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DATE: 02/06/2023

पेटेंट कार्यालय का एक प्रकाशन PUBLICATION OF THE PATENT OFFICE

INTRODUCTION

In view of the recent amendment made in the Patents Act, 1970 by the Patents (Amendment) Act, 2005 effective from 01st January 2005, the Official Journal of The Patent Office is required to be published under the Statute. This Journal is being published on weekly basis on every Friday covering the various proceedings on Patents as required according to the provision of Section 145 of the Patents Act 1970. All the enquiries on this Official Journal and other information as required by the public should be addressed to the Controller General of Patents, Designs & Trade Marks. Suggestions and comments are requested from all quarters so that the content can be enriched.

(PROF. (DR) UNNAT P. PANDIT)
CONTROLLER GENERAL OF PATENTS, DESIGNS & TRADE MARKS

2nd JUNE, 2023

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पेटेंट कार्यालय कोलकाता, दिनांक 02/06/2023

• कार्यालयों के क्षेत्राधिकार के पते

विभिन्न जगहों पर स्थित पेटेंट कार्यालय के पते आंचलिक आधार पर दर्शित उनके प्रादेशिक अधिकार क्षेत्र के साथ नीचे दिए गए है:-

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18 Months publication as required under Section 11A of the Patents Act, 1970 as amended by the Patents (Amendment) Act, 2005.

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Notice is also given that if any interested person requests for copies of the complete specification, drawing and abstract of any application already published, the photocopy of the same can be supplied by the Patent Office as per the jurisdiction on payment of prescribed fees of Rs.8/- per page. If any further details are required to be obtained, the same can be provided by the respective Patent Offices on request.

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Under the new provision of the Patents Act, 1970 as amended by the Patents (Amendment) Act, 2005 and Rules there under, Publication of the matter relating to Patents in the Official Gazette of India Part III, Section 2 has been discontinued and instead The Official Journal of the Patent Office is being published containing all the activities of The Patent Office such as publication of all the patent applications after 18th months, grant of patents & all other information in respect of the proceedings as required under the provisions of the Patents (Amendment) Act, 2005 and Rules thereunder on weekly basis on every **Friday**.

The Journal is uploaded in the website every Friday. So Paper form and CD-ROM form of the Journal are discontinued from 01/01/2009.

SPECIAL NOTICE

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:A61K0009510000, A61K0009000000, A61K0008978900, (51) International classification C12Q0001689000, A61K0033380000 (86) International Application No :NA Filing Date (87) International Publication No : NA (61) Patent of Addition to :NA Application Number :NA Filing Date (62) Divisional to Application :NA :NA

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(57) Abstract:

Filing Date

In this proposed invention we have synthesized green nanoparticles (G-NPs) by using extract of Citrus pseudolimon (UHF-Herbarium No. 13575) which act as a antibacterial agent against multiple drug resistant bacteria and Mycobacterium tuberculosis (H37Rv). Green synthesis of nanoparticles is eco-friendly, cost effective and high yielding process. Other possible solutions for the treatment of microbial infections are the use of antibiotics which have some side-effects and these are costly. Some bacterial strains show resistance to these antibiotics also. Our G-AgNPs showed antibacterial effect against multiple drug resistant bacteria and Mycobacterium tuberculosis (H37Rv).

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(54) Title of the invention: HUMAN RESOURCES MANAGEMENT THROUGH HR ANALYTICS AND ARTIFICIAL **INTELLIGENCE**

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(57) Abstract:

ABSTRACT HUMAN RESOURCES MANAGEMENT THROUGH HR ANALYTICS AND ARTIFICIAL INTELLIGENCE The advent of digitalization and technology has spurred the need for making the systems robust and automated for lesser human intervention. The human resource departments are responsible for managing quite complex tasks such as talent acquisition, performance management, compensation, benefits, and other essential employee-related functions. It is not always easy to manage a huge record of employees manually. Earlier Human resource function was more of a transactional and administrative job. However, with changing roles and job profiles the way of doing things has also changed. As businesses have acknowledged the role of Human Resource Management in leveraging the resources available to help organizations achieve a competitive advantage. HR analytics has become essential for businesses to carry out complex tasks and predict the trend for making future strategies. In the modern era, HR analytics is the buzzword for HR professionals. It helps to figure out the gaps in the performance of individuals and teams and suggest methods to fill them with the usage of Artificial Intelligence or other related technologies. In this study, the focus has been directed toward understanding the role of HR Analytics in transforming Human Resource Functions. Sample of 197 respondents from HR team of different organizations were surveyed to know the benefits, challenges and impact of Transforming Human Resource Management with HR Analytics. It is found that there is a significant impact of Transforming Human Resource Management with HR Analytics on an organization.

