

Journal Papers

Chandak, K., Bokhare, A., Pillai, S., Pabalkar, V. (2025). A Hybrid Smartphone Recommendation Model Using Different Machine Learning Algorithms. *International Journal of Computing and Digital Systems*, 18(1).

Chitranshi, J., Chopra, K., Banerjee, P. (2025). Impact of artificial intelligence in transforming and replacing traditional learning and development of employees. *Foresight*, 27(3), pp. 524–542.

Choudhary, S., Chitranshi, J. (2025). Compelled to contribute: The unseen pressure behind extra-role behavior. *Multidisciplinary Reviews*, 9(1), 2026011.

Brahmane, J., Kakade, K. S., Patil, A., Chitranshi, J., Jain, A., Natu, P. R. (2025) Global Warming Modelling Simulation Based on the Numerical Weather Prediction System. *International Journal of Global Warming*, 36(2), pp. 117-133.

Chopra, K., Chitranshi, J. (2025). Effectiveness of Hybrid Learning Tools: Analysis of Engineering Colleges in India. *Journal of Engineering Education Transformations*, 37(4), pp. 22–28.

Shah, D., Bansal, A., Chitranshi, J., Rajagopal, K. (2024). Unlicking the Work-Life Equation: Critical Analysis of Telework Factors for Optimal Balance in the IT/ITES Sector. *Global Business Review*.

Ahmed, A., Chopra, K., Chitranshi, J. (2023). Study of Awareness and Acceptability of Telemedicine Portals in India. *Journal of Applied Management- Jidnyasa*, 15(2), 54–63.

Chitranshi, J., Chopra, K. (2023). 10-Minute Delivery! Can Zepto’s Dark Store Business Model Sustain in India?. *Journal of Applied Management- Jidnyasa*, 15(2), 91–99.

Mazumdar, M., Chitranshi, J. (2022). Work-Life Balance Among the IT Professionals During Covid-19. *Cardiometry*, 25, pp. 725-729.

Dsouza, D., Chitranshi, J. (2022). Covid-19 Pandemic and Work from Home as the New Paradigm of Human Resource Management for Digital India. *Cardiometry*, 23, pp. 190-200.

Agarwal, K., Chitranshi, J. (2022). Covid-19 Pandemic: Impact and Opportunities for Education in India. *Cardiometry*, 22, pp. 215-222.

Singh, Y., Chitranshi, J. (2022). Relevance of Work-from-home Culture in Post Covid-19 Era: Regarding Productivity of Employees in IT Sector. *Cardiometry*, 22, pp. 290-296.

Bhatt, N., Chitranshi, J., Mehta, M. (2022). Testing Herzberg’s Two Factor Theory on Millennials. *Cardiometry*, 22, pp. 231-236.

Singh, J., Chitranshi, J. (2022). Impact on Student Behavior Due to Covid-19 Lockdown in India. *Cardiometry*, 22, pp. 207-214.

Singh, R., Sharma, U., Chitranshi, J. (2022). Relationship Between Spiritual Intelligence (SI) & Job Satisfaction (JS) in Millennials. *Cardiometry*, 22, pp. 223-230.

Singh, N., Chitranshi, J. (2022). Tracing a Women’s Career: Challenges and Pathways with Emphasis on IT Sector. *Journal of Applied Management – Jidnyasa*, 14(1), pp. 75-97.

Parashar, D., Singh, R., Chitranshi, J. (2022). Factors Leading to Premature Retirement Among the Officers Serving in the Indian Army. *Journal of Applied Management – Jidnyasa*, 14(1), pp. 37-66.

