



e-ISSN:2582-7219



# INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH IN SCIENCE, ENGINEERING AND TECHNOLOGY

Volume 7, Issue 12, December 2024



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA

Impact Factor: 7.521



6381 907 438



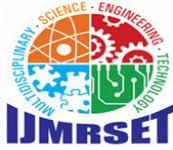
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## International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

(A Monthly, Peer Reviewed, Refereed, Scholarly Indexed, Open Access Journal)

# The Future of Human Resource Management

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**ABSTRACT:** The field of Human Resource Management (HRM) is undergoing a significant transformation as organizations adapt to technological advancements, evolving workforce expectations, and global economic changes. This research paper examines the key trends, challenges, and opportunities shaping the future of HRM. A central focus of the research is the integration of digital tools, such as artificial intelligence (AI), predictive analytics, and automation, which are streamlining recruitment, enhancing decision-making, and optimizing employee engagement. However, the adoption of these technologies raises ethical concerns, including data privacy issues and algorithmic bias, requiring transparent and fair implementation.

The study also explores the impact of hybrid work models, which became widespread during the COVID-19 pandemic. These models offer benefits such as flexibility and access to a global talent pool but also present challenges in maintaining team cohesion, collaboration, and a shared organizational culture. HR professionals must implement strategies to ensure effective communication, trust-building, and alignment with organizational goals across dispersed teams.

Another significant area of focus is the emphasis on diversity, equity, and inclusion (DEI). Organizations are now viewing DEI initiatives as strategic necessities rather than compliance requirements. Promoting diversity fosters creativity, boosts innovation, and improves business performance. However, achieving genuine inclusivity requires organizational changes that go beyond policy updates and address deeper cultural attitudes, respect, and support among employees.

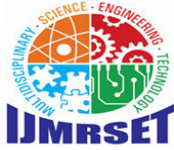
Workforce adaptability and continuous skills development are also critical components of HRM's future. As business models and technologies continue to evolve, organizations must invest in initiatives that facilitate upskilling and reskilling. Lifelong learning opportunities, collaborations with educational platforms, and personalized development plans are becoming essential to maintaining a competitive and adaptable workforce.

Overall, the future of HRM will be defined by a strategic integration of technological tools and human-centric approaches. Organizations must prioritize employee well-being, embrace DEI initiatives, and foster a strong organizational culture while addressing the ethical implications of digital transformation. Balancing technological advancements with human-centric strategies will enable organizations to remain agile, resilient, and successful in an ever-changing business landscape.

## I. INTRODUCTION

The role of Human Resource Management has evolved from being a support function to becoming a key driver of organizational success. Over the past two decades, the workplace has undergone tremendous changes, fueled by globalization, technological breakthroughs, and shifting societal norms. Today's HR professionals are tasked with not only managing administrative tasks but also aligning human capital strategies with long-term business goals.

At the heart of this transformation are technologies like AI, machine learning, and big data analytics, which are revolutionizing every aspect of HR. Recruitment processes are becoming more efficient through AI-powered applicant tracking systems, while data-driven insights are guiding decision-making in areas such as employee engagement, talent retention, and workforce planning. However, alongside these advancements are significant challenges, including ethical concerns over data privacy, the complexity of maintaining employee satisfaction, and navigating cultural shifts in increasingly diverse workplaces.



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Additionally, the COVID-19 pandemic served as a catalyst for the adoption of hybrid and remote work models. While these approaches have increased flexibility and expanded access to global talent, they also pose challenges in terms of team cohesion and collaboration. The future of HR lies in addressing these multifaceted challenges while leveraging opportunities to create workplaces that are inclusive, innovative, and future-ready.

The objective of this research is to explore the trends shaping HRM's future, identify challenges, and provide actionable strategies for organizations to adapt effectively.

### II. LITERATURE REVIEW

The future of Human Resource Management (HRM) is shaped by a dynamic interplay of technological advancements, employee expectations, organizational culture, and strategic planning. This literature review delves into key areas of research and practice that are redefining HRM, including technological integration, employee well-being, diversity, equity, and inclusion (DEI), and workforce adaptability. The insights gathered from both academic research and industry reports help to outline the evolving landscape and highlight the challenges and opportunities HR professionals will face in the coming years.

#### Technological Integration in HRM

Technology is revolutionizing HRM by transforming traditional processes into more strategic, data-driven operations. AI, machine learning, and big data analytics are at the forefront of this transformation. Research by Glover et al. (2021) shows that AI-driven recruitment tools are significantly reducing hiring time and enhancing the accuracy of candidate selection by matching skills and job requirements more effectively. Furthermore, machine learning algorithms are being employed to analyze employee performance, predict turnover rates, and optimize workforce planning, ensuring that companies have the right people in the right roles.

