

1. Published an article in National Journal Kakatiya Business Review-Kakatiya University titled "Employee Engagement"(2009)
2. Published an article in National Journal of Prabhandan, Dept. of Management Studies and Research titled "Future Business Depends on Analytics"(2010)
3. Published an article in International Journal of Science "The role of Ambient Networks in the Next Generation wireless Systems" (2011)
4. Published an article in International Journal of Information Technology Engineering & Science "New Dynamic network selection methodology for the Wireless Heterogeneous network"(2011)
5. Published an article Titled "the security frame work methodologies for the middle ware components in the wireless communication" in the International Journal of computer Trends and Technology-volume4 issued 4th April 2013.
6. Published an Article Titled" The scheduling mechanism of Genetic algorithms in the wireless communication Networks" in the international journal of computer Trends and Technology-Volume4 issued 4th April 2013.
7. Published an Article Titled" Impact of Gender and class of study on management attitude among undergraduate students" in the Edited Book of "New trends in Business Management, 2018.
8. Submitted a paper on "Cryptography and Network Security" for the National Conference on Network Security "Netsec 2005" conducted by Rajagiri School of Computer Science in association with CSI, Kochi, Kerala on 11th and 12th of February 2005.
9. Submitted a paper on "Software Architectures" for Networks 2005 a National Conference on Networks and Distributed Systems organized by Dept. of Computer Science and college of Engineering Osmania University on 24th, 25th, 26th February 2005.
10. Submitted a paper on "Network Resource Planning" organized by ICFAI National College, Hanamkonda conducted in March 2005.
11. Submitted a paper on "Data Mining – Visualization Tools (Clementine work bench)" a National Conference on "Emerging Technologies and Applications ETA-2005" organized by Computer Science Department of saurashtra University, Rajkot held on 1st, 2nd October 2005.
12. Submitted a paper on "Data Cleansing" using oracle warehouse and managing the knowledge workers, a National Seminar on "Business Intelligence" during January 22nd, 23rd, 2007. Organized by P.B. Siddhartha College of Arts and Science Vijayawada.
13. Presented a paper on "The Saga of E-marketing" on 7th Dec. 2010 at AIMS, Warangal
14. Presented a paper on "E-Waste" at Vellammal Engineering College, Chennai on 18,19th March. 2011
15. Presented a paper on the "New Dynamic network selection methodology for the Wireless Heterogeneous network" in the National seminar on "Impact of Information Technology on Rural India" Sponsored by UGC,CSI&ISRO at KBN College, Vijayawada on 8th,9th of July 2011
16. Presented a paper on "The security frame work methodologies for the middle ware components in the wireless communication" in the national conference held on 16th and 17th April 2013 at AIMS Warangal
17. Workshop on "Entrepreneurship Development" organized by Hyderabad Institute of Fashion Technology for a period of one month conducted at A.P Women's Co-operative Finance Corporation Ltd., Madikonda, Warangal.
18. Workshop on "Pedagogy For Management Educators" organized by AIMS Warangal

19. Attended a National Seminar on "Network Security" organized by Computer Society of India Cochin chapter held at Rajagiri School of Computer Science, Cochin on 11th, 12th of February 2005.
20. Attended the workshop on "Unified Modeling language and Rational Rose" organized by AIMS Warangal.
21. Attended a one day workshop on "VLSI and Embedded System Design" on January 8th, 2006 organized by KITS Warangal.
22. Attended a two day Seminar on "Software Testing" on January
23. 21st, 22nd 2006 organized by Institute of Public Enterprise Hyderabad conducted at AIMS Warangal.
24. Attended a two day Seminar on "Linux Operating System and Testing Tools" conducted by APTECH Computer Education Hanamkonda on 29th and 30th April 2006.
25. Attended a two day workshop on "Software Development-best practices and case studies" on 29th,30th September 2006 organized by Academic Staff College, Vellore Institute of Technology conducted by CSI division II and Software process improvement, Vellore Chapter.
26. Participated in a one day workshop on "Improving the quality" organized by AIMS Warangal.
27. Attended a two day Workshop on Business Processes & Modeling using COGNOS & INFORMATICA on 27th & 28th November 2010 at Balaji Institute of science and Technology, Narsampet Warangal
28. Attended a one day seminar on Software Project Management for smart professionals conducted on 10th Dec. 2010 by AIMS, Warangal
29. Attended a two day workshop on windows & linux trouble shooting on 30 & 31st of July 2011 at SVS school of Engineering, Warangal
30. Attended a two day national workshop on Research opportunities in computer science and information technology on 27th and 28th January 2012 at CBIT Hyderabad
31. Attended a Two day national seminar on Impact of WWW on library and information centers on 3rd and 4th February 2012 at DR, B R A O U Hyderabad
32. Attended a two days ISTE workshop on writing effective conference papers on 18th and 19th February 2012 at NIT Warangal
33. Attended one day workshop on ANDROID on 11th April 2012 at AIMS Warangal
34. Attended a one day seminar on students-competitive examinations, obstacles-achievements on 8th September 2012 at ZP Hall, Warangal
35. Attended a two day workshop on Cyber security and Malware Analysis on 24th and 25th september 2012 at svsgroup of institutions Warangal
36. Attended a two day NPTEL (national project for Technology enabled learning) workshop on 31st August 2012 and 1st September 2012 at NIT Warangal
37. Attended a one day national workshop on A-view on 1st September 2012 at NIT Warangal
38. Attended a one day on-line national workshop on 25th September 2012 at AIMS Warangal
39. Attended a one day on-line national workshop on A-View on 17th October 2012 at AIMS Warangal
40. Attended CEP workshop for Coordinators on introduction to Research methodologies on 9th to 11th June 2012 at IIT Bombay

