



3(b)Details of Publications in WoS/ Scopus/ UGC Care-II Journals

Annexure IV-B



Jagan Institute of Management Studies



NAAC A++ Grade & NBA Accredited MCA Program

3, Institutional Area, Sector-5, Rohini, Delhi-110085

Publication in Scopus /WoS/UGC CARE (Category-II) Journal for Academic session 2025-26

S.No	Faculty Name	Journal	Topic of the Paper	Indexing	Weblink	ISSN No.	Year of publication
1	Dr. Shivani Vats	Journal of Informatics Education and Research	Integating Industry 4.0 technologies for sustainable tranformation and strategic growth	ABDC C	https://jier.org/index.php/journal/article/view/3315/2668	ISSN: 1526-4726	Aug-25
2	Dr. Shivani Vats	European Economic Letters	Balancing price and purpose: How Consumer Behaviour shapes sustainable pricing decision	ABDC C	https://www.eeet.org.uk/index.php/journal/article/view/3572/3203	ISSN 2323-5233	Aug-25
3	Dr. Shivani Vats	Journal of Marketing & Social Research	A Multilevel reveiw of Artificial Intelligence and Employee Well-Being in organization	ABDC C	https://jmsr-online.com/article/a-multilevel-review-of-artificial-intelligence-and-employee-well-being-in-organizations-515/	ISSN (Online): 3008-0711	Jan-26
4	Dr. Shivani Vats	Journal in Chemical Health Risks	A cloud - based AI framework for risk assessment in Post- Transplant patient management	Scopus	https://www.jchr.org/index.php/JCHR/article/view/13101	2251-6727	Apr-26
5	Dr. Shivani Vats	Advanced Engineering Science	From pilot to scale: A structured framwork for generative AI-Driven business tranformation	Scopus	https://advancedengineeringscience.com/article/2026/2624.html	ISSN 2096-3246	May-26
6	Ms. Megha Sharma	Journal of Marketing & Social Research	A Multilevel reveiw of Artificial Intelligence and Employee Well-Being in organization	ABDC C	https://jmsr-online.com/article/a-multilevel-review-of-artificial-intelligence-and-employee-well-being-in-organizations-515/	ISSN (Online): 3008-0711	Jan-26
7	Ms. Megha Sharma	Journal of Informatics Education and Research	Integating Industry 4.0 technologies for sustainable tranformation and strategic growth	ABDC C	https://jier.org/index.php/journal/article/view/3315/2668	ISSN: 1526-4726	Aug-25
8	Ms. Megha Sharma	European Economic Letters	Balancing price and purpose: How Consumer Behaviour shapes sustainable pricing decision	ABDC C	https://www.eeet.org.uk/index.php/journal/article/view/3572/3203	ISSN 2323-5233	Aug-25
9	Dr. Ruchika Sharma	European Economic Letters	Hybrid Content security model using stenography and cryptography in cloud storage	ABDC	https://www.eeet.org.uk/index.php/journal/article/view/3676/3290	ISSN - 2323-5233	Sep-25

