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**3.3.2 Number of books and chapters in edited volumes/books published and papers published in national/ international conference proceedings per teacher during last five year**

Sl. No.	Name of the teacher	Title of the paper	Title of the proceedings of the conference	Name of the conference	National / International	Calendar Year of publication	ISBN number of the proceeding	Affiliating Institute at the time of publication	Name of the publisher
1	Priya Bennett	Organizationally-Assigned Female Expatriates: Exploring The Role Of Perceived Organizational Support (POS) - A Conceptual Model Of Research	IQSR Journal of Business and Management (IQSR-JBM)	IOSR Journal of Business and Management (ISOR-JBM) Volume25 , Issue 4	International	2022 - 2023	2319-7668	New Horizon College of Commerce	International Organisation of Scientific Research Community of Research
2	Priya Bennett	A Study on Work-Life Balance of Indian expatriates with respect to the IT sector	KET's 3rd International Conference Proceedings)	The 3rd International Research Conference on Management Leveraging Industry5.0 Sustainability, Innovation and Disruption	International	2022 - 2023	2278-1277	New Horizon College of Commerce	Journal of Global Economy, Volume 19 No2



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3	Priya Bennett	Sequential Cross-Cultural Training a Blended and Hybrid Training for Expatriates: An Exploratory Study	-	International Journal of Research in Engineering, Science and Management Volume 4, Issue 8	International	2021 - 2022	2581-5792	New Horizon College of Commerce	IJRESM International Journal of Research in Engineering, Science and Management
4	Pinki Shinde	Advanced Approach for Cybersecurity Improvement Using Steganography technique	Design Engineering	-	International	2020 - 2021	0011-9342	New Horizon College of Commerce	-
6	Pinki Shinde	Design A Hybrid Algorithm For Improving Cyber Security Using Steganography	International Journal of Scientific & Technology Research Volume 8	International Journal of Scientific & Technology Research volume8, Issue 12	International	2018 - 2019	2277-8616	New Horizon College of Commerce	International Journal of Scientific & Technology Research volume8, Issue 12

# Organizationally-Assigned Female Expatriates: Exploring The Role Of Perceived Organizational Support (POS) - A Conceptual Model Of Research

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**Abstract:** The need for competent global managers is a pre-requisite in organizations today. Prior international experience is thus, often, mandatory in order to reach positions within top management. To gain international competence, an employee relocates to work in another country for a longer period of time commonly referred to as Expatriate assignments. Drawing on literature about women and work expatriation, the paper analyzes the complexity and multidimensionality of their experiences, positioning the discussion within the framework of gendered institutions. The paper concludes that typical expatriate, however, has traditionally been a man and still today, the females are disproportionately in low numbers in expatriate roles. Pressure from society on gender equality challenges organizations to increase their number of female expatriates. In order to explain the low share of female expatriates, prior research has foremost focused on the woman as an individual in the expatriation process rather than the organization's impact. The paper concludes with a model of Perceived Organizational Support (POS) to motivate female expatriates and their work.

**Key words:** Expatriate assignments, Female expatriates, gender equality, gendered institutions, perceived organizational support(POS).

## Purpose

The purpose of the paper is twofold – first, to meticulously do a focussed literature review on the crucial factors and underlying implications of gender stereotyping on female expatriates and secondly to explore the multi-dimensional role of perceived organizational support (POS) and offer specific suggestions to multi-national enterprises (MNEs) to help them create a level playing field so females can compete for expatriate assignments..

**Design/methodology/approach** – Through the lens of global POS, the authors explore how the perceived lack of support from organization and the managers, during the critical stages of expatriate assignments affects women's interest, and potentially their performance, in expatriate assignments. The authors develop and present relevant propositions.

