skills in addition to visual and kinaesthetic skills is important for student development. Blended learning benefits both students and teachers. Because all students live in a technology-driven world, blended learning can be helpful to every student. Mobile access means teachers can easily schedule assignments, score student submissions, and track student progress through an online teacher management hub, day or night. Blended learning helps teachers stay organized and connect in more meaningful ways with their students. Blended learning methods can be integrated into almost any classroom.

**Keyword:**

*Blended learning, Technology, kinaesthetic skills, Teaching.*

**A Study on Hybrid learning in HEI's in Commerce**

Mr. Venkatesh Kumar R<sup>88</sup> and Mr. Suresh C<sup>89</sup>

Higher Education Institutions (HEI's) are adopting hybrid learning as a popular teaching strategy because it combines traditional in person instruction with online learning elements. The application and efficacy of hybrid learning in the sphere of commerce at HEI's are examined in this study. This study investigates the views, experiences and results of hybrid learning among the students, faculties and administrators through a thorough literature analysis and the use of the qualitative and quantitative research methods. The study intends to determine the variables driving the uptake of hybrid learning, satisfaction and investigate implementation best practices and obstacles. The study's conclusions deepen our understanding of hybrid learning in commerce education and provide guidance to HEI's looking to enhance their teaching methods in the digital era. Key Words: Hybrid learning, Higher education institution (HEI's), Commerce Education, Implementation, Effectiveness, Online Platform.

**Keywords:**

*Hybrid learning, HEI's, Commerce.*

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## **Feminist Pedagogy in Virtual Spaces: Strategies for Inclusive Online Learning Environments**

Ms. Hemalatha Yadav J<sup>90</sup> and Dr. Kapil Arora<sup>91</sup>

The main fact is defined for the improvement of the systems of education we utilize the way the quantifiable is delivered from the perceptions of instruction or student engrossment. The interactions involving apprentices and teachers enhance the relationship and linking between them. Ensuring all-inclusiveness within these frameworks is still a topic. A holistic method to teaching and sustenance recognizes that education seems contextual and involves variables other than just nature or motivation. The primary quantitative data collection method has been taken in the research with the use of SPSS IBM software to investigate the online education environments. The age group of 26 to 30 had a frequency of 20 and an agreeing cumulative proportion of 57.1%. The value of the exchange is 15.386 which appraised the impact of proper procedure for the improvement of feminist teaching. The accommodations of the digital technologies increase the attraction and concentration among the apprentices and this becomes helpful for the forthcoming growth of the schoolboys about the feminist education system. Curiosity among the students can be enlarged by showing them unlike kinds of 3D enterprises about radicalism.

### **Keywords:**

*Feminist pedagogy, online learning, Feminist movements, Techniques.*

## **Exploring transformative paradigms through a comprehensive study of innovations in teaching pedagogy and learning platforms**

Ms. S Sandhya<sup>92</sup> and Dr. Hemachandra Gudimindla<sup>93</sup>

In today's ever-changing educational landscape, innovative teaching pedagogy and advanced learning platforms are essential. This paper explores the transformative journey of education, examining cutting-edge approaches that improve the teaching-learning process. The convergence of technology and pedagogy has helped in an entirely novel phase of education, redefining conventional approaches and creating an environment that promotes diverse learning styles. Firstly, this paper discusses about the technological advancements that have

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fuelled innovation in teaching pedagogy. These immersive technologies empower educators to create dynamic and interactive learning environments that go beyond the limitations of traditional lectures. Using AR and VR, educators can engage students in simulations, virtual field trips, and real-world problem-solving scenarios, providing a hands-on learning experience that broadens beyond the confines of traditional classrooms. Further, it explores the evolution of learning platforms, that has extended the traditional classroom setup beyond physical boundaries. These platforms provide a flexible and accessible approach to education, allowing students to interact with content at their leisure. Massive Open Online Courses (MOOCs) have grown in popularity, providing a diverse range of courses from prestigious institutions and democratizing global access to education. Furthermore, this paper investigates the concept of gamification in learning platforms. Adding game elements to educational content can help educators improve student motivation, engagement, and retention. Gamified learning platforms use competition, rewards, and interactive challenges to make learning more engaging and effective. Finally, discusses the challenges and future implications of these innovations. While the advantages of incorporating technology into education are obvious, concerns have been raised about equitable access and digital literacy. Bridging the digital divide and ensuring that all students have access to these cutting-edge tools remain critical components of educational innovation.

**Keywords:**

*Innovation, Teaching Pedagogy, Learning Platforms, Massive Open Online Courses (MOOCs), Gamification in Education.*

**A Study on UVCA Environment on Higher Education: Teachers and Students  
Perspective**

Dr. K Uma Maheswari<sup>94</sup>, Ms. Vanthana. S<sup>95</sup> Ms. Anushuya.J<sup>96</sup> and Ms. Yamunashree. B<sup>97</sup>

The higher education sector is facing several challenges in today's volatile, uncertain, complex, and ambiguous (VUCA) environment. To align with global competencies, it must enhance the quality of education. However, higher education institutions encounter

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difficulties in adapting to diverse student learning capacities while striving to emulate global organizational, pedagogical, curricular, industry interface, and academic research models. This study aims to analyze the needs of students when they enter higher education their learning process stages during their tenure and teachers' competencies. The paper will focus on an empirical survey of students and teachers who propose a hierarchy of six needs: certainty, diversity, significance, networking, contribution, and growth. These needs will be linked with various stages of student learning and teachers' competency levels and provide suggestions. Keywords: VUCA environment, pedagogical, student needs, Teacher competencies.

**Keywords:**

*UVCA Environment, Higher Education, Teachers and Students Perspective.*

**English as a Lingua Franca**

Ms. Kavyashree MA<sup>98</sup>

English as a Lingua Franca is wide spread language in today's world. This paper digs in to the dynamic realm of English as a common language usage all over the world and its pivotal role in global communication.

As the world becomes associate, English excels its extremities in its heritage and it is way over across varied communicative and aesthetic landscapes. This paper explains the subject matter as how does it hand out to the world, or the community? How does it sense to the working members in a firm? Unwind the complicated nature, and the evolving nuances of English language use in a world characterized by communicative diverseness.

Through insightful examination and case histories, we look into how English as a Lingua Franca make the path for effective cross-cultural communication while being decisive nuanced understanding of linguistic heterogeneity.

**Keywords:**

*English as a Lingua Franca, Communicative, Aesthetic Landscapes.*

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## **Student's Choice and Mobility Empowering Learners in a Dynamic Academic Landscape**

Ms. Kusuma G<sup>99</sup>

Globalization, altering social objectives, and technological advancement are all contributing to the rapid evolution of the educational landscape. The idea of students' choice and mobility has become more prominent in this dynamic environment as a critical component in determining the direction of education. This study examines the various aspects of students' mobility and options, looking at the variables that affect students' decision-making regarding their education and the effects of greater flexibility on students' academic paths.

The contemporary Teaching learning process is Cohesive rather than coupling in nature. The study explores the wide range of alternative education models, online learning environments, traditional brick-and-mortar schools, and vocational training that are available to students which develops critical thinking skills. It looks into how technology may make learning more accessible by enabling students to connect with one another virtually and participate in individualized learning experiences that are catered to their unique goals and objectives.

The study also examines how students' choices and mobility are impacted by socioeconomic variables, cultural issues, and technological infrastructure. It also looks at the possible advantages and difficulties of more educational flexibility, including better access to specialized programs, the democratization of information, and the development of an international community of learners.

The study highlights guidelines and mechanisms for assistance available for any problem unsolved or faced by the student. It also takes into account the part that lawmakers, technology companies, and educational institutions play in developing a flexible and inclusive educational environment that can accommodate a range of learning preferences and styles In the end, this paper adds to the current conversation about how education is changing

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by illuminating the complex interactions that exist between students' choices, their mobility, and the changing nature of education.