10	Dr. Ruchika Sharma	Journal of International Commercial Law and Technology	StegoHash: A Dual - Layer Tamper Detection Model using steganography and SHA -256 Hashing	ABDC	https://jiclt.com/article/stegohash-a-dual-layer-tamper-detection-model-using-steganography-and-sha-256-hashing-213/	ISSN - 1901 - 8401	Nov-25
11	Dr. Ruchika Sharma	Economic Sciences	Navigating AI Bias: Challenges, Mitigation and Ethical Implications	ABDC	https://economic-sciences.com/index.php/journal/article/view/412	ISSN:1505-4683	Nov-25
12	Ms.Aparna Raj	Economic Sciences	Navigating AI Bias: Challenges, Mitigation and Ethical Implications	ABDC	https://economic-sciences.com/index.php/journal/article/view/412	ISSN:1505-4683	Nov-25
13	Ms.Aparna Raj	Journal of International Commercial Law and Technology	StegoHash: A Dual - Layer Tamper Detection Model using steganography and SHA -256 Hashing	ABDC	https://jiclt.com/article/stegohash-a-dual-layer-tamper-detection-model-using-steganography-and-sha-256-hashing-213/	ISSN - 1901 - 8401	Nov-25
14	Ms.Aparna Raj	European Economic Letters	Hybrid Content security model using stenography and cryptography in cloud storage	ABDC	https://www.eeet.org.uk/index.php/journal/article/view/3676/3290	ISSN - 2323-5233	Sep-25
15	Dr. Manju Arora	European Economic Letters	Hybrid Content security model using stenography and cryptography in cloud storage	ABDC	https://www.eeet.org.uk/index.php/journal/article/view/3676/3290	ISSN - 2323-5233	Sep-25
16	Dr. Megha Mohan	Emerald	Cultivating socially sustainable employability in Industry 5.0: exploring the impact of specific skills on the employability of management graduates in Education and Training	Scopus	https://www.emerald.com/et/article-abstract/doi/10.1108/ET-03-2024-0105/1270094/Cultivating-socially-sustainable-employability-in?redirectedFrom=fulltext	Online ISSN 1758-6127 Print ISSN 0040-0912	Jul-25
17	Dr. Parminder Bajaj	Investment Management and Financial Innovations	Nexus between stock market and macroeconomic indicators: An NARDL approach	Scopus , ABDC	http://dx.doi.org/10.21511/imfi.22(3).2025.28	ISSN (print) 1810-4967	Sep-25
18	Dr. Parminder Bajaj	Advances in Consumer Research	A Comparative Study of Regulatory Approaches to Fintech in India and Global Markets	ABDC- B	DOI : 10.61336/acr/25-04-29 https://acr-journal.com/article/a-comparative-study-of-regulatory-approaches-to-fintech-in-india-and-global-markets-1410/	(2025 ISSN (Print): 0098-9258	Aug-25
19	Dr. Parminder Bajaj	Econometrics Journal by MDPI indexed	Dynamic Volatility Spillovers Among G20 Economies During the Global Crisis Periods—A TVP VAR Analysis	Scopus, ESCI (Web of Science)	https://www.mdpi.com/2225-146/13/4/45	ISSN: 2225-1146	Nov-25
20	Dr. Shrajal Gupta	Investment Management and Financial Innovations	Nexus between stock market and macroeconomic indicators: An NARDL approach	Scopus , ABDC	http://dx.doi.org/10.21511/imfi.22(3).2025.28	ISSN (print) 1810-4967	Sep-25

21	Dr. Shrajal Gupta	International Journal on Interactive Design and Mnaufacturing (IJIDeM)	Multi-Objective optimization of stochastic flexible Job shop undergoing reliability - based preventive maintenance and random machine failure for sustainable manufacturing system using RSM-TOPSIS - DESIRABILITY	Scopus	https://link.springer.com/article/10.1007/s12008-025-02372-w	ISSN - 1955.2505	Aug-25
22	Dr. Shrajal Gupta	International Journal of Quality and Service Sciences	Enhancing pharmacy operations: factors shaping the adoption of automated drug dispensing systems	Web of Science	https://www.emerald.com/ijqss/article-abstract/17/4/450/1300832/Enhancing-pharmacy-operations-factors-shaping-the	Online ISSN 1756-6703	Sep-25
23	Dr. Veena Panjwani	European Economic Letters	Reconceptualizing Employee Voice in the Gig Economy: An Integrative Framework	ABDC	https://www.eelet.org.uk/index.php/journal/article/view/3153/2823	ISSN 2323-5233	Jul-25
24	Dr. Veena Panjwani	Economic Sciences	Risk Management in Practice: A Case Study of Financial Decision-Making	ABDC	https://doi.org/10.69889/en7hp942	ISSN 1505-4683	Mar-26
25	Dr. Veena Panjwani	Asian And Pacific Economic Review	DIGITALIZATION AND EMPLOYEE PRODUCTIVITY: THE MODERATING EFFECT OF TRANSFORMATIONAL AND TRANSACTIONAL LEADERSHIP	ABDC	https://asparev.org/article/view/333	ISSN: 1000-6052	Apr-26
26	Dr. Swaty Wadhwa	PromptAI Academy Journal	AI Marketing: Automating Creativity for Digital Campaigns	Scopus	https://promptaijournal.org/revista/article/view/91	ISSN - 3086 - 0016	Oct-25
27	Dr. Deepak Chahal	Journal of International Commercial Law and Technology	Adaptive Reinforcement Learning for Smart City Traffic Optimization	ABDC	https://jiclt.com/article/adaptive-reinforcement-learning-for-smart-city-traffic-optimization-183/	1901-8401	Nov-25
28	Dr. Latika Kharb	Journal of International Commercial Law and Technology	Adaptive Reinforcement Learning for Smart City Traffic Optimization	ABDC	https://jiclt.com/article/adaptive-reinforcement-learning-for-smart-city-traffic-optimization-183/	1901-8401	Nov-25
29	Dr. Praveen Arora	Journal of Forensic Medicine & Toxicology (JFMT)	Registered Medical Practitioners: Perception of Professional Secrecy	Scopus	https://jfmontonline.com/index.php/jfmt/article/view/563	Print ISSN: 0971-1929	Jul-25
30	Dr. Praveen Arora	Journal of Informatics Education and research	Practical applications of Quantum Wireless communication	ABDC	https://jier.org/index.php/journal/article/view/4034	ISSN : 1526-4726	Dec-25
31	Dr. Praveen Arora	Knowledge based system	An intelligent zero-day attack detection system using Unsupervised machine learning for enhancing cyber security	Scopus	https://www.sciencedirect.com/science/article/abs/pii/S0950705125008792	ISSN 0346-251X	Oct-25
32	Dr. Geeta Sharma	Journal of Informatics Education and research	Empowering employees for sustainability : A study on Enviromental Awareness and Green HRM Implementaion	ABDC	https://jier.org/index.php/journal/article/download/4035/3183/7088	ISSN : 1526-4726	Apr-26

