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Website: www.blueeyesintelligence.org

Email: director@blueeyesintelligence.org, blueeyes@gmail.com

Cell #: +91-9669981618, WhatsApp #: +91-9669981618, Viber #: +91-9669981618

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1.	Authors:	Aishvarya Bansal	
	Paper Title:	Training Process Outsourcing–Emerging Need of Various Medium and Small Sized Companies	
	<p>Abstract: Training imparted to employees is an essential area in Human Resource Management which increases the knowledge and skill for a specific job. Since training is a recurring, tedious and time consuming process so big organisations organize in-house training of their employees, while small and medium organisations may find it profitable to outsource the same. Because, lack of adequate infrastructure, skilled trainer and expertise with the SMEs makes it difficult to impart training and so they are resort to an external agency to for its specialized services at a nominal cost. Thus, using a third party specialization in training is the Training process Outsourcing which also known as Business Process is Outsourcing. With a conscious need to cut costs, save time the SMEs more often outsource the training process according to the training needs of its employees. This paper will focus on the growing needs of the company due to which outsourcing training process is increasing.</p> <p>Keywords: Business Process Outsourcing, Core Competency, Human Resource management, Training Process Outsourcing.</p> <p>References:</p> <ol style="list-style-type: none">1. Modern Human Resource Management by Dr. C.B. Gupta. Sultan Chand & sons. First Edition: 2013 ISBN: 978-81-8054-95-02. Fundamentals of Human Resource Management by T.N. Chhabra. Sun India Publications. Second revised edition 2014. ISBN: 978-93-80674-59-93. Byars, Lloyd L. & Rue, Leslie W. (2004). Human Resource Management, 7e. The McGraw-Hill Companies.4. http://economictimes.indiatimes.com/5. http://www.shrm.org/6. https://www.trainingindustry.com		1-3
2.	Authors:	Ramana Bonathu, Devaki, K. Ramalinga Reddy, Dhasaratham Meghavath, G. Vijaya	
	Paper Title:	A Report of the Privacy in Data Mining: Speakers Survey	
	<p>Abstract: We study the data mining understand the need for analyses of large, complex, information rich data sets. Privacy is mining of distributed data has numerous applications. The privacy preserving data mining has been developed, understanding the role of privacy in data mining is difficult. Many algorithms and approaches that have been developed theoretically, but practically it is difficult. In this paper specify the overview the privacy preserving in data mining. This paper mainly focuses on the literature survey of the data mining privacy. Here many speakers tell to their own ideas, these ideas to develop new standards and privacy algorithms in data mining.</p> <p>Keywords: Data mining, Data privacy, privacy preserving.</p> <p>References:</p> <ol style="list-style-type: none">1. P. Samarati and L. Sweeney. Protecting privacy whendiscovering information: k-anonymity and its enforcement through generalization and suppression. In Proceedings ofthe IEEE Symposium on Research in Security and Privacy,May 1998.2. Y. Saygin, V. S. Verykios, and C. Clifton. Using unknowns to prevent discovery of association rules. SIGMOD Record,30(4):45–54, Dec. 2001.3. L. Sweeney. Computational Disclosure Control: A Primer on Data Privacy Protection. PhD thesis, Massachusetts Instituteof Technology, 2001.4. J. S. Vaidya and C. Clifton. Privacy preserving associationrule mining in vertically partitioned data. In TheEighth ACM SIGKDD International Conference on Knowledge Discovery and Data Mining, July 23-26 20025. A. C. Yao. How to generate and exchange secrets. In Proceedingsof the 27th IEEE Symposium on Foundations ofComputer Science, pages 162–167. IEEE, 1986.6. D. Beaver, S. Micali and P. Rogaway. The Round Complexity of Secure Protocols. I22nd STOC, pages 503{513, 1990. 847. M. Bellare and S. Micali. Non-Interactive Oblivious Transfer and Applications. InCRYPTO'89, Springer-Verlag (LNCS 435), pages 547{557, 1989. 768. M. Ben-Or, S. Goldwasser and A. Wigderson. Completeness Theorems for Non- Cryptographic Fault-Tolerant Distributed Computation. In 20th STOC, pages 1{10, 1988. 66, 67, 84		4-6
	Authors:	B. Vinay Kumar, Saradha Rajkumar	
	Paper Title:	Empowering Gen Y as Future Manager through Soft Skills	
	<p>Abstract: Preparing Gen Y students to be critical thinkers and effective communicators is more essential in today’s complex education environment. In addition to Life Skills, it is necessary and much more important for students to communicate confidently and effectively. Life skills for effective learning, successful career planning and development have the ability to reinforce and enhance knowledge in any real-life situation. There are several areas to engage students in the learning process and to verify that students have the ability to analyze, incorporate and apply their Interpersonal and Intrapersonal skills. The language laboratory is the ideal place to simulate listening, speaking, reading and writing skills. For this, the present paper proposes a mixed-method approach and consolidates the assessment by providing different methods of assessing Intrapersonal and Interpersonal Skills, Application Orientation, with the aid of English Language Communication Skills Laboratory and classrooms with enterprising theory teaching techniques for obtaining more precise and effective</p>		

	outcome-based results.					