**Keywords:**

*Educational landscape, Cohesive, coupling, traditional brick-and-mortar schools.*

**The Role of Strategies in Higher Education Institutions: A Special Focus on Legal Education**

Dr. Ranganathaiah C.B<sup>100</sup>

In the dynamic landscape of higher education, strategies play a pivotal role in shaping the direction and success of institutions, particularly in specialized fields such as legal education. This article explores the significance of strategies in higher education institutions with a special emphasis on legal education. It delves into the unique challenges and opportunities within the legal education sector and examines how strategic planning can enhance the quality, relevance, and effectiveness of educational offerings. By analyzing key strategies and their implications, this article underscores the importance of proactive and adaptive approaches in fostering excellence and innovation in legal education.

**Keywords:**

*Strategic planning, Higher education institutions, Legal education, Curriculum development, Faculty engagement*

**Innovative Approaches Enhancing Pedagogy and Learning Management in Education**

Ms. Ashalatha G M<sup>101</sup> and Ms. Bhoomika .S<sup>102</sup>

This research explores the dynamic landscape of educational innovation, focusing on novel pedagogical strategies and advancements in learning management systems. Through a comprehensive analysis, it aims to identify key trends, challenges, and opportunities in the pursuit of optimizing teaching methodologies and enhancing the overall learning experience. The abstract delves into the critical role of technology, adaptive learning models, and collaborative frameworks in shaping the future of education. Additionally, the study

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investigates the impact of innovative teaching practices on student engagement, retention, and academic achievement. The study delves into the ever-evolving landscape of education, examining the transformative potential of emerging technologies, adaptive learning models, and collaborative frameworks.

Through a meticulous analysis of empirical data and in-depth case studies, this research not only identifies current trends but also sheds light on the challenges faced in the implementation of innovative teaching strategies. Furthermore, the study emphasizes the dynamic role of technology as an enabler of personalized and inclusive learning experiences. In conclusion, this research underscores the critical importance of continual adaptation in educational practices. By offering insights and recommendations, this study aims to contribute to the ongoing dialogue on shaping the future of education through inventive teaching methodologies and robust learning management systems. The abstract concludes by emphasizing the significance of continuous adaptation in educational practices to meet the evolving needs of diverse learners in a rapidly changing world.

**Keywords:**

*Education, Pedagogy, Learning Management, Innovation, Technology, Student Engagement, Teaching Strategies, Emerging Trends.*

**The FASM Framework: An Integrated Model of Strategies to Overcome Challenges in Higher Education.**

Ms. Malini Roy<sup>103</sup>, Ms. Beenish Rasool<sup>104</sup>, Dr. Abdul Raffie Naik<sup>105</sup>

Individuals must often overcome a plethora of difficulties and barriers in order to succeed in their pursuit of higher education. Students' advancement in higher education can be hampered by a variety of factors, including discrimination, societal expectations, lack of family support, performance anxiety, and financial limitations. The rising prevalence of mental health conditions like stress, anxiety, and depression among individuals is another significant barrier for those seeking higher education. Their academic performance and general well-being are negatively impacted by each of the above factors. In order to empower individuals to

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overcome these challenges and flourish intellectually, socially, and emotionally, proactive actions and techniques are needed.

This paper introduces FASM - a comprehensive framework of strategies to combat the challenges faced by individuals in pursuit of their higher education. The primary aim of the FASM Framework is to present an integrated model of strategies tailored to address the Financial, Academic, Socio-cultural, and Mental health challenges encountered by students in higher education. The framework aims to foster an inclusive environment conducive to academic success and holistic well-being. The development of the FASM Framework involved a systematic review of existing literature and best practices concerning challenges in higher education. By addressing Financial, Academic, Sociocultural and Mental health concerns, educational institutions can foster an inclusive environment for incoming students to have a safe, positive, and holistic experience to succeed in their educational endeavours.

***Keywords:***

*FASM Model, Strategies, Challenges and Higher Education.*

**An Analysis on Students Perceptions Towards Internationalisation Efforts in Higher Education**

Dr. Lakshmipathi Naidu<sup>106</sup>, Ms. R Deepa<sup>107</sup>, Mr. Balasrinivasan<sup>108</sup>

Internationalisation initiatives have become more prominent in today's higher education environment. The overall objective of internationalisation programmes is to promote knowledge, comprehension, and involvement with global educational experiences; however, the efficacy and inclusivity of these programmes may differ throughout institutions. Even if the goal of internationalisation is to increase students' knowledge of, awareness of, and interest in diverse educational possibilities., there are still important gaps in our knowledge regarding what students think of these activities despite the fact that programme efficacy and acceptance can vary greatly.

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The specific focus of this research is on students' perceptions and experiences of internationalisation activities in higher education institutions. The study adds to a better understanding of internationalisation efforts in higher education by examining students' perspectives

Using a combination of multiple regression analysis and correlation statistical techniques, this study looks at students' knowledge, understanding, and participation in internationalisation activities. A complete survey instrument was distributed to a broad sample of undergraduate and post graduate students which included a 5-point Likert scale questionnaire.

The findings shed light on the diverse perspectives held by students on internationalisation efforts, offering insights into their areas of proficiency as well as potential areas for improvement. Crucial subjects were revealed, including the ways in which study abroad opportunities, multicultural events, and taking courses with a global viewpoint influenced students' job aspirations, cultural competency, and academic success.

**Keywords:**

*Internationalization, Higher Education & Students Perception.*

### **Effective Learning for Teaching 21<sup>st</sup> Century Skills**

Ms. Manasa H. B<sup>109</sup>

Skill consists of knowledge, competencies and abilities to execute. Professional skill and Personal skill plays a vital role for success. Higher Education Institutions (HEI's) inculcated 21st century skill which enables students to face contemporary challenges. Unlike ancient times teacher's role is not only imparting knowledge. New age for Internationalization of education, HEI's focuses on multidimensional education. 21<sup>st</sup> century teaching is complex and challenging. So, educators need to master in integrated technology teaching skills. This paper intended to study the educator's efforts to teach 21<sup>st</sup> century skills to their students. The study collected the data from 31 educators. Tested hypothesis by adopting statistical techniques like regression and ANOVA. The study results in most of the educators need to be

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updated to meet the needs of their students and to prepare them to face future challenges through their skills.

**Keywords:**

*Effective learning, 21<sup>st</sup> century skill, contemporary challenges.*

**E-Mindset: Understanding the Psychological Impacts of ICT Learning**

Ms. Aditi Arun Rao<sup>110</sup> and Dr. Anitha D.S<sup>111</sup>

In the contemporary era, Information Communication Technology (ICT) has reshaped the landscape of education, presenting both unparalleled opportunities and unforeseen challenges. ICT learning encompasses a vast array of technological tools and platforms, spanning from interactive software to virtual reality simulations. These tools have the potential to significantly impact cognitive processes, enhancing memory retention, attentional focus, and problem-solving skills. Through their interactive and immersive nature, ICT facilitates active engagement with learning materials, fostering deeper understanding and knowledge acquisition.

However, besides these benefits, ICT brings forth a spectrum of psychological impacts. On a cognitive level, ICT offers unprecedented opportunities for interactive and multimedia learning, nurturing critical thinking skills and improving information processing abilities. Yet, the influx of information from digital devices can also result in cognitive overload and distraction, posing challenges to effective information management. In the emotional sphere, ICT serves as both a source of social connection and a trigger for emotional distress. While digital platforms facilitate social interactions and maintain relationships across distances, they can also contribute to feelings of anxiety and depression, potentially leading to issues such as digital addiction and a disconnection from the physical world. In the realm of social dynamics, ICT profoundly influences interpersonal relationships and identity formation. While digital platforms offer opportunities for social connection and self-expression, they also present challenges to the development of social skills and authentic self-presentation.