33	Dr. Geeta Sharma	Journal of International Commercial Law and Technology	Role of Product quality and payment security in shaping consumer trust in E-commerce	ABDC	https://jiclt.com/article/role-of-product-quality-and-payment-security-in-shaping-consumer-trust-in-e-commerce-305/	ISSN: 1901-8401	Apr-26
34	Dr. Geeta Sharma	International Journal of Economic Practices and Theories (IJEPT)	The Glitter Shift : Gold Prices and Rise of Imitation and Silver Jewellery in India	ABDC	https://ijapt.org/index.php/journal/article/view/362	ISSN - 2247-7225	May-26
35	Dr. Geeta Sharma	International Journal of Business and Economics	Organizational culture and employee engagement in multinational corporations	ABDC	https://ijbae.org/article/view/43	ISSN:1607-0704	Jun-26
36	Ms. Rita	Economic Sciences	Role of Social Media in shaping sustainable buying decision	ABDC	https://economic-sciences.com/index.php/journal/article/view/458	ISSN 1505-4683	Jun-26
37	Ms. Rita	The International Tax Journal	Transforming Human Resource Management with Artificial Intelligence: A Systematic Review and Ethical Framework for Future HR Practices	ABDC	https://internationaltaxjournal.online/index.php/itj/article/view/632	ISSN: 0097-7314 (Print) ISSN: 3066-2370 (Online)	May-26
38	Dr. Richa Dabas	The International Tax Journal	Transforming Human Resource Management with Artificial Intelligence: A Systematic Review and Ethical Framework for Future HR Practices	ABDC	Transforming human resource management with artificial intelligence: A systematic review and ethical framework for future HR practices The International tax journal	ISSN: 0097-7314 (Print) ISSN: 3066-2370 (Online)	May-26
39	Dr. Richa Dabas	Journal of Informatics Education and research	Inclusive Entrepreneurship: How Equity and Diversity shape Startups and Innovation-A case study Analysis.	ABDC	https://jier.org/index.php/journal/article/view/2644/2157	ISSN (Print): 0098-9258	Jul-25
40	Dr.Nidhi Shukla	Inderscience (International Journal of Diplomacy and Economy) Scopus Index	Comparative insights into the digital transformation of the tourism industry: a literature review	Scopus	https://doi.org/10.1504/IJDIPE.2025.147309	ISSN (online): 2049-0895	Jul-25
41	Dr.Nidhi Shukla	Inderscience (International Journal of Diplomacy and Economy) Scopus Index	New ways in tourism: factors influencing the domestic travel decision of generation Z and the correlations of gamification	Scopus	https://doi.org/10.1504/IJDIPE.2025.149235	ISSN (online): 2049-0895	Oct-25
42	Dr. Shivani Mehta	Economic Sciences	Strengthenng farmer -Led strategies against groundwater depletion in India's climate - vulnerable farming regions of punjab	ABDC	https://economic-sciences.com/index.php/journal/article/view/696/607	ISSN:1505-4683	May-26
43	Dr. Shivani Mehta	Economic Sciences	An Empirical Study of Nostalgia Marketing and Consumer Perception in the Indian Food and Beverage Industry	ABDC	https://economic-sciences.com/index.php/journal/article/view/652	ISSN:1505-4683	Apr-26