41. Attended a two day ISTE workshop on Aakash for education on 10th and 11th November 2012 at AIMS Warangal
42. Attended a two day National level workshop on information Retrieval systems on 28th and 29th January 2012 at Varadha Reddy college of engineering Warangal
43. Attended one day workshop on Mobile security on 2nd February 2012 at C-DAC Hyderabad
44. Attended a Seminar F.D.P on Ethical Hacking (Ankith Fadia Certification in Ethical Hacking) for the duration of one month from 19th May 2007 to 20th June 2007 organized by Reliance Web World.
45. Attended a Faculty Development Program an “Advanced Technology Programme (Research Oriented)” on Network Programming and Security under MHRD, Govt. of India Conducted by the Dept. of Computer & Engineering, NIT, Warangal from 9- 21 June 2008
46. Organized a staff development program on frontiers in data mining sponsored by AICTE from 8th March 2010 to 20th March 2010 at Alluri Institute of Management Sciences, Warangal
47. Attended a workshop on effective teaching in programming in C sponsored by ISTE at IIT Bombay from 28-6-2010 to 10-7-2010 Conducted at National Institute of Technology, Warangal
48. Attended a Staff Development Program on Recent Trends in Network Security” Sponsored by AICTE at Vignana Jyothi College of Engineering from 13-26th Jun. 2011.
49. Attended a staff Development program on Equities and Derivatives conducted by NSE at AIMS Warangal on 12th January 2012
50. Attended a Two Week AICTE Sponsored staff development program on Advanced data mining Techniques at VNRVJIEET Hyderabad from 14th to 26th May 2012
51. Attended one day Faculty development program on Research Methodology conducted by SVS Group of Institutions, Warangal on 26 August 2012
52. Acted as a Workshop coordinator for two week ISTE workshop on Introduction to Research Methodologies conducted by IIT Bombay from 25th June to 4th July 2012 at AIMS Warangal
53. Acted as a Aakash Coordinator for two day ISTE Workshop on Aakash for Education conducted by IIT Bombay from 10th to 11th November 2012 at AIMS Warangal
54. Attended a Two Week ISTE workshop on Database Management Systems sponsored by IIT Bombay from 21st to 31st May 2013 Conducted at Alluri Institute of Management Sciences, Warangal
55. Acted as a Coordinator for 2-Week ISTE Workshop on programming conducted by IIT Bombay from 15th April 2014 to 30th April 2014 at AIMS Warangal
56. Participated in Immanuel Business School 2nd International conference 2019
57. Participated in Immanuel Business School 1st International conference 2018

Innovative Human Resource Strategies in VUCA business world

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Business

**kumar
professor,
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Changing trends in business due to COVID-19 has made business arduous. The rapidly evolving socio-political and economic situations around the world have repercussions on the business scenario. This affects the

structure and operating system of the organizations. The innovative role of Human Resource is not only to help in streamlining the processes but also to help the organization to overcome unfavorable situations and move forward in the competitive global market, implement systems and processes which enhance organization strength, and ensure stability and continuity during vulnerable conditions. One of the innovative strategies of business is the HR business consultancy which is becoming crucial where they have a more inclusive role in strategic alliance, involving itself in different verticals of the business, along with analyzing and alignment with nuts and bolts of the business. HR business consultancy brings new trends and acts as a change agent. An innovative HR strategy should bring and help the organization in bringing changes as per the current needs to sustain in the market, which can be beneficial not only for the business but also for the society.

VUCA Stands for

V – Volatile – Businesses face sudden, unexpected situations that make it difficult for businesses to take corrective action in a short time.

U – Uncertain – There is no predictability about the future. When the business is not able to decide a definite plan of action. Hence multiple options need to plan.

C – Complex – When it is difficult for the businesses to understand or find an answer, because of the multiplicity of issues and interplay among many diverse agents. Complexity characteristic is understood when there are uncertain and unpredictable situations in the environment.

A – Ambiguity – When there is a lack of clarity about the way events will unfold in the future, businesses have to make the best possible interpretation and plan various options of dealing with unforeseen situations.

Organizations have to be dynamic in their approach. A multi-generational workforce can create a greater advantage. Skilling, upskilling reskilling of employees is the right way to survive in the business. An organization has to take charge of the development of employees. Large scale organizations are investing huge amounts in training and development of employees but small scale organizations still have to work on this. Management should involve Human Resource manager in decision making during critical and complex situations.

The Innovative Human Resource strategies helps to overcome the fluid and unpredictable business environment and its clear vision will help in dealing VUCA situation both in the present and future context with challenging situations and also help to find the significance of Human Resource in growing business scenario, its support for organizations to meet the business objective and help in accomplishing good results in long term.