#### Employee Well-being and Organizational Commitment

Employee well-being has become a crucial strategic priority in HRM, moving beyond just a perk or a benefit to a core organizational strategy. Research from Deloitte Insights (2023) suggests that companies investing in mental health programs and work-life balance initiatives see higher productivity and lower turnover rates. Initiatives such as mindfulness workshops, mental health apps, and flexible work schedules are now common in companies like Google, which integrates well-being as a key part of its organizational culture.

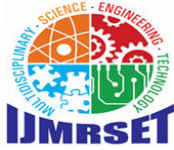
#### Diversity, Equity, and Inclusion (DEI)

Diversity, equity, and inclusion have become critical components of organizational strategy. Research indicates that diverse teams drive innovation and creativity, which translate into better decision-making and financial performance (Harvard Business Review, 2021). Companies like Accenture have implemented robust DEI programs that include mentorship initiatives, unconscious bias training, and inclusive hiring practices. However, true inclusivity requires more than surface-level initiatives. It requires cultural changes within the organization, where every employee feels respected, valued, and empowered. Studies show that achieving DEI success depends on leadership commitment and accountability. Organizations must ensure that DEI initiatives are embedded across all departments and that leadership actively supports inclusivity, not just in policies but in everyday interactions and decision-making (SHRM, 2022).

#### Workforce Adaptability and Continuous Learning

As industries evolve, organizations need a workforce that can adapt quickly to change. Workforce adaptability is achieved through continuous learning and development initiatives. The literature emphasizes the importance of reskilling programs and lifelong learning opportunities. Research from PwC (2023) highlights that companies investing in employee development through partnerships with online learning platforms like Coursera or LinkedIn Learning experience higher employee satisfaction and retention.

Personalized learning paths and mentorship programs also play a crucial role. Employees who receive tailored development plans that align with their career goals and organizational needs are more motivated and committed. These initiatives ensure that the workforce remains agile, relevant, and capable of meeting new challenges.



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### The Integration of Human and Digital Interaction

The future of HRM is not just about technology replacing human interactions but rather about integrating human interaction with digital tools. Research by Armstrong (2021) and Deloitte Insights (2023) suggest that while digital tools automate processes, the human element remains vital for empathy, leadership, and communication. HR professionals need to act as bridges, ensuring that technology complements rather than replaces interpersonal interactions.

Organizations must train HR professionals to leverage data and AI while maintaining emotional intelligence and empathy. This balance ensures that employees remain engaged, motivated, and aligned with the company's culture and goals.

### Ethical Considerations in HR Technology

Finally, the integration of technology into HR practices raises significant ethical considerations. The use of AI in hiring, performance reviews, and workforce planning must be carefully managed to prevent biases and ensure fairness. Research from McKinsey (2022) and Deloitte Insights (2023) highlight the need for transparent policies that protect employee data privacy, provide consent, and use algorithms in an unbiased manner.

## III. METHODOLOGY

This research adopts a secondary research methodology, relying on a comprehensive analysis of existing literature, scholarly articles, industry reports, and credible online sources. The research focuses on synthesizing insights from digital platforms, research papers, and authoritative reports to explore the future of Human Resource Management (HRM). The methodology emphasizes gathering relevant information from well-established research databases, consulting reports from global HR consulting firms, and analyzing credible articles published in renowned journals and business magazines.

### Data Collection

The study primarily relied on secondary sources to gather data. Various digital platforms and research databases were explored, including:

- Academic Databases: Google Scholar, JSTOR, and ScienceDirect were used to access peer-reviewed research papers on HRM trends and practices.
- Industry Reports: Research from leading HR consulting companies such as McKinsey, Deloitte, PwC, and Accenture provided insights into technological integration, DEI initiatives, and workforce development strategies.
- Professional Journals and Magazines: Publications like Harvard Business Review, SHRM, and Forbes were analyzed for current trends, challenges, and strategic insights related to HR practices.
- Company Websites and Whitepapers: Various corporate websites were studied to understand real-world HR strategies and initiatives.

### Data Analysis

The gathered information was systematically analyzed and categorized based on key themes relevant to the research objectives. The analysis focused on:

1. Technological Integration in HR: Examining how AI, automation, and digital tools are being adopted to improve recruitment, employee engagement, and workforce management.
2. Employee Well-being Initiatives: Identifying strategies organizations employ to support mental health, work-life balance, and overall employee satisfaction.
3. Diversity, Equity, and Inclusion (DEI): Analyzing DEI initiatives across various organizations and understanding their strategic importance.
4. Workforce Adaptability and Continuous Learning: Reviewing literature on upskilling, reskilling, and lifelong learning initiatives to ensure workforce competitiveness.