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## I. Introduction

Economic globalisation has opened new opportunities not only for business enterprises, but their employees as well. The practice of expatriation has been used increasingly for successful operations on a world scale, thus providing the employees with the opportunity to gain some international experience and develop their international career. Analysis of scientific sources has revealed that expatriates (qualified employees who are usually sent to work to another branch of the same company located abroad) are usually used for three main reasons: technical competence, management development and control. Expatriates are defined as employees who are employed by a business organization and are sent to the subordinate business units in another country on a temporary basis (typically 1 to 5 years) to complete time-based tasks or to help the local subordinate to accomplish organizational goals (Harrison, Shaffer, & Bhaskar-Shrinivas, 2004). There is a lack of consensus on the definition of the term 'migrant' in the extant HRM literature, and the boundaries between terms such as self-initiated expatriates (SIEs), qualified immigrants and skilled migrants seem to be blurred (Al Ariss & Crowley-Henry, 2013; Andresen, Bergdolt, Margenfeld, & Dickmann, 2014). For example, Carr et al. (2005) defined migrants as those 'who expatriate themselves voluntarily to new countries independently of any employers' (p. 386). Zikic, Bonache, and Cerdin (2010) defined qualified immigrants as individuals who initiate their own international career moves that are risky, unpredictable and usually involving career and life transitions. Cerdin et al. (2014) suggest that qualified immigrants are university-educated people who have moved on a permanent basis to work in countries other than their own. Finally, Al Ariss and Syed (2011) defined skilled migrants as highly educated and experienced individuals. As individuals living and working outside of their home countries, expatriates have been described in the literature as mobile, elite professionals



## **A study on Work-life Balance of Indian expatriates with respect to the IT sector**

**Priya Bennett<sup>1</sup>**

### **Abstract**

Work-Life balance is an evolving aspect in global economy. Over the past two decades the issue work-family and work-life balance have received enormous attention from employers and employees mainly in IT industry. There are about 18 million Indian expatriates working in the UK, UAE and the US and the number is projected to increase year by year. This creates a need to explore work-life balance among expatriates. In this study, qualitative research method was used, and the data was collected using interview method as the instrument. Actual data was collected from five IT expatriates. The data was analyzed using content analysis. The findings revealed that workload and family support are main contributors to work-life conflict among expatriates while receiving better salaries, meeting new people and experiencing culture are the work-life enrichment factors. Expatriates use general adjustment and interaction to adjust better with their new environment. Hence, it is recommended for organizations to support expatriates through relevant activities to assist them to achieve work-life balance in a foreign country.

**Key words:** work-life balance, expatriates, general adjustment, job satisfaction

### **INTRODUCTION**

Work-life balance issue is usually a challenge for expatriates and their families. A positive or negative outcome in work-life balance is related to the roles of partner and families as well (Caligiuri et al., 1998). According to Greenhaus and Buetell (1985) work-life conflict happens when there are internal conflicts happening due to pressure from work and family domains. Role overload and interference are two components in work-life conflict (Greenhaus & Buetell, 1985). First, role overload can happen when the prescribed activities of multiple roles are too vast to be performed systematically due to limited time and energy. Interference occurs when there are difficulties in fulfilling the requirements of multiple roles with the presence of conflicting demands. This happens due to work and family activities that must be performed at the same time but in different physical locations (Greenhaus & Buetell, 2000). Enrichment is experienced when there are positive affects across work and private life. Previous studies stated that positive experiences in one role will improve the quality of life in the other (Carlson et al., 2006). Enrichment may happen when for instance, the physical, social, capital and material resources acquired or developed in one role result in an improve performance and positively impact on another role (Greenhaus & Powell, 2006; Carlson et al., 2006). For example, a positive effect traversing from the personal life to the work domain could be found in a situation when an individual is enjoying a

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## Advanced Approach for Cybersecurity Improvement Using Steganography technique

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### Abstract

Steganography and cryptography While both strategies are used to increase security, they also have flaws. The challenge with encryption is to either block the incursion from being transmitted or to take extra measures with the transmission data regardless of the cypher text. The problem with steganography is that once the occult data is discovered, the signal is exposed or assumed to exist. A hybrid algorithm was proposed in the study. Our hybrid approach gradually follows the AES principle and the hidden algorithm. At each level, two provide security. To create a steganography-based hybrid cyber security algorithm.

