

3rd International Conference on Latest Advancements in Science, Management, Commerce and Educational Research

30th – 31st August, 2025 | Toronto, Canada



Organized by: IFERP Academy



3rd International Conference on Latest Advancements in Science, Management,
Commerce and Educational Research (LASM CER- 2025), Toronto, Canada

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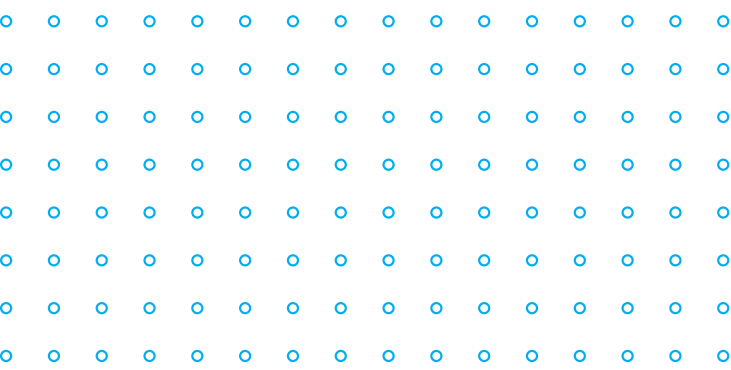
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Preface	V
About LASMCER – 2025	VI
About IFERP	VIII
Messages & Biography	IX
Committee Members	XXVIII
Index	XXX





**“INNOVATIONS
IN SCIENCE,
MANAGEMENT,
COMMERCE, AND
EDUCATION FOR
A SUSTAINABLE
FUTURE”**

PREFACE

We are delighted to extend a warm welcome to all participants attending 3rd International Conference on Latest Advancements in Science, Management, Commerce and Educational Research (LASMCER-2025), taking place in Toronto, Canada on 30th & 31st August, 2025. This conference provides a vital platform for researchers, students, academicians, and industry professionals from all over the world to share their latest research results and development activities in the field of Latest Advancements in Science, Management, Commerce and Educational Research. It offers delegates an opportunity to exchange new ideas and experiences, establish business or research relationships, and explore global collaborations.

The proceedings for LASMCER-2025 contain the most up-to-date, comprehensive, and globally relevant knowledge in the field of Latest Advancements in Science, Management, Commerce and Educational Research. All submitted papers were subject to rigorous peer-reviewing by 2-4 expert referees, and the papers included in these proceedings have been selected for their quality and relevance to the conference. We are confident that these proceedings will not only provide readers with a broad overview of the latest research results in Latest Advancements in Science, Management, Commerce and Educational Research but also serve as a valuable summary and reference for further research in this field.

We are grateful for the support of many universities and research institutes, whose contributions were vital to the success of this conference. We extend our sincerest gratitude and highest respect to the many professors who played an important role in the review process, providing valuable feedback and suggestions to authors to improve their work. We also extend our appreciation to the external reviewers for providing additional support in the review process and to the authors for contributing their research results to the LASMCER-2025.

We would like to thank all participants at the conference for their significant contribution to its success. We express our gratitude to the keynote and individual speakers and all participating authors for their dedication and hard work. We also sincerely appreciate the efforts of the technical program committee and all reviewers, whose contributions made this conference possible. Finally, we extend our thanks to all the referees for their constructive comments on all papers, and we express our deepest gratitude to the organizing committee for their tireless work in making this conference a reality.

ABOUT LASMCER – 2025

Welcome to the “3rd Latest Advancements in Science, Management, Commerce, and Educational Research (LASMCER-2025)” conference, meticulously organized by the IFERP Academy . Embracing the theme, “Innovations in Science, Management, Commerce, and Education for a Sustainable Future” this event is a convergence of innovative ideas and scholarly exploration. Join us in exploring the latest breakthroughs across diverse disciplines, fostering a collaborative environment for researchers, academics, and professionals. Experience a platform that transcends boundaries, promoting discussions and insights that contribute to the continuous evolution of science, management, commerce, and education.

Benefits of the Conference:

Currently, multidisciplinary research has become the most viable and efficient way to solve the problem. In this era of rapidly changing society, many kinds of socio-economic problems, related to other disciplines such as politics, anthropology, psychology, have arisen which require a holistic approach to find their solution.