3.	<p>Keywords: Body Language, Gen Y, Intra & Interpersonal Skills, LSRW Skills, Soft Skills.</p> <p>References:</p> <ol style="list-style-type: none">1. Ashridge Business School U.K. (2012). "Generation Y and their Managers around the World". [Online]. Available: http://www.ashridge.org.uk/genyresearch2. Gen Y and The World of Work. (2013). [Online].Available: http://www.hays.com3. Curriculum for Excellence, The Scottish Government Edinburgh. (2009). "Building the Curriculum 4 Skills for Learning, Skills for Life and Skills for Work". [Online].Available: http://www.curriculumforexcellencescotland.gov.uk4. Stenhouse, L. (1975). "An Introduction to Curriculum Research and Development". Heinemann: London.5. Judy, Mc. Kimm. (2007). Curriculum Design and Development. London.6. Oxford Economics. (2012). Global Talent 2021: "How the New Geography of Talent Will Transform Human Resource Strategies".7. Newble, D., & Cannon, R. (1994). "A Handbook for Teachers in Universities and Colleges: A Guide to Improving Teaching Method". Kogan Page: London.8. Peyton, JWR. (1998). "Teaching and Learning in Medical Practice". Manticore Europe Ltd: Rickmansworth.9. Soft skills. (2002). [Online].Available: http://www.alduncan.net/soft-skills.htm10. Ramsden, P. (1992). Learning to Teach in Higher Education. Routledge: London.11. Jobs and Skills in the Twenty-First Century. (2013). [Online].Available: http://www.towerswatson.com/en-IN/Insights/IC-Types/Survey-Research-Results/2013/05/Jobs-and-Skills-in-the-21st-Century#citeco	7-10				
	<table><tr><td>Authors:</td><td>Sharmilaa S, Jagadeesan A, Sathesh Kumar T</td></tr><tr><td>Paper Title:</td><td>Shortcut Tree Routing Algorithm for Efficient Data Delivery in ZigBee Wireless Networks</td></tr></table>	Authors:	Sharmilaa S, Jagadeesan A, Sathesh Kumar T	Paper Title:	Shortcut Tree Routing Algorithm for Efficient Data Delivery in ZigBee Wireless Networks	
Authors:	Sharmilaa S, Jagadeesan A, Sathesh Kumar T					
Paper Title:	Shortcut Tree Routing Algorithm for Efficient Data Delivery in ZigBee Wireless Networks					
	<p>Abstract: The ZigBee tree routing is widely used in many resource-limited devices and applications, since it does not require any routing table and route discovery overhead to send a packet to the destination. However, the ZigBee tree routing has the fundamental limitation that a packet follows the tree topology; thus, it cannot provide the optimal routing path. In this paper, we propose the shortcut tree routing protocol that provides the near optimal routing path as well as maintains the advantages of the ZigBee tree routing such as no route discovery overhead and low memory consumption. The main idea of the shortcut tree routing is to calculate remaining hops from an arbitrary source to the destination using the hierarchical addressing scheme in ZigBee, and each source or intermediate node forwards a packet to the neighbor node with the smallest remaining hops in its neighbor table. The shortcut tree routing is fully distributed and compatible with ZigBee standard in that it only utilizes addressing scheme and neighbor table without any changes of the specification. The mathematical analysis proves that the 1- hop neighbor information improves overall network performances by providing an efficient routing path and distributing the traffic load concentrated on the tree links. In the performance evaluation, we show that the shortcut tree routing achieves the comparable performance to AODV with limited overhead of neighbor table maintenance as well as overwhelms the ZigBee tree routing in all the network conditions such as network density, network configurations, traffic type, and the network traffic.</p> <p>Keywords: ZigBee, Shortcut tree routing, Neighbor table, AODV.