Research Notebook

COBSCCOMP212P-002 / 12857223

Date – 20/ 11/ 2022

Task – Introduction lecture to the final research and Harvard referencing lecture

Link to view collected research materials

Date – 21 / 11 / 2022

Tasks

1) Finding some issues available in the world
2) Understanding the basics of research methodologies

Available links

Name	Link	Citation
ELMS	http://dl.lib.mrt.ac.lk/handle/123/13931	Weerasinghe, T.S.P., 2006. *Examination management system* (Doctoral dissertation).
Re-design the Classroom for Online Learning	https://www.researchgate.net/profile/Himendra-Balalle/publication/348176555_Re-design_the_Classroom_for_Online_Learning/links/5ff	Balalle, H. and Weerasinghe, L.T., Re-design the

	298a4299bf140886c616c/Re-design-the-Classroom-for-Online-Learning.pdf	Classroom for Online Learning.

Selected topics

~~01) Application of psychological concepts of effective learning for ELMS~~

~~02) Use of IoT to maintain the security of citizens (ethical and legal issues)~~

Things to learn

01) Cognitive reasoning

Date- 22 /11/2022

Sample topics

Topic	Link
10 Most Interesting Technology Research Topics	10 Most Interesting Technology Research Topics | BestColleges
224 Research Topics on Technology & Computer Science	224 Research Topics on Technology & Computer Science (custom-writing.org)
130 Information Technology Research Topics And Quick Writing Prompts	130 Top-Notch Information Technology Research Topics (thesishelpers.com)
Latest Topics for Pursuing Research in Technology and Computer science 2018-2020	Latest Topics for Pursuing Research in Technology and Computer science 2018-2020 – phdassistance
17 Sustainable Deveopment Goals (SDGs)	https://sdgs.un.org/goals

Available Links for research

Name	Link	Citation
Digital competences of the workforce – a research topic?	https://www.emerald.com/insight/content/doi/10.1108/BPMJ-06-2016-0126/full/html	Murawski, M. and Bick, M., 2017. Digital competences of the workforce–a research topic?. *Business Process Management Journal*.
SciFinder Scholar 2006: An Empirical Analysis of Research Topic Query Processing	https://pubs.acs.org/doi/abs/10.1021/ci050481b	Wagner, A.B., 2006. SciFinder Scholar 2006: an empirical analysis of research topic query processing. *Journal of chemical information and modeling*, 46(2), pp.767-774.

Selected topics

01) Student monitoring application (already developed)

- https://www.teacherswithapps.com/student-monitoring-apps-for-parents/
- https://www.gascloud.tech/tala.html

02) Substance abuse and mental health among university students (Application to prevent or self healing)

- Is it practicable in Sri Lanka ?

Date – 23 / 11 / 2023

Available links for the research

Name	Link	Citation

Understanding the Economic Issues in Sri Lanka's Current Debacle	Understanding the Economic Issues in Sri Lanka's Current Debacle | ORF (orfonline.org)	[1] *Just a moment...* (no date). Available at: https://www.orfonline.org/research/understanding-the-economic-issues-in-sri-lankas/.
"In a Legal Black Hole" Sri Lanka's Failure to Reform the Prevention of Terrorism Act	"In a Legal Black Hole": Sri Lanka's Failure to Reform the Prevention of Terrorism Act | HRW	[2] *"In a Legal Black Hole"* (2022). Available at: https://www.hrw.org/report/2022/02/07/legal-black-hole/sri-lankas-failure-reform-prevention-terrorism-act.
The Biggest Problem With Employee Rewards; How Can You Fix It?	The Biggest Problem With Employee Reward; How Can You Fix It? (getbravo.io)	[3] Ali, S. (2022) *The Biggest Problem With Employee Rewards; How Can You Fix It?* Available at: https://getbravo.io/biggest-problem-with-employee-rewards-how-can-you-fix-it/.