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Issues such as online identity construction and privacy concerns further complicate the formation of individuals' digital identities. In educational settings, ICT holds immense potential to transform learning experiences, offering access to diverse resources and fostering collaborative learning environments.

The present paper focuses on examining the multifaceted impacts of Information Communication Technology (ICT) on individuals' cognitive processes, emotional well-being, and social dynamics.

**Keywords:**

*ICT, Education, Cognition, Emotion, Social Dynamics.*

### **Exploration of Cross-Cultural Complications in Workplace Fraternity**

Ms. M Harini<sup>112</sup> and Dr. P. Parthiban<sup>113</sup>

In today's competitive world, increasing globalization has paved way to study the cross-cultural issues in an organization and its management. The cultural backgrounds and circles are manifold within the workspace as the organizations have broadened their expertise across borders. These challenges have a pessimistic effect on collaboration, imparting views and universal organizational potency. Thus, it is very crucial for every organization to embrace fruitful plans of action to sort these multicultural issues and preside over the workplace effectively. Cross-cultural management refers to controlling the conflicts and convolutions that emerge when the people of organization from various culture work together. In today's proliferation of economy, organizations function in cross-cultural conditions, thereby making it necessary to execute some productive strategies to overcome these differences. The majorly happening issues that arise in a multicultural environment are difference in integrity, language barriers, varying styles in communication and disparity in management practices. The major drawback of these cross-cultural differences is misunderstandings and conflicts. Variation in communication styles can lead to perplexity and mistakes. In order to eradicate these problems, the organizations can normalize cross-cultural workspace and create

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awareness among the workers. Extra special training for the employees to cope with their colleagues' communication styles can be habituated. An in-depth knowledge in socio-political changes, legal structures and overseas business practices play a major role in successful management of cross-culture. Eventually, effective strategy for managing cross culture that welcomes and encourages cultural diversity can assist the organizations to shun these multicultural conflicts and to build a peaceful work habitat.

**Keywords:**

*Diversity, Multicultural conflicts, Social norms, Organizational behaviour, Global network.*

### **Information Technology Education: Comparing EdTech Solutions to Traditional Classroom Pedagogy**

Mr. Srivats Ankith Raju<sup>114</sup> and Mr. Shreyas Balaji P<sup>115</sup>

In recent years, The Indian EdTech sector has experienced rapid growth, fuelled by increased accessibility and demand for personalised learning experiences. However, rigorous research into the effectiveness of such EdTech solutions often prioritises commercial value over in-depth studies of educational outcomes. While the EdTech industry's financial success has been extensively documented, investigations into the actual knowledge and skills these solutions impart remain limited. This article analyses the ability of popular digital technology solutions to successfully deliver education, providing insights crucial for educators, learners, and EdTech developers alike. This review focuses specifically on the growing market of skill development EdTech solutions targeted towards students pursuing information technology fields (such as coding, data science, web development, software engineering, cybersecurity). It compares these digital platforms against traditional classroom learning, utilising a framework that considers psychological and edu-empirical factors like motivation, memory, standardised test scores, attention, and stress levels. Understanding these factors is vital for evaluating whether EdTech tools can genuinely replace or effectively supplement conventional educational environments. This paper systematically analyses several key differences between the two modes of pedagogy and explores how these differences impact

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the effectiveness of disseminated education. By examining these factors, the study aims to provide a clearer understanding of where EdTech solutions currently excel, where they may fall short, and how to optimise their potential to enhance the learning experience within the information technology education sector.

**Keywords:**

*Information Technology Education, Comparing EdTech Solutions, Traditional Classroom Pedagogy.*

**Services Revolution- A case study on Higher Education Institutional Strategies with respect to Management Education in India**

Ms. Sowndarya Rajanikanth<sup>116</sup>, Ms. Vidyashree S V<sup>117</sup> and Dr. Roopa Temkar V<sup>118</sup>

The growth of India's services sector, its role towards GDP, and its increasing share in business and investment has attracted global attention. Unlike other countries, where economic growth has led to a shift from agriculture to industries, in India, it has been a shift from agriculture to the services sector. To support the above mentioned views, India has emerged as the single largest provider of global talent, with 25% of graduates in the world being a product of the Indian education system. The Indian education sector is distinguished as a “**sunrise sector**” for investment in the recent years. Management education is gradually reflecting the changes appearing in the country's business environment. Management schools offer the education with a special focus on technology. Management education in the present competitive global market is facing challenges and opportunities to assure quality education from the student's skill development point of view. Findings and observations in various studies indicate that, education sector is facing a severe problem of talent crisis. Western B-schools are scaling the professional ladder but business schools with in India are struggling in the comparative scenario. The lack of highly skilled and committed faculty members has resulted in low student skill development. The first step for society's development is specialty and skills, which are lacking especially in poor societies who do not have access to education. Therefore, it is necessary to plan for education development by the states, because of the tremendous opportunities. There is a higher education sector in India to respond to escalating

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shortage of skilled and educated students/manpower. Students who aspire to be 'Industry ready' are also demanding high quality education in conventional and non-conventional streams of education. This paper covers partly the theoretical concepts and partly the empirical study which gives the inclusion about role of academia and governing agencies in brining innovations in B-schools and for sustainable growth of responsible management education.

**Keywords:**

*Academia, Sustain, Strategy, Management, Education, Growth.*

**Psychological Factors Influencing Indian Student Choice to Study Abroad: A Review  
and Future Directions**

Shreyas Balaji<sup>119</sup> and Srivats Ankith Raju<sup>120</sup>

This paper reviews and analyses various psychological factors explored in existing research as potential influences on Indian students' decisions to pursue higher education abroad. The paper highlights the exploration of factors such as the desire for societal acceptance and exposure to diverse viewpoints abroad. Additionally, limited career exploration opportunities in India and the perceived advantages of new age educational approaches in some destination countries are examined. Furthermore, the paper explores the potential role of cultural exchange and the influence of socio-economic disparity. The review delves into potential areas of dissatisfaction with aspects of Indian society and education, including claims of unhealthy cultural practices, unconventional teaching methods, and limited access to a diverse peer group. It critically examines the possible influence of factors such as Western cultural romanticisation and the detachment from religion in some destination countries. Finally, the paper acknowledges the exploration of limited interdisciplinary studies in Indian academia as a potential factor driving students abroad. This review aims to stimulate further research and discussion on the complex psycho-social factors shaping the educational aspirations of Indian students in the globalised world. It emphasises the need for a nuanced understanding of individual motivations and the larger societal context to create well-

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informed policy decisions and support systems for both students pursuing international education and those remaining in India.

**Keywords:**

*Psychological Factors, Indian Student, Study Abroad.*

**Language as a Lingua Franca**

Ms. Umme Hadiya Kawsar<sup>121</sup> and Ms. Sariya Rehman<sup>122</sup>

The research presents a run-down of the study of Language as a Lingua Franca. The research's appositeness promises the area of scientific and linguistic analysis on the topic. The purpose of this research is to sketch the peculiarities and the morphological and phonological levels to culminate the areas of research. It is to also highlight its features, criticisms and its history as to how it emerged and why. The allude to Pidgin language plays a very vital role in the better understanding of its origin. The research also pivots how the co-construction of shared experience in interaction involves all the levels of language. It also brings out the reluctance offered by some to accept it worldwide as a linguistic phenomenon or a legitimate field of enquiry. This research also exerts the emerging change in the perspectives of non-native speakers, who thought of it as an unintelligible language.