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APPLICANT NAME	 Dr. Seema Bhakuni Himanshi Mittal Dr. Padmini S Dr. Balaji Gurunath Kamble 				
TITLE OF INVENTION	HUMAN RESOURCES MANAGEMENT THROUGH HR ANALYTICS AND ARTIFICIAL INTELLIGENCE				
FIELD OF INVENTION	COMPUTER SCIENCE				
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BRIEF DESCRIPTION OF THE DRAWINGS

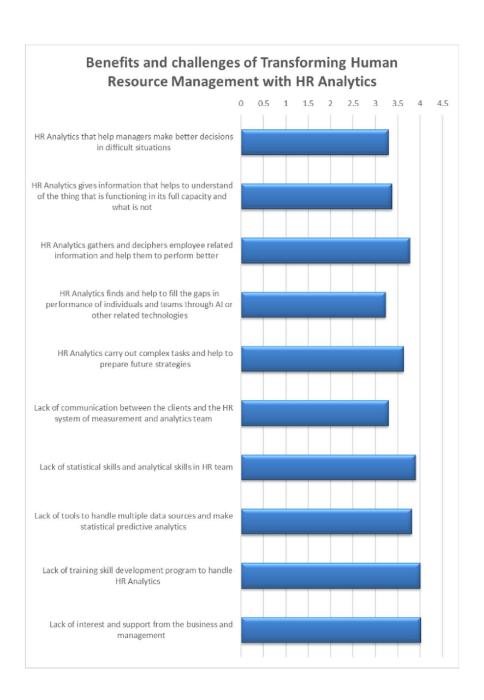


Fig.1 Benefits and Challenges of Transforming Human Resource Management with HR Analytics

Variables	Respondents	Percentage %
Gender		
Male	119	60.4
Female	78	39.6
Total	197	100
Age		
32-36 yrs	69	35.0
36-42 yrs	71	36.1
Above 42 yrs	57	28.9
Total	197	100
Department		
Recruitment	49	24.9
Training and Development	60	30.5
Administration & Management	58	29.4
Others	30	15.2
Total	197	100
Designation		
HR Director	50	25.4
HR Manager	63	32.0
Recruiter	55	27.9
Others	29	14.7
Total	197	100

Table 1. depicts the Demographic Details.

S. No.	Benefits and challenges of Transforming Human Resource Management with HR Analytics		t value	Sig
	Benefits			
1.	HR Analytics that help managers make better decisions in difficult situations	3.29	3.00	0.002
2.	HR Analytics gives information that helps to understand of the thing that is functioning in its full capacity and what is not	3.37	1.87	0.032
3.	HR Analytics gathers and deciphersemployee related information and help them to perform better	3.77	3.94	0.000
4.	HR Analytics finds and help to fill the gaps in performance of individuals and teams throughAI or other related technologies	3.23	3863.00	0.000
5.	HR Analytics carry out complex tasks and help to prepare future strategies	3.63	1.89	0.030
	Challenges			

6.	Lack of communication between the clients and the HR system of measurement and analytics team	3.29	3.00	0.002
7.	Lack of statistical skills and analytical skills in HR team	3.90	5.77	0.000
8.	Lack of tools to handle multiple data sources and make statistical predictive analytics	3.81	4.49	0.000
9.	Lack of training skill development program to handle HR Analytics	4.00	7.16	0.000
10.	Lack of interest and support from the business and management	4.01	0.15	0.442

Table 2. depicts the Benefits and challenges of Transforming Human Resource Management with HR Analytics.