Sample topics

Topic	Link

Issues relating to Performance Management and reward system	(99+) Issues relating to Performance Management and reward system | LinkedIn
	Tamil nadu Engineering Admission Online Home - TNEA (tneaonline.org)
	TN MBA/MCA Online Counselling Home - MBAMCA (tn-mbamca.com)

Identified issues from the links

01) Domestic Economy and tax cuts [1]

02) Balance of payment deficit [1]

03) IMF bailouts [1]

04) Agricultural reforms, FOREX crunch and inflation [1]

05) Downfall of tourism [1]

06) External debt and China factor [1]

07) Sri Lanka's Abusive Counterterrorism Law [2]

08) Targeting Minorities [2]

09) Ongoing Violations Under the Prevention of Terrorism Act [2]

10) International Efforts on Rights Protection [2]

11) Compensation, benefits, recognition, and criterion issues in reward management [3]

Selected topics

01) Developing a reward management system (already developed)

02) Use of online counselling to keep effective and efficient HRM process

Things to research

01) Issues in existing reward management applications and examples for such applications.

02) Current situation in Sri Lanka (Triple deficit)

03) Issues in reward management

Next Day Plan

01) Read research papers - <u>Use of online counselling to keep effective and efficient... -</u>
<u>Google Scholar</u>

Date- 24/11/2022

Topics to be researched

Issues in the e-HRM process

Available Links for the research

Name	Link	Citation
The Enabling Role Of Information Technology In The Global War For Talent: Accenture's Industrialized Approach†	https://onlinelibrary.wiley.com/doi/abs/10.1002/itdj.20103	Beulen, E., 2008. The enabling role of information technology in the global war for talent: Accenture's industrialized approach. *Information Technology for Development*, *14*(3), pp.213-224.
Keeping Ahead Of The Game: Innovations And Challenges In E-Government In Malaysia	https://journals.sagepub.com/doi/abs/10.1177/1035304613508868	Abdullah, N.R.W., Mansor, N.B. and Hamzah, A., 2013. Keeping ahead of the game: Innovations and challenges in e-government in Malaysia. *The Economic and Labour Relations Review*, *24*(4), pp.549-567.
Desired Goals And Actual Outcomes Of E-Hrm	https://onlinelibrary.wiley.com/doi/abs/10.1111/j.1748-8583.2010.00149.x	Parry, E. and Tyson, S., 2011. Desired goals and actual outcomes of e-HRM. *Human resource management journal*, *21*(3), pp.335-354.
Electronic Human Resources Management In An	http://ojs.jecr.org/jecr/sites/default/files/11_4_p00.pdf	Laumer, S., Eckhardt, A. and Weitzel, T., 2010. Electronic human resources management in an e-business

E-Business Environment		environment. *Journal of Electronic Commerce Research*, *11*(4), p.240.
Strategic Hrm As Social Design For Environmental Sustainability In Organization	https://onlinelibrary.wiley.com/doi/abs/10.1002/hrm.21504	DuBois, C.L. and Dubois, D.A., 2012. Strategic HRM as social design for environmental sustainability in organization. *Human resource management*, *51*(6), pp.799-826.

Sample Topics

Topic	Link
Perspectives on e-HRM in the Multinational Setting	isbn_978-952-476-472-8.pdf (uwasa.fi)
The strategic value of e-HRM: results from an exploratory study in a governmental organizatio	(PDF) The strategic value of e-HRM: results from an exploratory study in a governmental organization	Huub Ruel - Academia.edu