**Keywords:**

*Language, Linguistic, Research, Morphology, Phonology, Pidgin, Non-native, Co-construction, Criticism.*

**Enhancement of the Learning Process Using ICT and Hybrid Learning while Teaching Programming Languages**

Ms. Asharani R<sup>123</sup> and Ms. Nesara K R<sup>124</sup>

In graduation courses, programming languages are very important subjects in the field of computer science and electronics. Students need to learn programming languages like c programming, C++, java, Verilog, python, and VHDL. To interface any electronic kits

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students must learn the programming languages like embedded C and Verilog, VHDL, and MATLAB programs etc. The traditional lecturer method is teacher-centered, and students may feel monotony in this learning environment hence to overcome this problem it is very important to introduce ICT tools in the learning environment to engage the students and to improve the learning outcomes among the students. In this paper we are discussing the different ICT tools used to teach programming languages for Under graduate students to enhance the learning process in programming subjects.

**Keywords:**

*ICT tools, Programming language, Learning Process, Hybrid Learning.*

**Investigating the Internationalization of Teaching and Learning: Educators' Perspectives on Inquiry-Based Approaches in Higher Education**

Ms. Lakshmi S<sup>125</sup> and Ms. Reshma Vijayan<sup>126</sup>

This study looks into the relationship between internationalisation efforts and pedagogical practices in higher education, with a particular focus on educators' perspectives on inquiry-based learning (IBL) approaches. In an increasingly globalised world, higher education institutions are working to internationalise their teaching and learning practices in order to prepare students for success in diverse, interconnected environments. Inquiry-based learning, with its emphasis on critical thinking, problem solving, and active participation, has the potential to help students develop global perspectives, cross-cultural understanding, and academic excellence.

Using qualitative research methods such as interviews and surveys, this study investigates how educators perceive and implement inquiry-based approaches in the context of internationalised higher education. The study aims to identify the opportunities, challenges, and best practices associated with incorporating IBL into internationalised curriculum by involving educators from various cultural backgrounds and academic settings. Using a questionnaire, educators will share their experiences, reflections, and strategies for adapting

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IBL to meet the needs of culturally diverse student populations while also promoting internationalisation goals within their institutions.

The findings of this study will provide valuable insights into higher education and internationalisation by shedding light on the role of inquiry-based learning in improving global competencies and fostering intercultural learning experiences. Understanding educators' perspectives on the internationalisation of teaching and learning enables policymakers, institutional leaders, and educators to make informed decisions and develop effective strategies to promote educational excellence in an increasingly interconnected world.

**Keywords:**

*Inquiry – Based Learning, Teaching, Learning, Internationalisation, Higher Education.*

**Hybrid Learning as a Feature of Education: Transforming Higher Education under NEP**

Ms. K.R. Chandrakala<sup>127</sup>

This paper elucidated how Hybrid perspectives can be out-transformed in higher education. Hybrid Learning is a mixture of traditional face-to-face instructions and an online environment. Hybrid Learning focuses on incorporating any possible learning to best teach the content, no matter if it's online or offline. The method opens the gateways for innumerable opportunities to participate remotely which is the best way to boost up the confidence to grab opportunities to grow remotely and improves the flexibility. Hybrid learning surfaces the way for a large number of students to come together and learn conveniently and easily. The importance of investing in the hybrid learning approach is that it helps to change the way about thinking of higher education and is removing the barriers that we have traditionally existed.

**Keywords:**

*Hybrid Learning, Education, Online, Strategies, Approaches, Challenges.*

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## **Exploring Technology's Impact on Student Engagement and Learning Outcomes in Higher Education: A Comparative Study**

Ms. Neha Banu<sup>128</sup> and Ms. Farha Naaz<sup>129</sup>

This study evaluates the impact of technology integration on student engagement and academic accomplishment in higher education settings, contrasting traditional classroom instruction with online learning environments. As digitalization becomes more prevalent in education, teachers and educational institutions need to evaluate its influence on student achievement.

The study seeks to compare differences in student involvement and academic achievement between traditional face-to-face training and online learning modes. Data will be collected from students enrolled in both formats using a comparative analytic technique, with a focus on characteristics such as engagement rates, learning outcomes, and satisfaction levels. By investigating these aspects, the study hopes to gain insight into the efficacy of technology-enhanced learning techniques in improving student achievement in higher education.

### **Keywords:**

*Technology, Student's engagement, learning outcomes, higher education, traditional classroom, online learning.*

## **Exploring the Potential Motivational Aspects of Student Migration in Kerala**

Ms. Ashitha Mariyam Rajan<sup>130</sup> and Dr. R.Shoba Rani<sup>131</sup>

This article investigated the motivation of Kerala students to study abroad and their intension of immigration or return. The study collected primary data from 100 students currently studying in foreign countries. The study identified 15 factors that motivates the students to study abroad. Such factors were classified into push and pull factors. Exploration of foreign opportunities with advanced professional knowledge and skill for a quality life was the main motivation for the Kerala students. Family obligations and commitment to parents were the

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main factors induce them to return to home country. High income and quality life in the host country induce them to stay back in the host country.

**Keywords:**

*International education, Migration, Motivation, intention, Kerala.*

**A Study on Institutional Approaches to Internationalizing Higher Education**

Ms. Maheshwari Kotimath<sup>132</sup>

In the age of global knowledge and technology, global awareness and an integrated network are becoming increasingly valuable qualities. An institution is demonstrating as it moves toward internationalization. Every higher education institution is planning and developing strategies to meet the global demand for personnel by using various approaches such as research programs, certification courses, virtual classrooms, international and intercultural campus events, professional development activities for faculty and staff, and so on. The study aimed to better understand the significance, perceptions, and approaches taken by institutions to internalize higher education. Primary and secondary data sources are used to acquire the relevant information. The study provides ideas on how to enhance higher education so that internalization develops.

**Keywords:**

*Internationalizing, Higher Education, Approaches.*

**The role of Internationalization in Teaching Pedagogy and Learning Platforms**

Ms. Reshma Vijayan<sup>133</sup> and Ms. Lakshmi S<sup>134</sup>

The multifaceted phenomenon Globalization, leads to the internationalization of education. In order to raise the standard of education to catch up with the global standards the curriculum should install some type of skill to improve productivity in globalized competitive economy. In this ever-changing world, global awareness through internationalization of higher education has a significant role in shaping the next generation learners. It is essential for students to have meaningful classroom relationships in order to build on prior learning.

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As a part of internationalization, the role of teaching pedagogy and learning platforms are very important. The teachers are focused on presenting the syllabus to the students in such a way that it is relevant to their needs. It is an educator's understanding of how the student learns. Learning platforms also play a vital role in the formation of a student. Learning platforms are coming to different variability due to the coming of internationalization.

This paper begins with an introduction to internationalization in education. And the study focuses on the role of internationalization in teaching pedagogy and learning platforms. It explains the types of teaching pedagogy and different learning platforms. It also discusses the impact of internationalization in teaching and learning.

**Keywords:**

*Internationalization, Teaching Pedagogy, Learning Platforms.*

**An Analysis on the Effects of Hybrid Learning of Higher Education**

Dr K. Uma Maheshwari<sup>135</sup> and Ms. Manjula K R<sup>136</sup>

In today's era, most segments of society have adapted to the Internet of things, but the education sector is still new to this trend. Only with the onset of the pandemic has the education sector begun to embrace digitalization. In the current post-pandemic scenario, the education sector has been forced to adopt hybrid learning. Virtual meeting rooms have effectively replaced physical classroom interaction. Hybrid Learning or Blended Learning is a combination of an online learning environment for flexibility in distance or outside of classroom learning, and face-to-face (F2F) classroom instruction. This has both positive and negative impacts on students, faculties, and management, affecting a spectrum of social, economic, physiological, and cultural aspects. This paper aims to quantitatively analyze the collected data on such impacts, synthesizing and evaluating the results. This paper is a normative study with plausible positive solutions for a more equipped education system and analyzes the effect of hybrid learning on teaching in higher education.