</p> <p>References:</p> <ol style="list-style-type: none">1. J. Broch, D.A. Maltz, D.B. Johnson, Y.-C. Hu, and J. Jetcheva, "A Performance Comparison of Multi-Hop Wireless Ad Hoc Network Routing Protocols," Proc. ACM MobiCom, pp. 85-97, 1998.2. M. Mauve, A. Widmer, and H. Hartenstein, "A Survey on Position-Based Routing in Mobile Ad Hoc Networks," IEEE Network, vol. 15, no. 6, pp. 30-39, Nov./Dec. 2001.3. D. Chen and P. Varshney, "A Survey of Void Handling Techniques for Geographic Routing in Wireless Networks," IEEE Comm. Surveys and Tutorials, vol. 9, no. 1, pp. 50-67, Jan.-Mar. 2007.4. D. Son, A. Helmy, and B. Krishnamachari, "The Effect of Mobility Induced Location Errors on Geographic Routing in Mobile Ad Hoc Sensor Networks: Analysis and Improvement Using Mobility Prediction," IEEE Trans. Mobile Computing, vol. 3, no. 3, pp. 233-245, July/Aug. 2004.5. B. Karp and H.T. Kung, "GPSR: Greedy Perimeter Stateless Routing for Wireless Networks," Proc. ACM MobiCom, pp. 243-254, 2000.6. S. Biswas and R. Morris, "EXOR: Opportunistic Multi-Hop Routing for Wireless Networks," Proc. ACM SIGCOMM, pp. 133-144, 2005.7. S. Chachulski, M. Jennings, S. Katti, and D. Katabi, "Trading Structure for Randomness in Wireless Opportunistic Routing," Proc. ACM SIGCOMM, pp. 169-180, 2007.8. E. Rozner, J. Seshadri, Y. Mehta, and L. Qiu, "SOAR: Simple Opportunistic Adaptive Routing Protocol for Wireless Mesh Networks," IEEE Trans. Mobile Computing, vol. 8, no. 12, pp. 1622-1635, Dec. 2009.9. A. Balasubramanian, R. Mahajan, A. Venkataramani, B.N. Levine, and J. Zahorjan, "Interactive WiFi Connectivity for Moving Vehicles," Proc. ACM SIGCOMM, pp. 427-438, 2008.10. K. Zeng, Z. Yang, and W. Lou, "Location-Aided Opportunistic Forwarding in Multirate and Multihop Wireless Networks," IEEE Trans. Vehicular Technology, vol. 58, no. 6, pp. 3032-3040, July 2009.11. S. Das, H. Pucha, and Y. Hu, "Performance Comparison of Scalable Location Services for Geographic Ad Hoc Routing," Proc. IEEE INFOCOM, vol. 2, pp. 1228-1239, Mar. 2005.12. R. Flury and R. Wattenhofer, "MLS: An Efficient Location Service for Mobile Ad Hoc Networks," Proc. ACM Int'l Symp. Mobile Ad Hoc Networking and Computing (MobiHoc), pp. 226-237, 2006.13. E. Felemban, C.-G. Lee, E. Ekici, R. Boder, and S. Vural, "Probabilistic QoS Guarantee in Reliability and Timeliness Domains in Wireless Sensor Networks," Proc. IEEE INFOCOM, pp. 2646-2657, 2005.14. D. Chen, J. Deng, and P. Varshney, "Selection of a Forwarding Area for Contention-Based Geographic Forwarding in Wireless Multi-Hop Networks," IEEE Trans. Vehicular Technology, vol. 56, no. 5, pp. 3111-3122, Sept. 2007.15. N. Arad and Y. Shavitt, "Minimizing Recovery State in Geographic Ad Hoc Routing," IEEE Trans. Mobile Computing, vol. 8, no. 2, pp. 203-217, Feb. 2009.16. Y. Han, R. La, A. Makowski, and S. Lee, "Distribution of Path Durations in Mobile Ad-Hoc Networks - Palm's Theorem to the Rescue," Computer Networks, vol. 50, no. 12, pp. 1887-1900, 2006.	11-15				

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	<p>Authors: Balamurugan N, C. Bhagyanathan</p> <p>Paper Title: Analysis and Investigation on Thermal Behaviours of Ball Bearing in High Speed Spindle</p>	