Selected topics

~~01) Psychological counselling process to keep effective and efficient e-HRM~~

02) Appliance of industrial counselling towards e-HRM applications

Available Links for the topic 01

Name	Link	Citation
Shaping Organization with e-HRM	http://ijimt.org/papers/10-M416%20p.pdf	Srivastava, S.K., 2010. Shaping Organization with e-HRM. International Journal of Innovation, Management and Technology, 1(1), p.47.
e-HRM in Mexico: adapting innovations for	https://www.emerald.com/insight/content/doi/10.1108/0	Olivas-Lujan, M.R., Ramirez, J. and Zapata-Cantu, L., 2007. e-HRM in Mexico: adapting innovations for global

global competitiveness	1437720710778402/full/ht ml	competitiveness. *International Journal of Manpower*, *28*(5), pp.418-434.
A dark side of e-HRM: mediating role of HR service delivery and HR socialization on HR effectiveness	https://www.emerald.com/in sight/content/doi/10.1108/IJ M-01-2021-0038/full/html	Talukdar, A. and Ganguly, A., 2021. A dark side of e-HRM: mediating role of HR service delivery and HR socialization on HR effectiveness. *International Journal of Manpower*.
The unexpected side of relational e-HRM : Developing trust in the HR department	https://www.emerald.com/in sight/content/doi/10.1108/E R-07-2013-0078/full/html	Bissola, R. and Imperatori, B., 2014. The unexpected side of relational e-HRM: Developing trust in the HR department. *Employee relations*.

Available Links for the topic 02

Name	Link	Citation
An Exploratory Study on Electronic Human Resource Management (E-HRM) Tools Implemented In Different Industry in Odisha	https://www.researchgate.ne t/profile/Monalisha-Patel/publication/32553621 9_An_Exploratory_Study_o n_Electronic_Human_Reso urce_Management_E-HRM_Tools_Implemented_ In_Different_Industry_in_O disha/links/5bcad73ea6fdcc 03c7966fb1/An-Exploratory-Study-on-Electronic-Human-Resource-Management-E-	Patel, M. and Dhal, S., 2017. An Exploratory Study on Electronic Human Resource Management (E-HRM) Tools Implemented In Different Industry in Odisha. *Asian Journal of Management*, *8*(4), pp.1405-1411.

	HRM-Tools-Implemented-In-Different-Industry-in-Odisha.pdf	
Mass Personalization — An Internet-enabled Strategy for e-HRM	https://link.springer.com/chapter/10.1007/978-3-322-84526-9_13	Reiss, M., 2003. Mass Personalization— An Internet-enabled Strategy for e-HRM. In *Personalmanagement im Wandel* (pp. 285-309). Gabler Verlag.

Note

Despite having the majority of HRM operations, contemporary e-HRM programmes lack the capabilities of an online industrial counselling service. (The contemporary e-HRM programmes also provide reward management tools.) Most workers are unlikely to participate in such meetings with the industrial counsellor during the offline industrial counselling procedure due to concerns about their privacy. In some cases, a company's human resources department's effectiveness and efficiency may be impacted by the psychological health of its employees. By using this programme, difficulties related to the workforce's mental and psychological health are reduced.

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Date- 25/11/2022

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Things to be researched

Affect of employees psychological condition towards effective HRM

Links available

Name	Link	Citation
Impact of employee participation on	https://www.academia.edu/download/31222208/Bhatti.pdf	Bhatti, K.K. and Qureshi, T.M., 2007. Impact of employee participation on job satisfaction, employee commitment and employee productivity. *International*

job satisfaction, employee commitment and employee productivity		*review of business research papers*, *3*(2), pp.54-68.
Employee Mental Illness: Moving Towards a Dominant Discourse in Management and HRM	https://researchbank.swinburne.edu.au/file/005faa85-45b5-436a-a498-178deb7f6fdd/1/PDF%20%28Published%20version%29.pdf	De Lorenzo, M.S., 2014. Employee mental illness: moving towards a dominant discourse in management and HRM. *International Journal of Business and Management*, *9*(12), p.133.
Human resource management and employee well-being: towards a new analytic framework	https://onlinelibrary.wiley.com/doi/abs/10.1111/1748-8583.12139	Guest, D.E., 2017. Human resource management and employee well-being: Towards a new analytic framework. *Human resource management journal*, *27*(1), pp.22-38.
The impact of cognitive dissonance on learning work behavior	https://www.emerald.com/insight/content/doi/10.1108/13665620610641300/full/html	Dechawatanapaisal, D. and Siengthai, S., 2006. The impact of cognitive dissonance on learning work behavior. *Journal of Workplace Learning*, *18*(1), pp.42-54.
Psychological capital: A positive resource for combating employee stress and turnover	https://onlinelibrary.wiley.com/doi/abs/10.1002/hrm.20294	Avey, J.B., Luthans, F. and Jensen, S.M., 2009. Psychological capital: A positive resource for combating employee stress and turnover. *Human resource management*, *48*(5), pp.677-693.