Keywords : Cybersecurity , steganography , hiding capacity

### I. Introduction

Steganography is a method of concealing (or disguising) information by incorporating it into unrelated data (or cover data). Steganography, cryptography, and hidden data and transmissions may appear to be dissimilar, yet they are not. The notion of steganography, which emphasises the unexpected character of data, underpins the concept of concealing in plain sight. This is especially beneficial if the amount of data travelling via the communications channel prevents the reading of secret messages. Steganography focuses on paying close attention to the carrier or covering data with ingenious patterns to mix up secret information inside the public information structure; cryptography, on the other hand, does not attempt to mask encrypted messages and merge them into the flow of other data. The goal of encryption is to make decoding the message for anyone other than the intended recipient as difficult as possible. Although steganography and encryption are not mutually exclusive methods of safeguarding sensitive information, they do employ different tactics. Before secret information is incorporated in the public data, a hybrid approach is utilised to encrypt it using a specific encryption algorithm. Watermarking is a type of

# Sequential Cross-Cultural Training a Blended and Hybrid Training for Expatriates: An Exploratory Study

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**Abstract:** Globalization has led to exponential growth in cross-cultural interaction, resulting to an incremental repository of literature on management of organizational expatriates. For an expatriate, cross-cultural training (CCT) is an important phenomenon. But a sequential CCT will be much more beneficial when it comes to cross cultural adjustment in a host country. This paper attempts to take a systematic review of literature available on CCT and focus on the need of administering a sequential CCT for increasing effectiveness of expatriate adjustment. In order to achieve the proposed objective, a systematic review of literature (from the 1950s to the present day) was carried out. The results show that there are few studies that assess the impact of the types of adjustment to organizational practices, with the cross-cultural training and language training being the most common. These practices have shown a positive effect on performance and adjustment of expatriates. But there is a lack of studies that have adequate indicators to measure the effectiveness of the sequential CCT on expat performance and adjustment.

**Keywords:** Cross-cultural training, Expatriate, Expatriate training, Pre-departure training, Sequential CCT.

## 1. Introduction

With globalization the number of expatriates moving abroad for international assignments is not a thing of the past but has become a common place in the present day. As skilled talent moves from their home country to the host country, cross-cultural interaction manifests. These interactions include business trips to foreign countries, overseas assignments, and working with people of different nationalities (Black & Mendenhall, 1990). Research on expatriates and the problems they experience was widespread for many years (Mendenhall and Oddou, 1985; Newman et al., 1978); however, it has received new impetus in recent decades due to the globalization of the business world and work environments (Takeuchi, 2010).

There are various dimensions when it comes to understanding CCT. Cultural intelligence, emotional intelligence, cultural competence and cultural adjustment are some of them. But this paper is going to explore only the need of CCT to be given in a continuum rather than breaking it into pre-departure and post-arrival or in-country training.

There is a long debate in the academic literature regarding the degree to which adjustment is a unitary or multi-faceted phenomenon. Lysgaard (1955), Oberg (1960), Ruben and Kealey (1979), Torbiorn (1982) and Tung (1987) consider adjustment to be a unitary phenomenon and focus mainly on an individual's adjustment to the general environment or culture. However, in more recent studies (Mendenhall and Oddou 1985; Black 1988; Black and Gregersen 1991a; Black, Mendenhall and Oddou 1991; McEvoy and Parker 1995), adjustment is seen as a multi-faceted phenomenon with three major dimensions that are addressed and empirically tested: adjustment to the general environment, referring to the general psychological comfort involving aspects such as living conditions, weather or food; adjustment to the work situation, referring to the psychological comfort with culture specific work values and standards; and adjustment to interacting with host nationals, focusing on the comfort with different communication styles in the host setting. Given the multidimensional conceptualization of culture (see, for example, Hofstede 2001) and strong empirical support (Shaffer et al. 1999), this multidimensional conception of adjustment seems logical. Following this multi-faceted approach, it appears that some expatriates may be well adjusted to one dimension but at the same time poorly adjusted to another. For example, they may adapt themselves to their new work situation in a foreign country but feel uncomfortable in interacting with locals.