**Keywords:**

*Hybrid Learning, Higher Education, Out Side Classroom Learning.*

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## **Exploring the factors influencing students in opting for foreign universities in pursuing Higher Education: A study**

Mr. Sangappa Poojari<sup>137</sup>

The trend of Indian students pursuing education abroad is not a new phenomenon. However, with globalization, the number of students opting for foreign universities has increased rapidly. The most popular destinations for Indian students are the United States, the United Kingdom, Canada, New Zealand, and Australia. Factors such as socioeconomic background, financial aid options, living expenses, personal preferences, scope for career opportunities, cultural diversity, standard of living, and quality of education, play crucial roles in the decision-making process. This study aims to investigate how these factors impact students when deciding to study abroad instead of domestically. The study will use the simple random sampling technique to collect the required information. The results of this study will provide valuable insights to institutions and policymakers, giving them a new perspective on the internationalization of higher education and guiding them in taking measures to attract foreign students to pursue education in India.

### **Keywords:**

*Factors influencing students, Foreign Universities, Higher Education.*

## **An Impact of Hybrid Learning on Employability in Digital Era-A Comparative Analysis**

Ms. Yashodha G<sup>138</sup> and Ms. Dimple Rajpurohit<sup>139</sup>

The advent of the digital era has precipitated a paradigm shift in educational methodologies, prominently manifested in the evolution of hybrid learning. Post pandemic have given roots to many ways of hybrid learning along with Information Technology (IT). IT has taken major part to support the existing education system. Digital Era indicates the technology which increases the overall knowledge within the economy and society. Hybrid learning is known a learning which combines traditional method of instruction which means face-to-face instruction, it is an educational approach which uses online or digital learning experiences. In

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this method of learning environment, learns engage in a mix of in-person classroom sessions and online activities, such as virtual lectures, discussions. Employability refers to one's ability to gain employment, maintain employment, and obtain new employment if required. "Employability is having a set of skills, knowledge, understanding and personal attributes. The objective of this paper is to examine the effectiveness of hybrid learning on Employability towards students and teaching fraternity with a comparison. This paper presents a comprehensive review and analysis of the utilization of hybrid learning environments.

Through a critical analysis of existing literature, this paper offers insights into the effectiveness, challenges, and future directions of hybrid learning. This paper aims to find the relationship between the Employability and hybrid learning, also find the most suitable improvements for better usage of hybrid learning for employability as per the industry requirements. This paper uses primary data and secondary data. Primary Data is collected through Questionnaire from students and faculties of different colleges in Bangalore.

**Keywords:**

*Hybrid learning, Digital Era, Employability.*

### **The Effect of Hybrid Learning Among College Students**

Ms. S Shiva Shankari Shekar<sup>140</sup>

Hybrid Learning has been adopted in many colleges in order to comply with the evolving Covid-19 pandemic criteria. It gives students the freedom to choose how they want to spend their college experience by fusing online and in-person learning. The colleges offered most of their courses in person before the pandemic. At the peak of the pandemic in March 2020 when all in-person classes were halted and moved online, students were required to quickly adapt to online learning. As the pandemic limitations began to ease by Fall 2021, numerous number of courses were offered in a hybrid learning style. With the advancement of technology, hybrid learning which combines traditional in-person and virtual teaching and learning paradigms has gained popularity. It is an approach in the education system that provides a multi delivery mode to optimize learning outcome and cost of program delivery in

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institutions. This popularity creates a need for making a reinterpretation of the findings of recent empirical studies conducted on the effectiveness of hybrid learning. This study investigates how well collaborative technology works to support learning in a hybrid setting that combines synchronous in-person instruction with asynchronous virtual learning. Further expands on the significance of students' sense of comfort, examining its causes and effects on how they view technology. The aim of this study is to ascertain how students' learning styles relate to their opinions about Hybrid learning.

**Keywords:**

*Hybrid learning, Online learning, learning style, COVID-19, Technology.*

**A Study on Importance of Blended Learning in Higher Education**

MR. Anil Murthy V<sup>141</sup> and Ms. Divya Shree B U<sup>142</sup>

The use of blended learning in higher education is the main topic being emphasised in the study. Universities and colleges must focus on the current trend and try to provide flexible learning due to the rapid growth in present day. Since students are at the centre of this evolution, it is crucial to get their perspectives on their involvements before considering any changes from the conventional face-to-face mode to blended learning. Improving instruction is the primary means of controlling the e-storm. And the main purpose of the study is to adopt technology and provide knowledge, convenience and education in a feasible manner.

**Keywords:**

*Blended Learning, Higher Educational Sector and Students.*

**English as A Lingua Franca: Evolution, Impact, and Future Prospects**

Dr. Vidya Patil<sup>143</sup>

English as a Lingua Franca (ELF) has emerged as a dominant force in global communication, transcending national and cultural boundaries. This paper explores the evolution of ELF, its impact on intercultural communication, and the challenges and opportunities it presents. Drawing on a range of academic literature, this article provides a comprehensive analysis of

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ELF, discussing its historical context, linguistic features, socio-cultural implications, and future prospects. By examining both the benefits and limitations of ELF, this paper aims to contribute to a deeper understanding of its role in shaping contemporary discourse and fostering global connectivity.

**Keywords:**

*English as a Lingua Franca (ELF), Intercultural Communication, Global Language, Linguistic Diversity, Cultural Identity.*

### **Effectiveness of Learner-Centered Approaches in ELT: A Case Study**

Ms. Noopura. Muttissery<sup>144</sup>

The English language has various dialects despite being spoken across the globe. Dialects vary with differences in geographical locations, cultures, belief systems, and ways of life. In a heterogeneous environment like an English Language Teaching (ELT) classroom, the teacher needs to bear in mind these differences as a facilitator. Hence, a learner-centered approach to teaching language that facilitates learning that is more individualized than standardized, accommodates them.

A learner-centered approach in language instruction is founded on the concept that the learner is central to the learning process. English as a Second Language (ESL) learners learn in terms of their perceived needs, motivations, past experiences, pre-requisite knowledge, and many more they bring to the table. Hence, teachers' attitudes and practices are crucial in promoting several learning gains. This study examines the effectiveness of learner-centered approaches in the ELT classroom and how they can be implemented in second-language teaching. The study implements the Communicative Approach in ELT that enables students to communicate their ideas freely both in and outside the classroom. It aims at communicative competence including linguistic competence and the ability to use the language appropriately.

A questionnaire was given to a learner to identify their strengths and weaknesses in the language and the data was analyzed qualitatively. Subsequent interviews were also analyzed

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to identify grammatical and phonological problems in L2 and provide solutions for the same. The findings shed light on how dynamically learners' demands and motivations might be met.

**Keywords:**

*English Language Teaching, English as a Second Language, learner-centered approaches, Communicative Approach.*

## **Journeying Towards Globalization: A Critical Review of India's Education Policy on Higher Education**

Ms. Daksha Sunil Kumar<sup>145</sup>, Ms. Prerena Kumari<sup>146</sup> and Dr. Shankar R<sup>147</sup>

The purpose of this research paper is to undertake a comprehensive examination of the national education policy (NEP) of India, focusing specifically on its effectiveness in internationalizing education. Through a critical lens, the paper seeks to identify both inadequacies and positive impacts of NEP in this context. By delving into the nuances of policy implementation and outcomes, it aims to provide valuable insights into the trajectory of educational internationalization within the Indian framework.

The primary source of data is the official government document of the NEP. Through a meticulous examination of its provisions, objectives and strategies, this paper establishes a foundational understanding of the policy framework.

