

Chapter 13


An Automated Geometric Appraisal Model: A Computerized Performance–Based Incentive Policy Suitable for HEIs in India

Hari Govinda Rao Chukka

 <https://orcid.org/0000-0001-9821-9075>

Vignan's Institute of Information Technology, India

Sampath Dakshina Murthy Achanta

 <https://orcid.org/0000-0002-9960-6373>

Vignan's Institute of Information Technology, India

ABSTRACT

The idea of the circular economy is gaining steam in academia through the green economics of human resources policies in Asia. A high performance model delivers superior outcomes but does not deter praiseworthy professors from biased human interference. Using the computerized-based geometric performance base incentive model (CGPBI) is particularly beneficial in encouraging faculty who have achieved superior outcomes in all areas of science, academia, and other contributions. To fill this gap, the author proposed a geometric hybrid reward policy model that includes a number of fictitious variables such as topic tolerance, the effects of subject matter, and the average outcome across all subjects. This model uses Python to construct a standardized framework to gather data on the success of faculty. It provides a robust indication of comparative success and motivates workers to achieve more transparent performance outcomes. The author proposes the use of a multi-source assessment (MSA) to evaluate the faculty's annual results.

INTRODUCTION

The shift to a more lasting circular economy may be encouraged through digitisation. Digitization will also improve the efficiency and efficiency of company processes, assist in minimising waste, promote

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product life and decrease transaction costs (Antikainen, M., 2018, p. 45). In order to facilitate and facilitate the circular economy, digitalisation will be the key tool (Larsson, A., and Lindfred, L., 2019, p.280). The digital database technologies that serve as new types of policy tools are being used for educational and governing institutions and activities. These digital policy tools are proof that digital database tools and infrastructures are the focus of education, knowledge, administration and management, both domestically and internationally (Williamson, B., 2016, p.123). Due to the digital revolution, e-HR has become the new method of HRM activity via new tools and apps on the web and computers. These apps have simplified HR professionals' jobs and enabled them to concentrate on their primary task, namely strategic human resources, rather than on departmental procedural labour (Meral, Y. (Ed.), 2019, p. 382). Digital Human Resource Management is a digital transformation of HR processes and practices through the use of electronic, mobile, analysis and IT to enhance the efficiencies of HRM (Halid, H., 2019, p.96).

Green management of human resources (GHRM) is rapidly becoming a major topic in academic circles in organisational environmental management and its effect on green employee behaviour (Zhang, Y., 2019, p. 1). The Circular Economy is gaining traction in academia, industry, and policy making as an alternative model that minimises resource depletion, waste, and emissions. To implement the concept at the organisational level, business models are an important lever. (Geissdoerfer, M., et. al. 2020). The rapid advancement of technology has increased the number of digitalisations and continues to influence and change the way businesses operate (Halid, H., 2020, p.96). The use of long-term development methods to achieve a green economic transition is known as "green growth." Green economies put people's well-being ahead of increased efficiency in new technologies (Vargas-Hernández, J. G. 2021, p.1). The methods used to deal with digital solutions are critical components of digital technology that allow conducive, long-term work (Larsson, A., & Lindfred, L., 2019, p. 280). Digitization or digital transformation is something that all organizations have to do in order to be efficient and relevant in the future (Halid, H., 2020, p.96).

Moşteanu, N, (2020, p. 108) proposed that the business environment, strategy, and organisation, new technology, digitalization of everything, and the green economy will be approaching a change. The most often used words during the last decade, but especially in recent years, have been digitalisation, digital transformation, and the green economy. If a business wants to remain competitive in the market while still offering green products and services, it must change its management style (Moşteanu, N. R., et. al., 2020, p. 108). A sustainable green economy requires integrated, cooperative, and holistic institutions that span the whole economy horizontally as well as vertically. Effective policy instruments have become more widely available as a tool for addressing a wide range of environmental issues, from acid rain to climate change, since they are effective policies to address specific types of environmental issues through traditional regulatory and voluntary approaches (Rehberger, M., & Hiete, M., 2020, p. 4366).

With this background in mind, the research sought to digitalize incentive programmes by referring to the new digital technologies that are presently changing the academic sector. Incentives are quick incentives that have an immediate impact on performance (Rao, C. H. G et al., 2017, p.1). According to some studies, a faculty member is always paid depending on his or her productivity. Given the significance of output quality in driving productivity, many well-regarded academics may be driven to tolerate minor changes in status, since there is no instant way of recognising achievement and finding suitable incentives. As a consequence, a robust performance evaluation system helps an educational institution to create prospective forces; an examination of employee performance is needed to decide whether further training is required or if dismissal is warranted. The granting of an incentive is always preceded by an assessment of an employee at different levels. At the same time, it is essential to consider unique incen-

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