Next Day Plan – Search for functions of e-hrm applications

Date – 26/11/2022

Things to be researched

1) Functions of e-hrm applications
2) Available e-hrm services / websites

1) Links available

Name	Link	Citation
Research in e-HRM: Review and implications	https://www.sciencedirect.com/science/article/pii/S1053482206000829	Strohmeier, S., 2007. Research in e-HRM: Review and implications. *Human resource management review*, *17*(1), pp.19-37.
The Influence of E-HRM on Modernizing the Role of HRM Context	https://www.mdpi.com/1745876	De Alwis, A.C., Andrlić, B. and Šostar, M., 2022. The Influence of E-HRM on Modernizing the Role of HRM Context. *Economies*, *10*(8), p.181.
HRM University Systems and Their Impact on e-HRM	https://hal.archives-ouvertes.fr/hal-01567728/	Al Shobaki, M.J., Naser, S.S.A., El Talla, S.A. and Amuna, Y.M.A., 2017. HRM University Systems and Their Impact on e-HRM. *International Journal of Information Technology and Electrical Engineering*, *6*(3), pp.5-27.
DESIGNING A MODEL FOR EVALUATING THE EFFECTIVENES	http://ijism.ricest.ac.ir/index.php/ijism/article/view/103	Sanayei, A. and Mirzaei, A.B.A.S., 2012. Designing a model for evaluating the effectiveness of E-HRM (case study: Iranian organizations). *International*

S OF E-HRM (CASE STUDY: IRANIAN ORGANIZATIONS)		*Journal of Information Science and Management (IJISM)*, *6*(2), pp.79-98.

1) Available Links

Topic	Link
e-HRM	https://www.whatishumanresource.com/e-hrm
Functions of human resource management systems	Functions of human resource management systems (zambianguardian.com)
3 Ways Human Resources Applications Effectively Support and Enhance Your Business	Human Resource Applications 2022 | Effective Applications of HRIS (selecthub.com)
TOP 10 FEATURES OF HR MANAGEMENT SYSTEM SOFTWARE	Top 10 Features of Human Resource Management System (HRMS) Software (light-it.net)

2)Available links

Topic	Link
core HR (core human resources)	What is core HR (core human resources)? - Definition from WhatIs.com (techtarget.com)
Workforce management software	Best Workforce Management Software Systems 2022 | WFM Tools (selecthub.com)
Strategic HR	https://strategichrinc.com/
E-HRM: innovation or irritation? An exploration of web-based human	https://www.researchgate.net/publication/46676091_E-HRM_innovation_or_irritation_An_exploration_of_web-based_human_resource_management_in_five_large_companies

