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(71)Name of Applicant :
1)Dr.CB.Ragothaman
Address of Applicant :Professor, Management Studies, Rajalakshmi Engineering College (Autonomous)
Chennai: 602 105, Tamilnadu -----
2)Dr. Amitabha Maheshwari
3)Dr.SC Vetrivel
4)Dr.T.Kavipriya
5)Dr.Kavita Singh
6)Dr.B.KANAMMAI
7)P.Divahar
8)Dr. Ashutosh Priya
9)Ms. Maitri
10)Ms Silky Sharma
11)Dr. V.Kannan
Name of Applicant : NA
Address of Applicant : NA
(72)Name of Inventor :
1)Dr.CB.Ragothaman
Address of Applicant :Professor, Management Studies, Rajalakshmi Engineering College (Autonomous)
Chennai: 602 105, Tamilnadu -----
2)Dr. Amitabha Maheshwari
Address of Applicant :Senior assistant professor, management, prestige institute of management and research
Gwalior- 474005, Madhya Pradesh -----
3)Dr.SC Vetrivel
Address of Applicant :ASSOCIATE PROFESSOR, MANAGEMENT STUDIES, Kongu Engineering College
Perundurai, Erode - 638 060, Tamilnadu -----
4)Dr.T.Kavipriya
Address of Applicant :Professor, Commerce, PSG College of Arts & Science, Coimbatore-641 014,
Tamilnadu -----
5)Dr Kavita Singh
Address of Applicant :Associate Professor, Faculty of Management, SRM University, Delhi NCR, Sonapat -
131029, Haryana -----
6)Dr.B.KANAMMAI
Address of Applicant :ASSOCIATE PROFESSOR SCHOOL OF COMMERCE Department of B.Com(PA)
KPR College of Arts Science and Research,, Avinashi Road, Arasur, Coimbatore-641407, Tamilnadu -----
7)P.Divahar
Address of Applicant :RESEARCH SCHOLAR DEPARTMENT OF PLASTIC TECHNOLOGY CENTRAL
INSTITUTE OF PETROCHEMICAL ENGINEERING AND TECHNOLOGY . CHENNAI - Tamilnadu -----
8)Dr. Ashutosh Priya
Address of Applicant :Associate Professor & Head Regional Economics Department MJP Rohilkhand
University, BAREILLY 243006, Uttar Pradesh -----
9)Ms. Maitri
Address of Applicant :Associate Professor Management Graphic Era Deemed to be University ,Dehradun -
248002, Uttarakhand -----
10)Ms Silky Sharma
Address of Applicant :Assistant Professor, Management ,Amity University Greater Noida -201308, Uttar
Pradesh -----
11)Dr. V.Kannan
Address of Applicant :Managing director, CLDC Research and Development No.997, Mettupalayam Road,
Near X Cut Signal,R.S.Puram, Coimbatore 641002, Tamilnadu -----

(57) Abstract :

Impact on Job Analysis in company/industry Abstract: Incorporating long-term human resource development and regeneration into HRM is essential by incorporating the concept of sustainability into HRM, among other things, in response to the new work challenges. At work, things are constantly changing. Coronavirus restrictions have increased the value of unconventional work. Because of the promotion of the law of teleworking, it has received a lot of attention. It has also served as a significant motivator for employees. To account for various types of flexibility, a composite indicator of employee flexibility was developed. A binary logistic regression model can also be used to determine how much flexibility affects both the individual and the employee's level of job satisfaction. According to them, new types of workspaces can either help or hurt an individual's ability to work well and overall job satisfaction. According to empirical findings, these new types of workspaces are very popular among employees, which leads to an increase in the number of people wanting to work there. Part-time home working, which means working from home while also working in an office, is one of the best ways to improve organisational performance and build better social and professional relationships. It's critical to consider your own personal and professional development, as well as your overall work motivation. According to the data's multiple correspondence analysis, nearly one-third of those interviewed demonstrated extremely high levels of flexibility. According to research, employees are more satisfied with their jobs if their work schedules are more flexible, they work in a better environment, and they have more time to do it.

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