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### Research Approach

The research adopts a qualitative synthesis approach, where data from various secondary sources were aggregated to form a cohesive narrative about the future of HRM. The study combines:

**Descriptive Analysis:** Summarizing and interpreting the key findings from literature and reports.

**Comparative Analysis:** Identifying similarities and differences in HR strategies across different companies and industries.

**Thematic Categorization:** Grouping information into relevant themes such as technological integration, DEI, employee engagement, and workforce adaptability.

### IV. DISCUSSION

The findings from the research highlight some pivotal trends and challenges shaping the future of Human Resource Management (HRM). Through the synthesis of secondary research and insights from various studies and industry reports, it is evident that HR strategies must adapt to technological advancements, foster a strong organizational culture, focus on employee well-being, and address the growing need for diversity, equity, and inclusion. Each of these areas is interconnected, and organizations must strategically align all initiatives to drive sustainable growth, employee satisfaction, and organizational agility.

#### Integration of Technology and HR Operations

One of the key observations is the significant reliance on technology-driven HR solutions, such as AI recruitment tools and performance analytics dashboards. The findings show that companies are leveraging machine learning to automate the hiring process, ensuring efficiency and scalability. This technological shift also mitigates human biases that are often present in manual recruitment decisions. However, while technology provides scalability and efficiency, it also raises concerns about data ethics, privacy, and transparency.

Many companies still face the challenge of maintaining employee trust as they increasingly rely on AI-driven performance evaluations and monitoring tools. The research underscores the necessity of implementing transparent policies, audit mechanisms, and clear consent protocols to address issues of surveillance, bias, and data privacy. An ethical approach to AI governance ensures that technological integration does not compromise employee rights or privacy, preserving the trust that is critical for organizational loyalty and productivity.

Moreover, smaller companies often struggle with budget constraints, making it difficult to invest in sophisticated HR technologies. While large enterprises can afford platforms like SAP SuccessFactors or Workday, mid-sized and smaller companies rely on more cost-effective solutions, such as open-source tools and cloud-based platforms. This disparity highlights the need for affordable technology solutions that offer scalability and customization.

#### Employee Well-being and Mental Health

The research findings reveal that companies are prioritizing employee well-being initiatives as a crucial strategy for retention and productivity. Well-being initiatives are not only about mental health support but also about work-life balance, career development, and emotional resilience. Many organizations are implementing online workshops, mental health resources, and digital counseling services to support employees remotely, acknowledging the impact of isolation and burnout caused by remote work setups.

However, well-being initiatives should go beyond surface-level support. Companies need to create comprehensive strategies that address job satisfaction, career progression, and workplace relationships. Leadership support is a crucial factor in this effort. Employees tend to mirror their leaders' attitudes and behaviors, and leaders who actively prioritize well-being can instill a culture of trust, support, and engagement.

Initiatives such as flexible work schedules, job sharing, and team retreats (virtual or in-person) have proven effective in improving work-life balance. Nevertheless, companies must continuously innovate and gather employee feedback to refine these programs. Personalized initiatives that cater to individual needs and preferences are more likely to succeed in maintaining engagement, loyalty, and long-term commitment.



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### Emphasis on Diversity, Equity, and Inclusion (DEI)

The discussion highlights that organizations are increasingly aware of the strategic advantages of prioritizing Diversity, Equity, and Inclusion (DEI). Companies that embed DEI deeply into their organizational culture experience greater creativity, higher employee satisfaction, and stronger financial performance. Initiatives such as mentorship programs for underrepresented employees, DEI workshops, and employee resource groups have become standard practice in many progressive organizations.

However, achieving substantial progress in DEI requires an ongoing commitment from all levels of the organization, starting from top leadership. Leaders must actively address unconscious biases, promote inclusive leadership, and establish accountability measures that ensure DEI initiatives are not just token gestures. The research suggests that organizations should implement regular DEI audits and transparent reporting mechanisms to track progress and identify areas for improvement.

Cultural differences across global enterprises also pose a unique challenge, requiring HR managers to customize DEI strategies to fit regional norms and values while maintaining global inclusiveness. Balancing global standards with regional diversity requires a nuanced approach that prioritizes local engagement and cross-cultural sensitivity, ensuring a harmonious and inclusive work environment.