44	Dr. Disha Grover	MACHINE LEARNING	Agentic Artificial Intelligence in Education : Evolution, Features, Impact, Challenges, and Integration Across Academic Levels	Scopus	https://zenodo.org/records/19602472	0885-6125	Apr-26
45	Dr. Devesh Lowe	MACHINE LEARNING	The Role of AI and Technology in the Rise of Gig workers in India: Technological Enablers and Labour Market Impacts	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=236	1573-0565	Apr-26
46	Dr. Bhavna Galhotra	MACHINE LEARNING	Generative AI for Audio and Speech Processing	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=235	1573-0565	Apr-26
47	Dr. Bhavna Galhotra	Advanced Engineering Sciences	Next - Gen Visual Processing with Generative AI	Scopus	https://advancedengineeringscience.com/index.php/aes/article/view/274	ISSN: 2096-3246	May-26
48	Dr. Deepti Sharma	MACHINE LEARNING	Unsupervised Multi - Modal Feature learning for robust image classification	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=231	1573-0565	Apr-26
49	Dr. Deepti Sharma	MACHINE LEARNING	Beyond the Gradebook: An Explainable Machine learning framework for early attrition prediction using longitudinal engagement data	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=232	1573-0565	Apr-26
50	Dr. Deepshikha Agarwal	MACHINE LEARNING	Unsupervised Multi - Modal Feature learning for robust image classification	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=231	1573-0565	Apr-26
51	Dr. Deepshikha Agarwal	MACHINE LEARNING	Beyond the Gradebook: An Explainable Machine learning framework for early attrition prediction using longitudinal engagement data	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=232	1573-0565	Apr-26
52	Dr. Deepshikha Agarwal	Economic Sciences	The evolution of AI - Driven predictive Modelling in Fintech : A systematic survey of risk, fraud and cybersecurity	ABDC	https://economic-sciences.com/index.php/journal/article/view/718	ISSN:1505-4683	Apr-26
53	Dr. Archana B Saxena	Machine Learning	Unsupervised Multi - Modal Feature learning for robust image classification	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=231	1573-0565	Apr-26
54	Dr. Archana B Saxena	Machine Learning	Beyond the Gradebook: An Explainable Machine learning framework for early attrition prediction using longitudinal engagement data	Scopus	https://scimagojrmes.cloud/ml/edu/issue-details.php?pid=232	1573-0565	Apr-26
55	Dr. Deepti Khanna	Journal in Chemical Health Risks	A cloud - based AI framework for risk assessment in Post- Transplant patient management	Scopus	https://www.jchr.org/index.php/JCHR/article/view/13101	2251-6727	Apr-26
56	Ms. Deepika Gehlan	Economic Sciences	Strengthenng farmer -Led strategies against groundwater depletion in India's climate - vulnerable farming regions of punjab	ABDC	https://economic-sciences.com/index.php/journal/article/view/696/607	ISSN:1505-4683	May-26