resource management in five large companies	

Day - 27/11/2022

Topics should be researched

1)Issues in industrial counselling

2)Issues faced by industrial counsellors

1)Links Available

Name	Link	Citation
Inspiring Growth: A Counselling Framework for Industrial Psychology Practitioners	https://link.springer.com/chapter/10.1007/978-3-030-20020-6_17	Jorgensen-Graupner, L.I. and Zyl, L.E.V., 2019. Inspiring growth: A counselling framework for industrial psychology practitioners. In *Positive psychological intervention design and protocols for multi-cultural contexts* (pp. 381-404). Springer, Cham.
Counselling preparedness and responsiveness of industrial psychologists in the face of COVID-19	http://www.scielo.org.za/scielo.php?script=sci_arttext&pid=S2071-07632021000100028	du Plessis, M. and Thomas, E.C., 2021. Counselling preparedness and responsiveness of industrial psychologists in the face of COVID-19. *SA Journal of Industrial Psychology*, *47*(1), pp.1-13.
Emerging Trends and Vexing Issues in Industrial and Organisational Psychology	https://iaap-journals.onlinelibrary.wiley.com/doi/abs/10.1111/j.1464-0597.1998.tb00018.x	Dunnette, M.D., 1998. Emerging trends and vexing issues in industrial and organisational psychology. *Applied Psychology*, *47*(2), pp.129-153.

Employee assistance programs: a review of the management of stress and wellbeing through workplace counselling and consulting	https://www.tandfonline.com/doi/abs/10.1080/00050060310001707137	Kirk, A.K. and Brown, D.F., 2003. Employee assistance programs: A review of the management of stress and wellbeing through workplace counselling and consulting. *Australian psychologist*, *38*(2), pp.138-143.

2)Links Available

Name	Link	Citation
Emerging trends in carrer counselling	https://link.springer.com/article/10.1007/BF02449904	Herr, E.L., 1992. Emerging trends in carrer counselling. *International Journal for the Advancement of Counselling*, *15*(4), pp.255-288.
Youth with refugee backgrounds in Australia: Contextual and practical considerations for career counsellors	https://journals.sagepub.com/doi/abs/10.1177/1038416215584406	Abkhezr, P., McMahon, M. and Rossouw, P., 2015. Youth with refugee backgrounds in Australia: Contextual and practical considerations for career counsellors. *Australian Journal of Career Development*, *24*(2), pp.71-80.
Exploring the role of the industrial-organisational psychologist as	https://journals.co.za/doi/abs/10.4102/sajip.v40i1.1193	Barkhuizen, H., 2014. Exploring the role of the industrial-organisational psychologist as counsellor. *SA journal of industrial psychology*, *40*(1), pp.1-11.

counsellor : original research		

Day - 28/11/2022

Topic

digital literacy rate in Sri Lanka / world

Name	Link	Citation
Digital Literacy, Business Uncertainty & Economic Performance: An Empirical Study of Small Businesses in Sri Lanka	https://www.researchgate.net/profile/H-M-S-Priyanath-2/publication/341216589_Digital_Literacy_Business_Uncertainty_Economic_Performance_An_Empirical_Study_of_Small_Businesses_in_Sri_Lanka/links/5eb43c2e299bf1287f74170e/Digital-Literacy-Business-Uncertainty-Economic-Performance-An-Empirical-Study-of-Small-Businesses-in-Sri-Lanka.pdf	RVSPK, R., Priyanath, H.M.S. and Megama, R.G.N., 2020. Digital literacy, business uncertainty & economic performance: An empirical study of small businesses in Sri Lanka. *Journal of Academic Research in Business and Social Sciences*, *10*(5), pp.50-76.
An Assessment of Computer Awareness and Literacy among Entry-Level Sri Lankan	https://journal.icter.org/index.php/ICTer/article/view/81	Tharanganie, T., 2011. An Assessment of Computer Awareness and Literacy among Entry-Level Sri Lankan Undergraduates: A Case Study. *The International Journal on Advances in ICT for Emerging Regions*, *4*(1).