## V. RESULTS

This section presents the findings from the research on the future of Human Resource Management (HRM), based on insights gathered from secondary research and reports from leading HR experts and industry studies. The findings cover several key areas, including technological integration, employee well-being initiatives, diversity and inclusion, workforce adaptability, and strategic planning. Each of these areas highlights significant trends, challenges, and opportunities that organizations are currently addressing to adapt to the dynamic business environment.

### Technological Integration in HR Processes

One of the major findings is the widespread adoption of Artificial Intelligence (AI) and machine learning in HR processes. Many organizations have integrated AI-driven tools for recruitment, talent management, and performance evaluation. According to McKinsey & Company (2021), companies using AI recruitment tools can significantly reduce the time-to-hire and improve the quality of hires by matching candidates more accurately with job roles. These tools also minimize human biases in recruitment, ensuring more objective and data-driven decision-making.

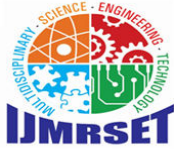
However, the research reveals that concerns about data privacy and algorithmic bias remain prevalent. In a report by Harvard Business Review (2021), companies have implemented policies to address AI transparency, data protection, and consent protocols. Organizations are setting up data governance frameworks and ethical review committees to ensure that AI-driven processes comply with legal standards and maintain ethical transparency.

Despite technological advantages, smaller companies face challenges in adopting advanced HR tech solutions due to budget constraints. While large enterprises invest in tools like SAP SuccessFactors, Workday, and other proprietary systems, smaller organizations often rely on affordable open-source tools and cloud-based solutions. Nevertheless, this disparity underscores the need for more accessible and scalable HR technology solutions that can deliver value across various organizational sizes.

### Employee Well-being Initiatives

The research indicates that employee well-being initiatives are central to modern HR strategies. According to Deloitte Insights (2023) and PwC (2023), companies that invest in mental health and work-life balance initiatives experience higher productivity, better retention rates, and improved employee engagement. Initiatives such as virtual counseling sessions, wellness workshops, and employee assistance programs (EAPs) are now common in many organizations.

Work-life balance initiatives like flexible schedules, job sharing, and compressed workweeks have been widely adopted to improve job satisfaction. Many companies have also introduced remote work support programs that include virtual team-building activities, Zoom check-ins, and communication tools like Slack and Microsoft Teams.



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However, the findings reveal that organizations still struggle with ensuring long-term engagement and commitment among remote employees. Remote work can cause feelings of isolation, disconnection, and decreased social interactions. The research suggests that companies should invest more in interactive virtual events, collaborative projects, and regular feedback sessions to maintain team cohesion and employee morale.

### Diversity, Equity, and Inclusion (DEI) Initiatives

The study highlights the growing emphasis on DEI initiatives across organizations. Companies that prioritize diversity and inclusiveness experience higher creativity, financial success, and better employee satisfaction. According to Harvard Business Review (2021) and SHRM (2022), organizations implement initiatives such as diverse recruitment policies, mentorship programs, and unconscious bias training workshops.

Companies are setting up diversity resource groups, which allow employees from different backgrounds to share experiences and perspectives. This approach strengthens workplace unity and fosters mutual respect and collaboration. However, achieving genuine inclusiveness requires a long-term commitment from leadership. Organizations must tackle systemic inequalities, address unconscious biases, and create equity-focused policies across all departments.

Regular DEI audits and transparent reporting mechanisms ensure accountability and progress tracking. The research points out that companies like Accenture and Google have successfully implemented comprehensive DEI strategies that involve regular workshops, inclusive recruitment practices, and transparent leadership policies.

### Workforce Adaptability and Continuous Learning

The research indicates that companies are prioritizing continuous learning and workforce adaptability to prepare employees for technological changes and shifting business demands. Studies from PwC (2023) and LinkedIn Learning Insights (2022) show that upskilling and reskilling programs result in a more agile, competent workforce that aligns with organizational goals.

Digital learning platforms like Coursera, LinkedIn Learning, and internal company training modules offer scalable and accessible learning solutions. These platforms enable employees to acquire new skills in areas such as data analytics, leadership, coding, and project management.

Additionally, organizations implement cross-functional training initiatives, where employees rotate across different departments. This strategy not only builds diverse skill sets but also helps employees understand different aspects of the business, fostering better communication, collaboration, and leadership readiness.

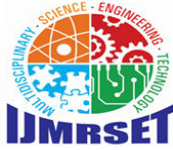
The findings highlight that mentorship programs within companies are equally important. These initiatives create internal knowledge-sharing networks, ensuring that employees have access to guidance, support, and career development opportunities.