57	Ms. Deepika Gehlan	Economic Sciences	Human vs AI Influencers : An emperical analysis of consumer behaviour	ABDC	https://economic-sciences.com/index.php/journal/article/view/812	ISSN : 1505-4683	Jun-26
58	Dr. Akanksha Upadhyay	Economic Sciences	Human vs AI Influencers : An emperical analysis of consumer behaviour	ABDC	https://economic-sciences.com/index.php/journal/article/view/812	ISSN : 1505-4683	Jun-26
59	Dr. Mohit Mathur	Minnesota Journal of Business Law and Entrepreneurship	Organizational Readiness for Artificial Intelligence: Evidence from SME Adoption Patterns	ABDC	https://kommerstad.org/journal/article/view/344/264	ISSN: 1540-3270	May-26
60	Dr. Bhavya Arora	Minnesota Journal of Business Law and Entrepreneurship	Do Local Voices Shape Local Services? Assessing Participatory Budgeting in Municipal Governance	ABDC	https://kommerstad.org/journal/article/view/320	ISSN: 1540-3270	May-26
61	Dr A R Mishra	Minnesota Journal of Business Law and Enytreprenurship	Impact of Corporate Governance on Financial Performance: Evidence from Regression and ANOVA Models	ABDC	http://kommerstad.org/journal/article/view/137/113	1540-3270	Feb-26
62	Dr A R Mishra	EDPACS The EDP Audit, Control and Security Newsletter	Governance and audit blind spot in enterprise AI adoption: Evidence from emerging digital economies	Scopus	https://doi.org/10.1080/07366981.2026.2679648	1936-1009	May-26
63	Dr. KALIKA PATRAI	OPSEARCH	Reliability estimation of a redundant system using fuzzy particle swarm optimization with triangular fuzzy numbers	SCOPUS, ESCI	https://doi.org/10.1007/s12597-026-01200-3	ISSN: 0975-0320	May-26
64	Dr. Suman Singh	Economic Sciences	From Soil to Server: How AI-Driven Decision Systems are Reshaping Smallholder Farming	ABDC	https://economic-sciences.com/index.php/journal/article/view/720/626	ISSN:1505-4683	May-26
65	Dr. Suman Singh	Taylor & Francis Publisher(Nondestructive Testing and Evaluation)	Edge-AI implementation of lightweight convolutional models for resource-constrained additive manufacturing systems	Impact Factor: 4.2 (Web of Science)	https://www.tandfonline.com/doi/full/10.1080/10589759.2026.2668635	ISSN: 1058-9759 (print), 1477-2671 (online)	May-26
66	Dr. Suman Singh	Peer to Peer Networking and Application Springer Nature	A GWO-optimized dual-attention CNN-LSTM model for robust IIoT intrusion Detection	Web of Science	https://link.springer.com/article/10.1007/s12083-026-02241-7	1936-6442,Online ISSN (eISSN) 1936-6450	2026 (Volume 19, Issue 4)
67	Shailender Kumar	International Journal of basic and applied reserrch - Sept-2025, Vol-15 (UGC Approved Journal)	Media, Education and Peacebuilding: The Role of Journalism in promoting Non-violent Learning Narratives	Under Review Process SCOPUS	https://ijbar.org/admin/uploads/Media,%20Education,%20and%20Peacebuilding%20The%20Role%20of%20Journalism%20in%20Promoting%20Nonviolent%20Learning%20Narratives.pdf	ISSN 2249-3352 (P) 2278-0505 (E)	Sep-25
68	Dr. Ankur Tayal	Intelligent Decision Technologies	Sustainable Practices in Construction: Industry 4.0 Challenges for Indian SMEs	Scopus and ESCI	Accepted for publication	Under Review	Under Review

Integrating Industry 4.0 Technologies for Sustainable Transformation and Strategic Growth

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Abstract

As environmental problems grow more serious, the need for sustainable development is becoming more urgent. At the same time, the Fourth Industrial Revolution—known as Industry 4.0—is bringing in new technologies like Artificial Intelligence (AI), the Internet of Things (IoT), blockchain, and big data. These tools have the power to help businesses and industries become more eco-friendly, efficient, and prepared for future challenges. This paper looks at how smart technologies are being used to support green innovation and improve sustainability in four important sectors: manufacturing, hospitality, agriculture, and supply chains. Using a qualitative approach and case study analysis, the paper explores real-life examples to show how these technologies help reduce waste, lower energy use, and improve environmental performance.

The findings show that AI and IoT can be used for things like predicting equipment failures, tracking energy use in real time, and using resources more precisely. Blockchain helps by making supply chains more transparent and trustworthy. These improvements help reduce carbon emissions, cut down on waste, and make operations more resilient and efficient. However, there are still some challenges. These include high costs of setting up the technology, concerns about data privacy and security, and a lack of skilled workers who understand both technology and sustainability. To overcome these challenges, the paper suggests building partnerships between industries, governments, and educational institutions. It also recommends creating better policies to support green technologies and offering training programs that combine digital skills with environmental knowledge. In conclusion, this study shows that Industry 4.0 technologies can play a big role in helping businesses become more sustainable and competitive in the long term.

Keywords: Industry 4.0, Sustainability, Green Innovation, Artificial Intelligence, Blockchain, Smart Manufacturing, Eco-Technology

Introduction

The global imperative to curb environmental degradation and ensure long-term ecological resilience has placed **sustainable development** at the heart of international policy, industry strategy, and innovation agendas. Simultaneously, industries are undergoing a profound digital transformation through the advent of the **Fourth Industrial Revolution**, also known as **Industry 4.0**. This revolution is characterized by the convergence of technologies such as **Artificial Intelligence (AI)**, the **Internet of Things (IoT)**, **blockchain**, **cyber-physical systems**, **big data analytics**, and **digital twins**, which collectively enable autonomous, interconnected, and intelligent industrial environments (Liao et al., 2017; Stock & Seliger, 2016).