Extensive literature review of articles, reports, and studies related to the NEP and educational internationalization is conducted. Academic journals, government publications, reputable online database serve as valuable source of secondary data. Themes and patterns emerging from the data are identified and categorized to structure the analysis. Key themes such as inadequacies in policy implementation, positive impacts on global collaborations, challenges in inclusivity, and opportunities for advancement are systematically examined and discussed. Throughout the research process, critical reflection is employed to interrogate assumptions, biases, and limitations inherent in both the NEP and the secondary data sources.

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By employing a rigorous methodology encompassing document analysis, secondary data collection, review of previous research, comparative analysis, thematic analysis, and critical reflection, this research paper aims to provide a comprehensive and insightful analysis of the national education policy of India in relation to its internationalization agenda.

**Keywords:**

*NEP (National Education Policy), Internationalization, Thematic Analysis, Policy Implementation.*

**An investigation on Students' choice and mobility towards higher education**

Ms. Savitha. B.H<sup>148</sup> and Ms. Sahana. G Rao<sup>149</sup>

Internationalization of higher education in theory is "the process of integrating an international, intercultural, or global dimension into the purpose, functions or delivery of post-secondary education." Internationalization of higher education in practice is "the process of commercializing research and post-secondary.

Internalization is defined as "the integration of international/intercultural dimensions to HEIs' purpose, functions, and/or delivery; it involves a process of interchange of higher education between nations, between national systems of higher education, and between institutions of higher education. International student mobility (ISM) involves students leaving their country of residence for a period of higher education abroad, or to pursue a related activity such as a foreign work placement or study tour. As per review of literature over the years, there has been a substantial increase in the number of Indian students opting to pursue higher studies abroad. A report by Redseer Strategy Consultants, Bengaluru, estimates that the number of Indian students deciding to study abroad will touch 1.8 million by 2024. Data shared by the government in Parliament recently showed a 68 per cent increase in Indian students going abroad for higher education over the past year 750,365 students in 2022 as against 444,553 in 2021. "During the pandemic, the number of Indian students going to study abroad came down drastically. With the reopening of international borders, many students who had postponed their plans are going abroad to study, across destinations."

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The best jobs and opportunities are competitive, and the best academic institutions in India are super competitive and only a few. A degree from a well-recognised international institution gives graduates the distinction and credentials along with a wider world view.” Attractive post-study work rights in many countries, easy availability of education loans, and scholarship options are some of other reasons why more Indians are going abroad to study. The availability of scholarships and financial aid has made studying abroad more doable. since many universities offer financial assistance to international students, it can significantly reduce the cost of tuition and living expenses. In some cases, students can receive full scholarships. The availability of scholarships and financial aid has made studying abroad more doable. Bharwani says that since many universities offer financial assistance to international students, it can significantly reduce the cost of tuition and living expenses. In some cases, students can receive full scholarships.

**Keywords:**

*Internationalization, International Student mobility, Higher Education.*

**Teaching and Learning a case of Higher Education Institutions towards interactions  
between Educators, Learners and the Environment**

Ms. Anushuya. J<sup>150</sup> and Ms. Vanthana S<sup>151</sup>

Teaching and learning constitute the cornerstone of educational processes, encompassing the intricate interactions between educators, learners, and the environment. This abstract delves into the multifaceted dimensions of teaching and learning, exploring the dynamic interplay of theories, strategies, and their profound impacts on individuals and society. At its core, teaching embodies the art and science of imparting knowledge, skills, and values to learners, catering to diverse learning styles and needs. It involves the strategic deployment of pedagogical approaches, ranging from traditional lectures to interactive methods such as experiential learning, collaborative projects, and technology integration. Moreover, effective teaching is characterized by adaptability, innovation, and a deep understanding of learners' cognitive processes and socio-cultural contexts. Conversely, learning represents the active

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acquisition, construction, and assimilation of knowledge and skills by individuals, facilitated by various stimuli and experiences. It encompasses cognitive processes such as encoding, storage, retrieval, and application, influenced by factors like motivation, prior knowledge, and metacognition. Furthermore, learning extends beyond the confines of formal education, encompassing informal and lifelong learning endeavours that shape personal and professional development.

**Keywords:**

*Traditional lectures, encoding, storage, retrieval.*

### **ICT and Blended Learning**

Mr. A. Victor Benevent Raj<sup>152</sup>

We live in an information age dominated by digital technology. The whole world has turned into a global village. Messages are sent in less than a second. Everyone must adjust themselves to adapt to society's needs and desires. Nowadays, technology has had a great impact on people's lives. People have become a rapidly changing society. There is an urgent need to redesign the curriculum to provide solutions to social problems.

Education is limited to written language, starting from the old Gurukula system. From the Gurukula system to the present day, education has developed over the years. New lessons should be taught in accordance with development. Teachers always care about improving the quality of teaching. They use teaching methods such as diagrams and models. With the development of technology, teaching styles need to be adapted to information and communication technology.

Information and communication technology (ICT) in education is the use of technology to make enhance and improve the distribution of information. It has been used successfully in teaching. Research shows that ICT can improve student learning and teaching. Now with the help of ICT blended learning can be more effective. A combination of traditional and online methods can make learning easier. It can improve students' learning outcomes and make

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students more motivated and valued. 4,444 universities were developing new systems for blended learning.

This article will focus on the use and place of ICT for blended learning in higher education and learning among students.

**Keywords:**

*ICT, Blended Learning, Gurukula System.*

**A study on the Influence of Mindfulness and Spirituality on Students' Mental Health and Well-being**

Ms. Subiksha M<sup>153</sup> and Mr. Hemachandra Gudimindla<sup>154</sup> and Ms. S Sandhya<sup>155</sup>

In recent times there has been a growing concern in educational institutions worldwide about the mental wellbeing of students. This study seeks to explore how mindfulness and spirituality can positively impact the health and overall satisfaction of students recognizing the potential advantages these practices may bring in enhancing their academic journey and life fulfilment. The responses were collected from 81 students those are pursuing and completed the graduation, through a survey to explore the connection between spirituality and mindfulness, among students. Initial findings indicate a connection between higher levels of mindfulness and spirituality and better mental health outcomes, among students. Engaging in mindfulness practices has been found to help students reduce stress, anxiety and depression while boosting their overall well-being. For students, spirituality serves as a valuable coping mechanism that provides them with purpose, connection and inner strength when facing challenges.

The implications of this survey are significant for both institutions and mental health professionals. Acknowledging the advantages of incorporating mindfulness and spirituality into engineering institutions and schools, can create specialized programs and support systems to enhance student wellness. Furthermore, mental health practitioners can integrate

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these findings into their approaches for building resilience and managing difficulties in students.

**Keywords:**

*Mindfulness, Spiritual, Mental Health, students, Well-being.*

### **Perception of Students Towards Online Learning**

Ms. Vijayalaxmi S Suvarna<sup>156</sup>

The emergence of internet and development of sophisticated learning Management systems and various learning platforms unfolds the potential of online learning. Online platforms offer a diverse range of educational resources, including interactive multimedia content, virtual classrooms, discussion forms and assessment tools accessible to learners anywhere with an internet connection. In recent years online learning has transformed the landscape of education, offering unprecedented opportunities to learn anytime and anywhere. It is within the capacity of an individual to ascertain the most effective educational approach for their unique needs.