### Strategic Planning and Organizational Culture

Strategic HR planning in the future must align workforce planning, leadership development, and succession planning with long-term business objectives. Organizations that integrate these aspects into their core HR strategy see improved efficiency, talent retention, and organizational stability.

The study found that recognition programs, team-building activities, and collaborative workshops are instrumental in maintaining a strong organizational culture. A culture of transparency, communication, and collaboration ensures that employees remain motivated, committed, and productive.

Leadership commitment emerges as a key factor. Leaders who actively support HR initiatives, communicate company values, and prioritize employee development set an example that resonates throughout the organization. This commitment builds a culture of trust, respect, and accountability, which ultimately drives employee loyalty, engagement, and long-term organizational success.



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### VI. CONCLUSION

The research highlights that the future of Human Resource Management (HRM) is being shaped by a combination of technological integration, employee well-being initiatives, diversity and inclusion efforts, and strategic planning. Organizations must embrace AI and machine learning-driven tools to streamline HR processes, reduce bias, and improve decision-making. However, integrating technology requires a commitment to data protection, transparency, and ethical governance, ensuring that employee rights and privacy are safeguarded.

Employee well-being remains a critical area of focus. Companies that invest in mental health support, work-life balance initiatives, and personalized development programs foster higher levels of engagement, loyalty, and productivity. Initiatives such as virtual counseling sessions, flexible work schedules, and regular feedback mechanisms are essential to maintain a motivated and resilient workforce.

The emphasis on Diversity, Equity, and Inclusion (DEI) is another crucial takeaway. Inclusive practices drive creativity, collaboration, and better decision-making, contributing to long-term organizational success. Companies need to implement mentorship programs, bias training workshops, and resource groups that reflect diverse perspectives and ensure that employees from all backgrounds feel valued and respected. Leadership commitment to DEI initiatives creates a culture of accountability, transparency, and respect, which strengthens organizational bonds.

Workforce adaptability and continuous learning are also fundamental in the future of HRM. The findings indicate that companies prioritizing upskilling and reskilling initiatives, supported by platforms like Coursera and LinkedIn Learning, can adapt to technological changes more efficiently. Additionally, cross-functional training programs and internal mentorship initiatives not only build diverse skill sets but also encourage cross-departmental communication and collaboration.

The research emphasizes that strategic HR planning should be aligned with long-term business goals, leadership development, and succession planning. A well-thought-out HR strategy strengthens organizational stability, ensuring that employees are committed, productive, and aligned with the company's vision. Recognition programs, team-building workshops, and open communication channels further reinforce a culture of transparency, respect, and collaboration.

In conclusion, the future of HRM requires a strategic and holistic approach that balances technological integration, ethical governance, employee well-being, diversity, and strategic planning. Organizations must remain agile, continuously adapting to market changes, technological advancements, and evolving employee expectations. Companies that prioritize ethical leadership, transparency, and inclusive culture initiatives will not only drive employee satisfaction but will also secure a competitive edge in an increasingly complex global business landscape. A commitment to a balanced, strategic, and employee-focused HR approach will pave the way for resilient, adaptable, and successful organizations in the future.

### RECOMMENDATIONS

To prepare for the future of Human Resource Management, organizations should focus on the following key areas:

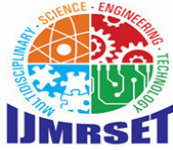
#### **Embrace Technology Ethically**

Invest in AI and machine learning tools to improve HR efficiency but ensure transparency, data protection, and privacy compliance. Conduct regular algorithm audits to prevent bias and maintain ethical governance.

#### **Focus on Employee Well-being**

Implement mental health programs, flexible work options, and work-life balance initiatives. Create open communication channels where employees can share concerns, fostering engagement, loyalty, and job satisfaction.





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### Strengthen Diversity and Inclusion

Develop comprehensive DEI strategies, including unconscious bias training, mentorship programs, and inclusive recruitment practices. Regularly assess DEI progress and encourage leadership commitment to transparency, respect, and inclusion.

### Promote Continuous Learning

Encourage upskilling and reskilling initiatives through platforms like Coursera and LinkedIn Learning. Implement cross-functional rotations and job-shadowing programs to build diverse skills and improve internal communication.

### Strategic HR Planning and Succession

Align HR strategies with long-term business goals. Prioritize succession planning, leadership development, and talent management to ensure organizational stability and future growth.

### Foster Transparent Governance

Establish clear policies and practices that promote transparency, accountability, and ethical leadership. Regularly communicate company decisions and policies to maintain trust and employee confidence.

By focusing on these areas, companies will create a more resilient, adaptable, and productive workforce, ensuring long-term organizational success and sustainability.

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