- Komal, C., Chitranshi, J. (2022). Developing Synchronous and Asynchronous Online Learning Models for Engineering College Students in India: A Grounded Theory Approach. *Journal of Engineering Education Transformations*, 35(3), pp. 70–81.
- Uttarwar, S., Chitranshi, J. (2021). Role of HR in Pandemic Mediated Economic Recession. *Journal of Applied Management – Jidnyasa*, 13(2), pp. 109-127.
- Deepika, Chitranshi J (2021). Leader readiness of Gen Z in VUCA business environment. *Foresight*, 23(2), pp. 154–171.
- Chopra, K., Chitranshi, J. (2021). Employee Expectations from Virtual Learning Pedagogies Using Technology. *Solid State Technology*, 64(2).
- Phugat, N., Chitranshi, J. (2021). The Effect of Covid-19 Over Employees' Mental Health – A Review. *Journal of Pharmaceutical Research International*, 33(37B), pp. 104-110, JPRI.69556.
- Mann, S., Chitranshi, J. (2021). Challenges Faced by Employees in Maintaining Work-Life Balance During Work from Home in Covid-19 Pandemic in India. *Natural Volatiles & Essential Oils Journal*, 8(5), pp. 5504-5519.
- Rao, S., Chitranshi, J., Punjabi, N. (2020). Role of Artificial Intelligence in Employee Engagement and Retention. *Journal of Applied Management- Jidnyasa*, 12(2), pp. 42–60.
- Adepu, K., Agarwal, K., Chitranshi, J., Nagendra, A., Islam, T. (2020). Study of usage of artificial intelligence in human resource in IT industry. *Indian Journal of Ecology*, 47(spl), pp. 132-134.
- Pandey, R., Chitranshi, J., Nagendra, A., Lawande, N. (2020). Human resource practices in Indian Army and suggest implementation of artificial intelligence for HRM. *Indian Journal of Ecology*, 47(spl), pp. 22-26.
- Gorakhia, N., Chitranshi, J., Nagendra, A., Islam, T. (2020). Employee perception towards work from home in it sector. *Indian Journal of Ecology*, 47(spl), pp. 27-30.
- Malik R, Madappa T, Chitranshi J (2017). Diversity management in tourism and hospitality: an exploratory study. *Foresight*, 19(3), pp. 323–336.
- Reddy, C. N., Adhikari, J., Chitranshi, J. (2017). Understanding and Managing Gender Diversity Challenges at Leadership Positions: A Review. *Journal of Strategic Human Resource Management*, 6(2), pp. 40-44.
- Ojha, D., Chitranshi, J. (2017). Artificial intelligence: will it replace HR professional or will it be a helping hand?. *International Journal of Applied Business and Economic Research*, 15(16), pp. 329-339.
- Mishra, D., Tankhiwale, S., Chitranshi, J. (2017). A Case Review for a Team or Individual Approach to Make in India. *Journal of Applied Business and Economic Research*, 15(2), pp. 341-350.
- Singh, A. K., Chitranshi, J. (2016). Challenges in Retaining Talent Post-merger and Acquisition in India: a Literature Review. *International Journal of Innovative Research in Computer and Communication Engineering*, 4(10), pp. 17146-17152.
- Chitranshi, J., Agarwal, S. (2016). Aging Mentors in the Changing Organizational Odyssey: an Analysis. *Indian Journal of Science and Technology*, 9(21), pp. 1-10.

Raval, H., Pande, P., Chitranshi, J., Kaur, R. (2016). Implications of Culture on Mergers and Acquisitions in Organizations. *International Journal of Trade and Global Business Perspectives*, 5(3), pp. 2926-2933.

Chitranshi, J., Chopra, K., Kaur, R. (2016) Role of Sustainability in Educational Institutions. *International Journal of Engineering and Management Research (IJEMR)*, 6(1), pp. 528-531.

Unnikrishnan, L., Patil, S., Chitranshi, J., Kaur, R. (2016). Importance of robust contingency plan for IT companies. *International Journal of Engineering and Management Research (IJEMR)*, 6(1), pp. 440-443.

Gupta, N., Viswanathan, V., Chitranshi, J., Kaur, R. (2016). An Organizational Development Intervention at Innova Plastic Technologies Ltd through Kaizen and Lean Practices. *International Journal of Engineering and Management Research (IJEMR)*, 6(2), pp. 394-400.

Malik, R., Madappa, T., Kaur, R., Chitranshi, J. (2016). A Conceptual Study on the Impact of Role Efficacy on the Motivation Levels of Employees. *International Journal of Marketing and Human Resource Management*, 7(3), pp. 10-17.

Conference Papers

Lenka, R., Chitranshi, J., Pabalkar, V. (2026). An Individual Perception and Consumer Behaviour on Mutual Funds. In: Fong, S., Dey, N., Joshi, A. (eds) *ICT Analysis and Applications. ICT4SD 2025. Lecture Notes in Networks and Systems*, vol 1652. Springer, Cham.

Lenka, R., Gupta, R., Pabalkar, V., Chitranshi, J. (2026). Ensuring Privacy and Data Integrity in Payroll Systems Using Blockchain and IPFS. In: Fong, S., Dey, N., Joshi, A. (eds) *ICT Analysis and Applications. ICT4SD 2025. Lecture Notes in Networks and Systems*, vol 1652. Springer, Cham.

Chitranshi, J., Divekar, R., Lenka, R. (2025). Creating an Academic Performance Management Model for Higher Education. In: Yang, X.S., Sherratt, R.S., Dey, N., Joshi, A. (eds) *Proceedings of Tenth International Congress on Information and Communication Technology. ICICT 2025. Lecture Notes in Networks and Systems*, vol 1441. Springer, Singapore.

Chitranshi, J., Divekar, R., Lenka, R. (2025). Designing a System of Performance Feedback Communication in Higher Education. In: Yang, X.S., Sherratt, R.S., Dey, N., Joshi, A. (eds) *Proceedings of Tenth International Congress on Information and Communication Technology. ICICT 2025. Lecture Notes in Networks and Systems*, vol 1441. Springer, Singapore.