This research investigates the multifaceted perspectives of students enrolled in online courses across different age groups. The study examines factors influencing students' perception, including technological proficiency, learning preferences and the quality of instruction design and facilitation. It is important to address the challenges in adopting online learning and develop effective strategies to improve the quality of online learning experience for students

**Keywords:**

*Online learning, skillset, knowledge, educational resources.*

### **A Study on the Effect of Technology Tools on the Teaching and Learning Process**

Ms. Daya R Thummar<sup>157</sup>

In today's rapidly progressing world of digitalization and modernization, the introduction of technology into higher education, particularly in the field of teaching, has resulted in a shift in trend from traditional teaching approaches to a modern digital teaching style. Education is

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one such field that is welcoming technology adoption positively. The learning process makes it easier for teachers to explain the subject and students find it better to obtain information. Student skills and knowledge are facilitated by the use of technology tools, which also increase communication and study quality. This study explores different technical tools in the teaching and learning process to improve the efficiency of teaching, such as computer-based (ICT), game-based (video games), mobile (mobile phones, laptops, tablets), online learning tools such as flipped classrooms and web MOOCs, and multimedia technologies etc. Further examines various technical tools adopted by different institutions in the teaching and learning process.

This study aims to introduce the use of Technology learning tools in higher education that can increase student engagement and facilitate personalized learning. It also helps students build essential 21st-century skills. It helps teachers to connect with their students in a new way. It enables teachers to engage their students in unique, innovative, and equitable ways.

**Keywords:**

*Higher Education, Effectiveness of Teaching, Teaching and Learning Process, Technological Tools.*

### **How to indulge young minds in Morality and spirituality**

Mr. Taran<sup>158</sup> and Ms. Vinitha Sai<sup>159</sup>

The Natural School believed that a man should connect with the world naturally and then he knows what is just and unjust. A man can connect to the nature through his spiritual beliefs and moral learnings. Spirituality and morals were started way back in the ancient period where people performed certain rituals and connected with the nature through the rituals. In the modern society people still believe that connecting with the nature through spiritual and moral learnings is very essential to lead a happy and peaceful life. Moral learning is the learning of what is just and unjust to the society. It may also be known as righteousness and honesty. On the other hand, spirituality is the connection with the inner soul in the human beings and is opposed to material happiness. There is a need for internalization of spiritual

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and moral learning. In the modern society, the tendency to focus on outer life of the individual through education of the learnings tend the man to attain the knowledge and skills that lead to a successful life.

The learning of spiritual and moral is essential because they focus on the psychological well-being of the inner soul of a human being. When people believed in spirituality and moral learnings, their lives were much more peaceful. There were no wars and use of force and there was no need of a supreme authority to take care of the human beings. If the people are educated in the international level about morals and spiritual beliefs, there would be no chaos in the society because spiritual and moral learning focus on the satisfaction of the inner morality. This article is an overview of how the education about the spiritual and moral learning helps the society.

What are the implications and challenges faced by people who believe that moral and spiritual learning is just about the religious beliefs? How can we indulge moral learning and spirituality in the minds of people? What is the change in the society regarding spirituality and moral learnings? This article also speaks about why the people in the ancient times were leading a happy and peaceful life when compared to the modern society and any suggestions as to the same?

**Keywords:**

*Young minds, Morality, spirituality, Religious beliefs, Human Beings.*

### **Chat GPT and its impact on the Higher Education System in Bengaluru**

Ms. Srivaideshwari S<sup>160</sup> and Ms. Sunitha N Gurukar<sup>161</sup>

An era of profound change in the way faculty members teach and students learn has begun with the integration of artificial intelligence (AI) into education. Chat GPT distinguishes itself as a flexible and potent tool among the expanding number of AI techniques available. Chat GPT, a conversational model powered by AI and created by Open AI, produces replies that resemble those of a person. With the emergence of Chat GPT, the pandemic indirectly turned digital learning platforms into gateways. The question is actually whether we will

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allow this to completely replace the educational curriculum or whether we can continue to use the traditional method of teaching in this brand-new, technologically advanced universe where nothing stays the same and everything is changing.

The objective of this paper is to evaluate the perceptions of teachers and pupils on switching to Chat GPT/AI from the conventional form of teaching and to comprehend AI's effects on Bengaluru higher Education system. And further it focuses to find the future Chat GPT's potential future application for faculty members and students. This is an exploratory study with quantitative data. The primary data used in the study were obtained from 139 respondents via a questionnaire. The Random Sampling Technique was employed, along with statistical methods including the Pearson Correlation, ANOVA, Independent T-test, and Chi-square test, to determine the study's findings.

**Keywords:**

*Artificial intelligence; Chat GPT; perspective; T-test; Karl Pearson Correlation.*

**A Study to Investigate on CSV Model of MBA Pursuing Students in Bangalore**

Ms. Shilpa D R<sup>162</sup>, Dr. Dhanalakshmi K<sup>163</sup> and Ms. Madhumitha V K<sup>164</sup>

In the competitive landscape of business education, understanding the personal attributes and qualities of MBA students is crucial for their holistic development and future success in the corporate world. This qualitative research aims to delve into the character, strengths, and virtues exhibited by MBA students in Bangalore, a vibrant hub of management education and entrepreneurship in India.

Making use of the theoretical frameworks of virtue ethics, character strengths, and positive psychology, the study seeks to identify the essential virtues, strengths, and character attributes that MBA students develop and demonstrate across their academic careers. Furthermore, the research aims to identify the variables that impact the formation of these characteristics, including individual experiences, learning circumstances, cultural context, and societal financial circumstances.

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With an analysis of the qualities, character, and strengths of Bangalore MBA students, this study will put an insight into the distinctive qualities that support their academic achievements, professional development, and personal development. Furthermore, by using the findings to guide the design of more effective mentorship programs, professional development efforts, and curricula, educational institutions, legislators, and industry stakeholders can nurture and harness these traits among MBA students.

In summary, this study aims to contribute to the conversation on positive psychology and character education in the context of business education by illuminating natural traits that influence the identities and career paths of Bangalore-based MBA students.

**Keywords:**

*Career Choice, Knowledge Sharing Behaviour, Social Intelligence, Context of Humanity, Level of Courage, Teamwork Dynamics, Perception of Fairness.*

**A Study on Impact of Mergers and Acquisition of HEIs**

Mr. Anil Kumar C N<sup>165</sup> Mr. Praveen Kumar S<sup>166</sup>

Mergers and acquisitions (M&A) in higher education institutions have a profound impact on various stakeholders and the educational landscape. This abstract explores the implications of such activities, including shifts in institutional culture, academic programs, and administrative structures. It discusses potential benefits such as expanded resources, enhanced competitiveness, and increased efficiency, alongside challenges like faculty and staff resistance, cultural clashes, and identity loss. Additionally, it examines the influence of M&A on student experiences, tuition costs, and access to diverse educational opportunities. By analysing these dynamics, this abstract offers insight into navigating the complexities of M&A in higher education for informed decision-making and effective management strategies.

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The impact of mergers and acquisitions (M&A) is multifaceted, influencing various aspects of businesses, industries, and economies. M&A activity can lead to increased market consolidation, operational efficiencies, expanded market reach, and synergies. However, it can also result in challenges such as cultural clashes, integration issues, and regulatory hurdles. Understanding the implications of M&A is crucial for stakeholders to navigate these transactions successfully and maximize value creation.

**Keywords:**

*Mergers and acquisition, Higher Education Institution, Impact of M&A, Management Strategies.*

**Beyond the Classroom - Exploring the Dynamic influence of AI on Learning and Teaching (Redefining Learning with AI)**

Mr. Somesh S<sup>167</sup>

The world is now witnessing the most agile evolution and Rapid Adaptation in terms of information Technology. The most Recent and Popular milestone of the IT Industry is Artificial Intelligence(AI). While AI was first designed to help Corporates run their Operations as AI Proved to be an effective and efficient problem solver in various industries. The Educational Sector has always been a pioneer in Utilizing AI Technology. AI is one of the most exceptional concepts and Practically applicable instruments in day to day life. AI acts as a Companion to University/college, Teachers and Students. It helps Teachers prepare Teaching Plans, curriculum design, Monitor Students Academic performance, Personalize Learning experience etc. AI is also helping Universities and Colleges to Automate Administration, Virtual Assistants, Determining at-risk students with use of Data mining and Learning analytics etc. The paper covers the extensive use of AI by University/College, Ed-Tech Companies, Teachers and Students. We are employing this study to let us know that AI is still not used to its full potential and using the full potential of AI will help Colleges, universities, teachers and students save a lot of time and reduce stress at the same time. We are emphasizing the fact that the Indian Education Sector moves at a rapid pace only in top universities and Colleges in metro cities. We are employing this study in order to let people know how AI Works and AI helps Colleges, teaching professionals and students to generate

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and maintain an effective and efficient system for the overall success. We will employ both primary and Secondary data and we shall examine our thesis work using statistical tools such as charts to Aid us in understanding.