While the potential of these technologies for improving efficiency and productivity is well recognized, a growing body of literature emphasizes their emerging role in addressing **sustainability challenges**. As industries face rising pressure to meet environmental regulations, reduce carbon emissions, and transition to circular economy models, **smart technologies** are increasingly being positioned as enablers of **green innovation** and **eco-efficient operations** (Jamwal et al., 2021; Oláh et al., 2020).

Balancing Price and Purpose: How Consumer Behaviour Shapes Sustainable Pricing Decisions

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Abstract

This study explores consumer behavior toward sustainable marketing strategies within the urban population of Delhi. It investigates how demographic factors, purchasing preferences, and perceptions influence the adoption of eco-friendly products. Using a sample of 500 respondents collected through convenience sampling, the research employs descriptive statistics, correlation analysis, logistic regression, and cluster analysis to identify patterns and relationships. The findings reveal that while consumers express a willingness to pay more for sustainable products, price sensitivity and skepticism about corporate sustainability claims remain significant barriers. Female consumers show a stronger preference for eco-friendly products when provided with transparent and credible information. The analysis identifies three distinct consumer segments: eco-conscious advocates, pragmatic buyers, and skeptical consumers, each with unique attitudes toward sustainability. The study emphasizes the importance of transparency, affordability, and education in shaping consumer behavior. It offers practical recommendations for businesses to enhance consumer trust and engagement through targeted, sustainable marketing strategies. This research provides valuable insights for companies seeking to align their marketing efforts with evolving consumer expectations and environmental responsibility.

Keywords: Consumer behavior, sustainable marketing, eco-friendly products, consumer perception, purchasing decisions, environmental responsibility, market segmentation, consumer trust.

1. Introduction

With growing environmental concerns, shifting government policies, and increasing consumer awareness, sustainability has become a core objective for modern businesses. By embedding social, financial, and environmental considerations into their strategies, companies create long-term value for both consumers and stakeholders (Kotler & Armstrong, 2020). The escalating environmental challenges of the 21st century—including climate change, resource depletion, and pollution—have underscored the necessity for sustainable practices across all sectors. As these issues intensify, consumers are becoming more conscious of the brands they support, actively seeking businesses that align with their values and demonstrate a genuine commitment to sustainability (Ghosh, 2021). A 2018 Nielsen survey revealed that 73% of global consumers are willing to change their purchasing habits to reduce their environmental impact, highlighting a significant shift in consumer perspectives on sustainability (Nielsen, 2018). This growing consumer awareness has led businesses to reevaluate their marketing strategies, integrating sustainability to align with evolving consumer values. Companies are adopting sustainability-focused marketing strategies not only to meet consumer expectations but also to foster long-term trust and loyalty with their audience. Understanding consumer behavior in this context is pivotal for developing effective sustainable marketing approaches that align with both corporate objectives and social responsibility.

A Multilevel Review of Artificial Intelligence and Employee Well-Being in Organizations

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Received: 05/12/2025;

Revision: 20/12/2025;

Accepted: 12/01/2026;

Published: 30/01/2026

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Abstract: The rapid integration of artificial intelligence (AI) into organizational systems is transforming how work is designed, managed, and experienced. While AI-driven technologies promise efficiency and performance gains, their implications for employee well-being remain contested. Existing research is fragmented across disciplines and levels of analysis, limiting a comprehensive understanding of AI's human consequences. This study presents a multilevel review of empirical research examining the relationship between AI use in organizations and employee well-being. Following a systematic review process, 136 articles were initially identified, of which 72 empirical studies met the inclusion criteria. Using an inductive thematic approach, the literature is synthesized across individual, team, and organizational levels of analysis. The review reveals that AI can simultaneously act as a resource and a stressor for employees, influencing job design, psychological health, trust, and engagement depending on contextual and governance factors. The study contributes by offering an integrative multilevel framework, identifying gaps for future research, and providing actionable insights for organizations seeking to adopt AI while safeguarding employee well-being.

Keywords: Artificial intelligence; employee well-being; algorithmic management; future of work; multilevel review; organizational behavior.

INTRODUCTION

Organizations are increasingly integrating artificial intelligence (AI) technologies into work systems, human resource practices, and decision-making processes, fundamentally reshaping how work is organized and experienced by employees. Across diverse organizational contexts, AI-enabled tools are now used for recruitment and selection, performance evaluation, people analytics, workflow automation, employee support, and decision assistance (Malik et al., 2022; Murugesan et al., 2023; Pereira et al., 2021). Empirical research consistently demonstrates that AI adoption is no longer peripheral but has become embedded in the core functioning of contemporary organizations, with significant implications for employee experiences and well-being (Bankins et al., 2023; Soulamani et al., 2024).