5.	<p>Abstract: High cutting speeds and feeds are essential requirements of a machine tool structure to accomplish its basic function which is to produce a work piece of the required geometric form with an acceptable surface finish at as high a rate of production as is economically possible. Since bearings in high speed spindle units are the main source of heat generation. Friction in bearings causes an increase of the temperature inside the bearing. If the heat produced cannot be adequately removed from the bearing, the temperature might exceed a certain limit, and as a result the bearing would fail. To analyse the heat flow in a bearing system, a typical ball bearing and its environment has been modelled and analysed using the finite element method. The maximum temperature in the bearing has been calculated as a function of heat generation with the rotational speed as a parameter. The goal of this analysis was to see how fast the temperature changes in the bearing system with respect to rotational speed. and if a given maximum temperature (e.g. maximum temperature of the lubricant or bearing metal) is reached. Steady state thermal-stress simulation is performed exclusively on bearing to investigate the temperature distribution, deformation and thermal stress occurred at various stages, further this work is a more detailed for conducting transient analysis.</p> <p>Keywords: Heat Generation, Modelling, Thermal Analysis, Static and Steady States.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Jin Kyung Choi and Dai Gil Lee., 1998, "Thermal characteristics of the spindle bearing system with a gear located on the bearing span", International Journal of Machine Tools & Manufacture 38, pp.1017-1030 2. Bernd Bossmanns and Jay F. Tu., 1999, "A thermal model for high speed motorized spindles", International Journal of Machine Tools & Manufacture 39, pp.1345-1366 3. X. Hernot., M. Sartor and J. Guillot., 2000, "Calculation of the stiffness matrix of angular contact ball bearings by using the analytical approach" Journal of Mechanical Design, vol.122, pp.83-90 4. T.A. Harries., 2001, "Rolling Bearing Analysis", 4th Edition, John Wiley and Sons 5. Chi-Wei Lin., Jay F. Tu and Joe Kamman., 2003, "An integrated thermo-mechanical-dynamic model to characterize motorized machine tool spindles during very high speed rotation", International Journal of Machine Tools & Manufacture 43, pp.1035-1050 6. Mohammed A. Alfares., Abdallah and A. Elsharkawy., 2003, "Effects of axial preloading of angular contact ball bearings on the dynamics of a grinding machine spindle system", Journal of Materials Processing Technology 136, pp.48-59 7. S.P. Harsha., 2005, "Nonlinear dynamic response of a balanced rotor supported by rolling element bearings due to radial internal clearance effect", Mechanism and Machine Theory 41, pp.688-706 8. Yuan Kanga and ChihChing Huang., 2005, "Stiffness determination of angular-contact ball bearings by using neural network", Tribology International 39, pp.461-469 9. Xu Mina., Jiang Shuyuna and Cai Ying., 2006, "An improved thermal model for machine tool bearings", International Journal of Machine Tools & Manufacture 47, pp.53-62 10. R.K. Purohit and K. Purohit., 2006, "Dynamic analysis of ball bearings with effect of preload and number of balls", Int. J. of Applied Mechanics and Engineering, vol.11, No.1, pp.77-91 11. Oshimitsu Hirasawa and Yukimitsu Yamamoto., 2008, "Heat Transfer Analysis of Machine Tool Main Spindle", NTN technical review no.76 12. Mario C. Ricci., 2009, "Internal loading distribution in statically loaded ball bearings, subjected to a combined radial and thrust load, including the effects of temperature and fit", World Academy of Science, Engineering and Technology 57 13. Shuyun Jiang and HebingMao. 2009, "Investigation of variable optimum preload for a machine tool spindle", International Journal of Machine Tools & Manufacture 50, pp.19-28 14. Qiang He., Hongzhao Liu and Yanbin Zhang., 2009, "The characteristics of hybrid ceramic ball bearing for high-speed spindle", International Conference on Mechatronics and Automation 15. P. Chen and X.Y. Chen., 2009, "Analysis of internal state performances of the electric spindle bearings running at an extreme ultra-high-speed", Materials Science Forum, Vol- 628-629, pp.83-88 	16-20