**Keywords:**

*Beyond the Classroom, Exploring the Dynamic influence, AI on Learning and Teaching.*

**An Analysis on Changes in Learning Environment by Hybrid Learning in Higher Educational Institutions**

Ms. Preethi L<sup>168</sup>

Hybrid learning is the process which refers to the combination of online and face to face learning. It has brought so many changes in the learning environment especially after COVID 19 in HEI. The objective of this research is to study the changes in learning environment when hybrid learning is initiated and the effectiveness of Hybrid learning as to how well it can bring changes in students. The analysis is done by taking the opinions of teaching fraternities about the concept of hybrid learning. The analysis is based on the survey conducted on Faculties of various Higher education institutions in and around Bengaluru. The Research methodology used is a Simple Random Sample of 50 faculties by collecting questionnaires and analyzing it by descriptive statistical tools.

**Keywords:**

*Learning environment, Hybrid learning, Higher education institution.*

**Student Teacher Relationship - A Study of Student Psychology Relating to Academics Reviews and Personal Views at the UG level, a survey Among the Non - NEP students.**

Dr. R. Prasanna Srinivas<sup>169</sup>

‘Today’s generation is tomorrow’s future’ It is the duty of every citizen to contribute for the betterment and development of the Nation. The great philosophers and thinkers have shown us the path of teaching. Education is the huge system which has evolved over time. It started with study of stars, planets with many discoveries in the field of astronomy, physics,

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chemistry and Biology. Hence education was only awareness and communication which later took a new field of challenge and competition.

Any education system involves a curriculum, infrastructure, projects, assignment and assessments. A student needs to learn more of moral science which helps in improving their life skills other than the syllabus. A student needs to inculcate good attitude, behaviour and hard work, which depends upon the child's exposure to the society and the environment. The child has an impact of their parents, teachers and friends which is hidden in the young minds and has its own psychology.

Teaching is transforming and forced to change by the globalization and social change. There should be humanistic education along with teaching style. It is unique and challenging every session of class where innovation and student psychology plays an important role. A sample study was conducted with various questionnaires to teachers and students. The analysis was performed with different streams of studies at Government, Private and Autonomous institutions. The overall results were compared graphically to understand Student teacher relationship.

**Keywords:**

*Student Teacher Relationship, Student Psychology, Academics Reviews, Personal Views, UG level, Non - NEP students.*

**Spiritual Education: A Framework of God's Will Vs. Man's Will**

Mr. Shankar Guddad<sup>170</sup> and Prof. B S Jayarama<sup>171</sup>

Developing and producing a holistic individual has been a major concern to India education system. Therefore, India education system was formed based on its mission to produce a balance and a holistic individual from physical, emotion, spiritual and intellectual potential based on a firm belief in and devotion to God. However, there was a gap between the current practice in education and the India's education philosophy especially in the spiritual development domain. Meanwhile, self-development from spiritual potential is the basic needs of every human

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being because it motivates good human behaviour and how they respond to the environment. Since, man is a combination of the soul and the body, man also carries dual tendencies which are tendencies to become good (motivate by the rational soul) and bad (motivate by the emotional soul). Therefore, spiritual development process is about a continuous exercise of sub-ordination The emotional soul to enslave itself in submission to the power of the rational soul. Therefore, the purpose of this study is to explore the philosophy behind self-development from spiritual domain and develop the conceptual model for spiritual development process.

**Keywords:**

*Holistic, education, spiritual, holistic approach, soul, human nature.*

**Effect of Co-Scholastic Activities & (ADL) Skills to Enable Children with Multiple Disabilities in active Participation of Classroom**

Ms. M. Ramya<sup>172</sup> and Dr. R. Shanthi<sup>173</sup>

This study shows that the effect of co-scholastic activities and independent living skills (ADL) on enabling children with multiple disabilities to actively participate in classroom activities is that children are engaged in both curricular and co-curricular and independent living skills (ADL) activities of children with multiple disabilities (CWMD). The intervention is given in three-month periods within the structure of a weekly timetable, including activities such as yoga, ADL skills, reading, writing concepts, play-rolling balls, musical dance, number skills, passing balls, throwing balls to baskets, etc. for all working days. Pre-test assessments were conducted before the intervention of the co-scholastic activities, and post-test assessments were conducted after the intervention period. The participant level of activities in the classroom for children with multiple disabilities is recorded periodically. The study explores the effectiveness of co-scholastic activities and independent living skills (ADL) to enable children with multiple disabilities to actively participate in the classroom.

**Key words:**

*Multiple disabilities, Co-scholastic activities, Inclusion, ADL Skills*

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## **A study on Impact of Merger and Acquisition in Education Institutions at Micro level**

Dr. K.B. Shylaja<sup>174</sup>

The education sector plays an important role in development of any country. It helps individuals acquire the skills and knowledge which is necessary to succeed in the modern economy. Educated work force increases the quality of the produced goods and services, which in turn leads to prosperity and increased competitiveness. Furthermore, a well-educated population is more likely to participate in the workforce and contribute to economic growth

In this context, higher education had undergone massive changes over the last two decades. Many colleges and universities are under pressure with declining enrollment and financial problem. In this situation, mergers and acquisitions (M&A) have become an increasingly common strategy for growth and survival. A recent report says that, global merger and acquisition volume in the higher education segment increased by 46% in 2019. With the onset of the COVID-19 pandemic in 2020, there are many indications that such activity will continue to rise. In order to study impact of merger and acquisition at micro level descriptive analysis of relevant case are taken into consideration. For the study secondary data is used. The sources of secondary data are articles, research paper published on the relevant topic.

### ***Keywords:***

*Merger, Acquisition, Financial crises, Enrolment.*

## **Enhancing Quality Management Practices in Higher Education Institutions:**

### **A Comprehensive Study in Bengaluru**

Dr Mamatha<sup>175</sup> S and Dr. M Subramanyam<sup>176</sup>

This study analyses TQM in higher education institutions in Bengaluru. Notwithstanding the widespread adoption of TQM models in the business sector, their application in education remains constrained. Nevertheless, an increasing number of colleges and universities are embracing TQM values as a result of their potential congruence with the objectives of higher

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education. Despite regulation by the UGC and AICTE, higher education in Bengaluru must progress to meet international standards. India must establish institutions of international calibre in order to compete internationally. An effective TQM framework would enhance the competitiveness of academic institutions and enable them to deal with evolving challenges. This study provides insight on the TQM initiatives in higher education in Bengaluru.

This mixed-methods study employs both qualitative and quantitative techniques to investigate TQM procedures in Bengaluru's higher education institutions. Utilising surveys and statistical analysis, quantitative data collection is employed to evaluate TQM implementation and educational quality. In the context of Bengaluru's higher education system, TQM adoption opinions, obstacles, and best practices are uncovered through qualitative methods such as interviews and case studies. Providing an all-encompassing analysis of TQM in higher education, this study identifies areas that require enhancement.

***Key words:***

*Total Quality Management, Practices, UGC, AICTE, Performances.*

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