The growing use of AI in organizations has generated extensive scholarly debate regarding its consequences for employees. On one hand, AI has been associated with positive outcomes such as enhanced task efficiency, improved decision quality, increased engagement, and strengthened employee resilience when deployed as a supportive and augmentative technology (Braganza et al., 2020; Malik et al., 2022; Xiao et al., 2023). AI-enabled HR practices have also been shown to contribute to job satisfaction, creative willingness, and sustainable performance by reducing routine workload and enabling data-informed managerial decisions (Sweiss et al., 2024; Chin et al., 2024). On the other hand, a substantial body of

research highlights the darker sides of AI adoption, including technostress, emotional exhaustion, job insecurity, privacy concerns, and perceived loss of autonomy (Nazareno & Schiff, 2021; Wu et al., 2022; Zhou et al., 2023; Giermendl et al., 2021). These mixed findings suggest that AI's effects on employee well-being are complex and contingent on how technologies are designed, implemented, and governed within organizations.

Employee perceptions and attitudes toward AI play a critical role in shaping well-being outcomes. Empirical studies indicate that employees actively interpret AI systems in terms of usefulness, fairness, transparency, and perceived threat, which in turn influence psychological responses such as stress, engagement, and trust (Johnson et al., 2020; Nazareno & Schiff, 2021). Research on AI-enabled and algorithm-based HR systems further demonstrates that opaque decision-making, surveillance-oriented applications, and weak organizational support intensify anxiety and resistance, whereas transparency, fairness, and employee involvement mitigate negative well-being effects (Soomro et al., 2024; Taslim et al., 2025; Haipeter et al., 2024). These findings underscore the importance of understanding AI not merely as a technological innovation but as a socio-organizational phenomenon shaping employee well-being through perceptions of control, trust, and justice.

Despite the rapid expansion of empirical research on AI in organizations, the literature remains fragmented across levels of analysis. Some studies focus primarily on



A Cloud-Based Artificial Intelligence Framework for Risk Assessment in Post-Transplant Patient Management

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(Received: 16 February 2026

Revised: 25 March 2026

Accepted: 11 April 2026)

KEYWORDS:

Artificial
Intelligence (AI),
Cloud Based
Intelligent,
Decision Support
Knowledge Based
System (DSKBS),
COVID-19.

ABSTRACT:

The COVID-19 pandemic exposed serious weaknesses in the delivery of routine healthcare services, particularly for patients who depend on continuous medical supervision, such as kidney transplant recipients. During periods of lockdown and restricted movement, many patients were unable to visit hospitals for regular follow-ups, laboratory tests, or specialist consultations. This situation was especially challenging in public healthcare institutions, where limited medical staff must serve a very large patient population. As a result, many transplant patients were left without timely medical advice, increasing the risk of undetected complications and treatment delays.

Even in the years following the pandemic, several of these challenges have not been fully resolved. Public hospitals continue to face heavy patient loads, access to specialists remains limited, and regular in-person monitoring is still difficult for many patients. The gap between urban and rural healthcare services further complicates long-term disease management, making remote and technology-supported care an important requirement rather than a convenience. For transplant recipients, who need lifelong monitoring and strict medication adherence, the lack of consistent follow-up can have serious consequences for graft survival and overall health.

To respond to these persistent challenges, this paper presents a cloud-based, artificial intelligence-enabled framework for risk assessment and decision support in post-transplant patient management. The proposed system integrates cloud computing infrastructure, machine learning models, and a clinical knowledge base to analyze patient-reported symptoms and health data. Based on this analysis, the platform classifies patient risk levels and provides appropriate guidance, such as follow-up recommendations or medication-related advice. A simple and accessible web interface allows patients to receive clinical support without the need for frequent hospital visits, thereby reducing both travel burden and exposure to crowded healthcare environments.

To evaluate the practical usefulness of the system, a user survey was conducted with 100 kidney transplant recipients. The majority of participants reported that the platform was easy to use, helpful for routine health monitoring, and suitable for long-term adoption. Users particularly valued the ability to receive timely guidance and reassurance without waiting for in-person appointments. The findings suggest that such an AI-driven cloud platform can play an important role in improving continuity of care, enhancing patient engagement, and supporting early identification of potential health issues.

Overall, this study demonstrates that intelligent, cloud-based healthcare systems can address ongoing gaps in post-transplant care delivery. By combining remote accessibility with automated risk assessment, the proposed framework offers a practical solution for strengthening patient support in both post-pandemic and resource-constrained healthcare settings.