Undergraduates: A Case Study		
Sri Lankan youth and their exposure to computer literacy	https://www.academia.edu/download/68592599/fd959b49c00d9d35f00689fb837cbc1dbe08.pdf	De Silva, W., Kodikara, P. and Somarathne, R., 2014. Sri Lankan youth and their exposure to computer literacy. *Sri Lanka Journal of Advanced Social Studies*, *3*(1).
Factors Associating with Social Media related Crime Victimization: Evidence from the Undergraduates at a Public University in Sri Lanka Nalaka, Suresh; Diunugala, Hemantha.	https://search.proquest.com/openview/af4dca44da5982a294ae40d0b0215192/1?pq-origsite=gscholar&cbl=55114	Nalaka, S. and Diunugala, H., 2020. Factors associating with social media related crime victimization: Evidence from the undergraduates at a public university in Sri Lanka. *International Journal of Cyber Criminology*, *14*(1), pp.174-184.
Digital Literacy in the World of Digital Natives	https://www.igi-global.com/chapter/digital-literacy-in-the-world-of-digital-natives/259081	Coskun, C., 2021. Digital literacy in the world of digital natives. In *Handbook of research on new media applications in public relations and advertising* (pp. 486-504). IGI Global.
The importance of digital literacy on the labour market	https://www.emerald.com/insight/content/doi/10.1108/ER-07-2019-0274/full/html	Bejaković, P. and Mrnjavac, Ž., 2020. The importance of digital literacy on the labour market. *Employee Relations: The International Journal*.

Date – 29/11/2022

Topic

suicidal rates due to job dissatisfaction in Sri Lanka / world

Name	Link	Citation
Psychological analysis of the Sri Lankan conflict culture with special reference to the high suicide rate.	https://psycnet.apa.org/record/2003-04962-006	Bolz, W., 2002. Psychological analysis of the Sri Lankan conflict culture with special reference to the high suicide rate. *Crisis: The Journal of Crisis Intervention and Suicide Prevention*, *23*(4), p.167.
'I drank it to put an end to me': Narrating girls' suicide and self-harm in Sri Lanka	https://journals.sagepub.com/doi/abs/10.1177/006996671104600204	Marecek, J. and Senadheera, C., 2012. 'I drank it to put an end to me': Narrating girls' suicide and self-harm in Sri Lanka. *Contributions to Indian Sociology*, *46*(1-2), pp.53-82.
Suicide in Sri Lanka	https://link.springer.com/content/pdf/10.1007/0-306-47150-7_19.pdf	Ratnayeke, L., 2002. Suicide in Sri Lanka. In *Suicide Prevention* (pp. 139-142). Springer, Boston, MA.
Stress, burnout, and job dissatisfaction in mental health workers	https://link.springer.com/article/10.1007/s00406-012-0353-4	Rössler, W., 2012. Stress, burnout, and job dissatisfaction in mental health workers. *European archives of psychiatry and clinical neuroscience*, *262*(2), pp.65-69.
Suicidal Ideation and Attempts in Norwegian Police	https://onlinelibrary.wiley.com/doi/abs/10.1521/suli.33.3.302.23215	Berg, A.M., Hem, E., Lau, B., Loeb, M. and Ekeberg, Ø., 2003. Suicidal ideation and attempts in Norwegian police. *Suicide and Life-Threatening Behavior*, *33*(3), pp.302-312.

Name	Link	Citation
A Reanalysis of Occupation and Suicide: Negative Perceptions of the Workplace Linked to Suicide Attempts	https://www.tandfonline.com/doi/abs/10.1080/00223980.2017.1393378	Howard, M. and Krannitz, M., 2017. A reanalysis of occupation and suicide: Negative perceptions of the workplace linked to suicide attempts. *The Journal of psychology*, *151*(8), pp.767-788.

Date – 30/11/2022

Topic

How substance abuse of employees affects the employer

Name	Link	Citation
Hiring substance abusers: Attitudes of managers and organizational needs	https://www.tandfonline.com/doi/abs/10.1080/09687630701377421	Negura, L. and Maranda, M.F., 2008. Hiring substance abusers: Attitudes of managers and organizational needs. *Drugs: education, prevention and policy*, *15*(2), pp.129-144.
Contrasting Organizational Responses to Alcohol and Illegal Drug Abuse among Employees	https://journals.sagepub.com/doi/abs/10.1177/002204268901900403	Staudenmeier Jr, W.J., 1989. Contrasting organizational responses to alcohol and illegal drug abuse among employees. *Journal of Drug Issues*, *19*(4), pp.451-471.
Substance Abuse In The Workplace	https://clutejournals.com/index.php/JBER/article/view/2808	Ashe, C. and Nealy, C., 2005. Substance abuse in the workplace. Journal of Business & Economics Research (JBER), 3(9).