Chitranshi, J., Divekar, R., Lenka, R. (2025). Student Performance Management in Higher Education: A Bibliometric Analysis. In: Yang, X.S., Sherratt, R.S., Dey, N., Joshi, A. (eds) *Proceedings of Tenth International Congress on Information and Communication Technology. ICICT 2025. Lecture Notes in Networks and Systems*, vol 1441. Springer, Singapore.

Lenka, R., Divekar, R., Chitranshi, J. (2025). A System for Performance Measurement in Higher Education. In: Yang, X.S., Sherratt, R.S., Dey, N., Joshi, A. (eds) *Proceedings of Tenth International Congress on Information and Communication Technology. ICICT 2025. Lecture Notes in Networks and Systems*, vol 1441. Springer, Singapore.

Saklani, M., Chitranshi, J., Chopra, K. (2025) Unlocking HR Potential: Exploring Blockchain Technology's Application in Human Resource Management. In: Divekar, R., Chopra, K., Dange, P., Mehendale, S. (eds.), *Securing the Future through Sustainability, Health, Education, and Technology*, Routledge, London, 10.

Saklani, M., Chitranshi, J., Arya, A. (2025) Blockchain Technology in HRM: A Futuristic Perspective. In: Divekar, R., Chopra, K., Dange, P., Mehendale, S. (eds.), *Securing the Future through Sustainability, Health, Education, and Technology*, Routledge, London, 14.

Geetha, L., Chitranshi, J. (2024). Cast and Crew Wellbeing in the Entertainment Industry and the Impact of Covid-19 Pandemic: A Conceptual Framework. In: Divekar, R., Chopra, K., Mehendale, S., Bhoyar, P. K. (eds.), *Emerging Horizons: Business and Society in the Post-Pandemic Era*, Proceedings of 13th Annual Research Conference on 'Pandemic to Endemic: Propositions for the Future' of Symbiosis Institute of Management Studies, CRC Press, 10.

Bhattacharya, R., Chitranshi, J. (2024). Breakdown of Maslow's Theory of Needs in the Face of Covid Amongst the Corporates. In: Divekar, R., Chopra, K., Dange, P., Mehendale, S. (eds.), *Pandemic to Endemic: Propositions for the Future*, Routledge, London, 13.

Agrawal, R., Chitranshi, J. (2024). Conceptual Framework for Leading Sustainable Development in Post-Covid-19 Era. In: Divekar, R., Chopra, K., Dange, P., Mehendale, S. (eds.), *Pandemic to Endemic: Propositions for the Future*, Routledge, London, 15.

Chopra, K., Chitranshi, J., Khanna, P. (2024). Financial Empowerment of Asian Women Through Payment Apps. 2024 First International Conference for Women in Computing (InCoWoCo), Pune, India, pp. 1-5.

Chitranshi, J., Chopra, K. (2023). AI Driven Quick delivery services in India and Employee wellbeing challenges. 2023 IEEE Technology & Engineering Management Conference - Asia Pacific (TEMSCON-ASPAC), Bengaluru, India, pp. 1-6.

Pandey, R., Chitranshi, J. (2023). The Impact of Organisational Cultural on Employees' Behaviour in Research and Development Organisation. AIP Conference Proceedings. 2523, 030003.

Singh, R., Chitranshi, J. (2023). Identification of Human Capital Management Policy for the Officers Serving in the Unit in the Indian Army. AIP Conference Proceedings. 2523, 030001.

Chitranshi, J. (2022). Psychological Well-Being of Employees During COVID-19 Pandemic. In: Chandani, A., Divekar, R., Nayak, J.K., Chopra, K. (eds), *Pandemic, New Normal and Implications on Business*. Springer Proceedings in Business and Economics. Springer, Singapore.

Sharma, K., Kumari, R., Chitranshi, J. (2019). A study of validation of cultural value dimensions and plausible future authority style in the Indian context. In *SIMSARC 2018: Proceedings of the 9th Annual International Conference on 4C's-Communication, Commerce, Connectivity, Culture*, SIMSARC 2018, 17-19 December 2018, Pune, MH, India (p. 225). European Alliance for Innovation.

Book Chapters

Chitranshi, J., Chopra, K. (2024). Prioritizing Psychological Well-Being of Employees: Leadership Perspective Towards Organizational Sustainability. In: Bhattacharya, S., Venkatesh, V.G., Chatterjee, S.R. (eds) *Responsible Corporate Leadership Towards Attainment of Sustainable Development Goals. Responsible Leadership and Sustainable Management*. Springer, Singapore.

Book

Divekar, R., Chitranshi, J., Chopra, K. (2024). Contemporary Trends in Performance Management: A Machine-Generated Literature Overview. Palgrave Macmillan, Singapore.

Divekar, R., Chopra, K., Chitranshi, J., Mehendale, S. (2024). Pandemic to Endemic: Propositions for the Future, CRC Press.