1. Introduction

Digital health technologies played a central role in strengthening India's response to the COVID-19 crisis by ensuring uninterrupted access to essential healthcare information and services [1]. A key objective of modern healthcare applications is to enable continuous supervision of patients through tele-monitoring. Tele-monitoring, widely used in information technology,

allows healthcare providers to assess patient conditions remotely across diverse and geographically dispersed locations [7].

With the integration of cloud computing and artificial intelligence, digital medical systems have become more efficient, scalable, and capable of handling complex tasks such as secure data storage, real-time processing, and remote accessibility at significantly reduced

A Multilevel Review of Artificial Intelligence and Employee Well-Being in Organizations

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Received: 05/12/2025;

Revision: 20/12/2025;

Accepted: 12/01/2026;

Published: 30/01/2026

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Abstract: The rapid integration of artificial intelligence (AI) into organizational systems is transforming how work is designed, managed, and experienced. While AI-driven technologies promise efficiency and performance gains, their implications for employee well-being remain contested. Existing research is fragmented across disciplines and levels of analysis, limiting a comprehensive understanding of AI's human consequences. This study presents a multilevel review of empirical research examining the relationship between AI use in organizations and employee well-being. Following a systematic review process, 136 articles were initially identified, of which 72 empirical studies met the inclusion criteria. Using an inductive thematic approach, the literature is synthesized across individual, team, and organizational levels of analysis. The review reveals that AI can simultaneously act as a resource and a stressor for employees, influencing job design, psychological health, trust, and engagement depending on contextual and governance factors. The study contributes by offering an integrative multilevel framework, identifying gaps for future research, and providing actionable insights for organizations seeking to adopt AI while safeguarding employee well-being.

Keywords: Artificial intelligence; employee well-being; algorithmic management; future of work; multilevel review; organizational behavior.

INTRODUCTION

Organizations are increasingly integrating artificial intelligence (AI) technologies into work systems, human resource practices, and decision-making processes, fundamentally reshaping how work is organized and experienced by employees. Across diverse organizational contexts, AI-enabled tools are now used for recruitment and selection, performance evaluation, people analytics, workflow automation, employee support, and decision assistance (Malik et al., 2022; Murugesan et al., 2023; Pereira et al., 2021). Empirical research consistently demonstrates that AI adoption is no longer peripheral but has become embedded in the core functioning of contemporary organizations, with significant implications for employee experiences and well-being (Bankins et al., 2023; Soulami et al., 2024).

The growing use of AI in organizations has generated extensive scholarly debate regarding its consequences for employees. On one hand, AI has been associated with positive outcomes such as enhanced task efficiency, improved decision quality, increased engagement, and strengthened employee resilience when deployed as a supportive and augmentative technology (Braganza et al., 2020; Malik et al., 2022; Xiao et al., 2023). AI-enabled HR practices have also been shown to contribute to job satisfaction, creative willingness, and sustainable performance by reducing routine workload and enabling data-informed managerial decisions (Sweiss et al., 2024; Chin et al., 2024). On the other hand, a substantial body of

research highlights the darker sides of AI adoption, including technostress, emotional exhaustion, job insecurity, privacy concerns, and perceived loss of autonomy (Nazareno & Schiff, 2021; Wu et al., 2022; Zhou et al., 2023; Giermindl et al., 2021). These mixed findings suggest that AI's effects on employee well-being are complex and contingent on how technologies are designed, implemented, and governed within organizations.

Employee perceptions and attitudes toward AI play a critical role in shaping well-being outcomes. Empirical studies indicate that employees actively interpret AI systems in terms of usefulness, fairness, transparency, and perceived threat, which in turn influence psychological responses such as stress, engagement, and trust (Johnson et al., 2020; Nazareno & Schiff, 2021). Research on AI-enabled and algorithm-based HR systems further demonstrates that opaque decision-making, surveillance-oriented applications, and weak organizational support intensify anxiety and resistance, whereas transparency, fairness, and employee involvement mitigate negative well-being effects (Soomro et al., 2024; Taslim et al., 2025; Haipeter et al., 2024). These findings underscore the importance of understanding AI not merely as a technological innovation but as a socio-organizational phenomenon shaping employee well-being through perceptions of control, trust, and justice.

Despite the rapid expansion of empirical research on AI in organizations, the literature remains fragmented across levels of analysis. Some studies focus primarily on