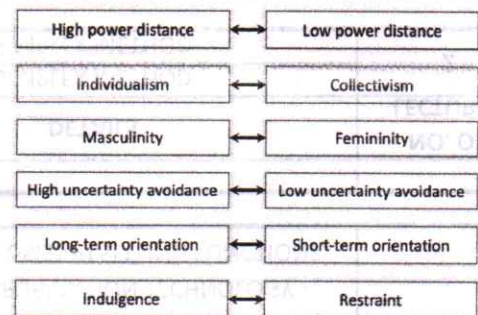


Fig. 1. Hofstede's 6 dimensions of national culture (Source: adapted from Barry Naruta 2019)

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# Design A Hybrid Algorithm For Improving Cyber Security Using Steganography

Pinky Ramchandra Shinde, Dr. Dhanraj Verma

**Abstract:** cryptography and steganography both technique used for security improvement but these technique have a number of issue. The issue with the cryptography method is that the cipher text appears irrelevant, so the intruder interrupts the transmission or performs extra cautious controls on the sender's information to the receiver. The issue with steganography is that the signal is expected to evolve after the event of concealed data is found or even assumed. Proposed hybrid algorithm in the study job Our hybrid algorithm based on the concept of AES and advance hidden algorithm. Two provide the two level security. To design a hybrid algorithm for improving cyber security using steganography.

**Keywords:** cybersecurity, steganography , AES , hybrid algorithm.

## 1. INTRODUCTION

Web-based data transmission may include sensitive personal data that may be captured. In addition, there are countless apps on the internet, and many sites force customers to carry out images that integrate sensitive personal information, such as mobile figures, places, and card information charging. For some purposes, customers may involve personal and safe interchanges, such as shielding their confidential data from programmers in the midst of ignoring an open channel, thus requiring ranking and information respectability against unauthorized entry and use. The periodic approaches for verifying correspondence are cryptography and steganography. [2]. Cryptography is the practice of using arithmetic to encode and unscramble data to maintain posts checked by transforming consistent data framework (plaintext) into unclear (ciphertext) framework. The term cryptography came from the Greek word 'kryptós' meaning 'wrapped up' and 'gráphō' 'significance' writing.' In this way, cryptography's greatest feasible significance is "shrouded stating"[3, 4]. Any cryptosystem includes plaintext, calculation of encryption, calculation of unscrambling, material of cipher, and key. Plaintext is a signal or data that is lucid (not compressed) in its normal framework. Encryption is the route through the use of buttons to change over plaintext to find text. Figure material results from encryption by implementing the plaintext encryption key. Decoding is the route to get the plaintext back from the material of the chart. The key is used to regulate the cryptosystem (context) data, and only [3, 5] is understood by the sender and receiver. While cryptography is highly incredible to verify data; cryptanalysts might be able to crack the numbers by

examining the quantity element material to return the plaintext[3]. The paper has a straightforward structure and is sorted out as the accompanying. In segment II, we talk about the substance modules of steganography to related work. In segment III, show the III. Comparative study. Segment VI show the proposed methodology and results analysis. We close the entire paper, and present the conclusion in Section V.

## 2. RELATED WORK

Two gatherings would depend on a key using a safe, but non-cryptographic, strategy in the early history of cryptography; for example, a vis-à-vis conference or a trade through a courier confidant. This button, which was held entirely mysterious by the two meetings, could then be used to trade hidden texts. In this manner, various enormous problems to the ground arise to cope with dispersing buttons. Open key cryptography tends to these disadvantages so clients can impart safely over an open channel without concurring upon a mutual key in advance. Whitfield Diffie and Martin Hellman published a lopsided main cryptosystem in 1976, which, influenced by Ralph Merkle's job on accessible main distribution, revealed an accessible main comprehension method. This main trade approach, which utilizes exponentiation in a restricted area, has become regarded as the main trade of Diffie-Hellman. The primary structure for using public key or two-key cryptography was the Diffie-Hellman Key Trade Convention. Consequently, it is at some point called as Asymmetric encryption. This was the main dispersed down to ground method to build a mutual mystery important over a verified (although not personal) route of interchanges without using an previous shared mystery. Steganography and cryptography speak to two strategies for guaranteeing security that have been utilized for quite a while now. Like everything else in the data innovation region, the two are in ceaseless research and improvement. Joining these strategies inside a similar framework is a moderately new heading however we can locate a few extraordinary works in writing. One such work is exhibited in paper [4]. The creators propose a framework that will improve the least critical piece (LSB) technique, which is likely the most well known steganographical strategy. The portrayed framework has a private key transmitted between the sender and the recipient and

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