Name	Link	Citation
A supervisor's role in workplace drug abuse	https://journals.lww.com/healthcaremanagerjournal/citation/1990/01000/a_supervisor_s_role_in_workplace_drug_abuse.7.aspx	Mazzoni, J., 1990. A supervisor's role in workplace drug abuse. *The Health Care Manager*, *8*(2), pp.35-39.

Date – 01/12/2022

Topic

Future generation, generation z, generation y, baby boomers, etc.

Name	Link	Citation
The employees of baby boomers generation, Generation X, Generation Y and Generation Z in selected Czech corporations as conceivers of development and competitiveness in their corporation	https://publikace.k.utb.cz/handle/10563/1007086	Bejtkovský, J., 2016. The employees of baby boomers generation, generation X, generation Y and generation Z in selected Czech corporations as conceivers of development and competitiveness in their corporation. *Journal of Competitiveness.*
Generation Z as Consumers: Trends and Innovation	https://archive.iei.ncsu.edu/wp-content/uploads/2013/01/GenZConsumers.pdf	Wood, S., 2013. Generation Z as consumers: trends and innovation. *Institute for Emerging Issues: NC State University*, *119*(9), pp.7767-7779.
UNDERSTANDING THE ATTITUDE OF GENERATION Z TOWARDS WORKPLACE	https://www.researchgate.net/profile/Bhuvanesh-Sharma-3/publication/3313	Gaidhani, S., Arora, L. and Sharma, B.K., 2019. Understanding the attitude of generation Z towards workplace. *International Journal of Management, Technology and Engineering*, *9*(1), pp.2804-2812.

	46456_UNDERST ANDING_THE_A TTITUDE_OF_G ENERATION_Z_ TOWARDS_WO RKPLACE/links/5 c751d2245851583 1f7025d7/UNDER STANDING-THE- ATTITUDE-OF- GENERATION-Z- TOWARDS- WORKPLACE.pd f	
Defining generations: Where Millennials end and Generation Z begins	http://tony- silva.com/eslefl/mi scstudent/downloa dpagearticles/defg enerations-pew.pdf	Dimock, M., 2019. Defining generations: Where Millennials end and Generation Z begins. *Pew Research Center*, *17*(1), pp.1-7.
'True Gen': Generation Z and its implications for companies	http://www.drthom aswu.com/uicmpac csmac/Gen%20Z.p df	Francis, T. and Hoefel, F., 2018. True Gen': Generation Z and its implications for companies. *McKinsey & Company*, *12*.

Date – 2/12/2022

Finalize the research topic 01

Appliance of industrial counselling towards effective e-HRM

Note

The participants' privacy is a concern in the process of industrial counselling for efficient human resource management (employees). Although e-HRM solutions have been created, they do not have the capacity to maintain the psychological well-being of employees. Employee dissatisfaction and lack of motivation results in decreased productivity and production for the businesses, which negatively impacts their reputation. Additionally, top management may improperly participate in certain manual industrial counselling sessions for employees, which only serves to increase their stress and dissatisfaction.

To maintain the participants' anonymity, this suggested solution would construct a distinct, independent site for the industrial counsellor and the employees. (The counsellor and employee will be the sole participants in the session; senior management personnel cannot interject.) Job specification, recruiting, and other e-HRM application features will be introduced to the management side of the programme..

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Date – 03/12/2022

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Topic

Start Building a prototype for the proposed application

Link - https://www.figma.com/file/9cHzyE7HPGctCSatxAOb0s/Topic-01-Expected-Solution?node-id=0%3A1&t=Bb7yfWAj8ohLZFRT-1