When we speak of a multidisciplinary, transdisciplinary or interdisciplinary research team, we imply collaboration between people from different disciplines. Thus, the concept of a multidisciplinary research team can be considered as a subset of the concept of collaborative research.

Objective of the LASMCER:

The overarching objective of LASMCER-2025 is to reshape the future by providing a dynamic platform for multidisciplinary discourse, knowledge dissemination, networking, collaboration, and empowerment of educators. This conference aspires to be a catalyst for positive change, influencing how professionals, researchers, and academicians approach challenges and contribute to their respective fields.

Multidisciplinary Discourse: LASMCER-2025 seeks to encourage multidisciplinary discussions that transcend traditional silos. By creating an environment where science, management, commerce, and education intersect, the conference aims to generate innovative solutions to complex challenges. The multidisciplinary discourse at LASMCER-2025 is designed to inspire fresh perspectives and collaborative approaches.

Knowledge Dissemination: At its core, LASMCER-2025 aims to be a hub for the dissemination of knowledge. The conference provides a platform for participants to share their latest research findings, advancements, and best practices. This knowledge-sharing endeavor contributes to a collective pool of insights, fostering a culture of continuous learning and intellectual growth.

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ABOUT LASM CER – 2025

Networking and Collaboration: LASM CER-2025 places a strong emphasis on networking and collaboration. By facilitating connections among professionals, academicians, and researchers, the conference strives to establish synergies that lead to collaborative research projects, partnerships, and academic exchanges. Networking opportunities extend beyond the conference, creating lasting connections in the academic and professional realms.

Empowering Educators: Recognizing the pivotal role of education in shaping the future, LASM CER-2025 dedicates special attention to empowering educators. The conference provides a supportive community for educators to explore innovative teaching methodologies, integrate technology, and strategize for an enhanced learning experience.



ABOUT IFERP

The Institute For Educational Research and Publication (IFERP) takes the helm as the driving force steering the organizational prowess behind the International conference in Latest Advancements in Science, Management, Commerce and Educational Research (LASM CER). IFERP stands out as a distinguished professional association dedicated to advancing knowledge frontiers in engineering, science, and technology. Committed to fostering innovation, collaboration, and knowledge dissemination, IFERP orchestrates conferences that serve as hubs for intellectual exchange.

IFERP actively fulfills its mission through impactful initiatives, including ensuring convenient access to academic resources, organizing diverse educational programs such as workshops, conferences, webinars, seminars, and collaborating with universities and organizations to stay at the forefront of innovation and trends in engineering and technology.

Recognizing the power of collaboration, IFERP actively engages in knowledge sharing by collaborating with universities, organizations, and associations. This collaborative approach aims to contribute to a better tomorrow.



Mission: Upskilling the knowledge hub through technological innovation and excellence for the benefit of humanity.

Vision: A Digitally equipped robust, dynamic & swift professional community integrating academics & industry for upgraded technical knowledge implementation.

Value: IFERP values the restoration of high- level technological research, learning, collaboration, resource sharing & community-building traditions.

Goal: To serve as the foundation for all technological progress and advancement activities around the world.

MESSAGE FROM MANAGING DIRECTOR, IFERP



Mr. A. SIDDH KUMAR CHHAJER
MD & Founder,
IFERP, Technoarete Group

HI “EVERYONE”

On behalf of Institute For Educational Research and Publications (IFERP) & the organizing Committee, I express my hearty gratitude to the Participants, Keynote Speakers, Delegates, Reviewers and Researchers.

The goal of the 3rd International Conference on Latest Advancements in Science, Management, Commerce, and Educational Research (LASMCER-2025) is to provide knowledge enrichment and innovative technical exchange between international researchers or scholars and practitioners from the academia and industries in the field of Science, Management, Commerce, and Educational Research.

This conference creates solutions in different ways and to share innovative ideas in the field of Science, Management, Commerce, and Educational Research. LASMCER-2025 provides a world class stage to the Researchers, Professionals, Scientists, Academicians and Students to engage in very challenging conversations, assess the current body of research and determine knowledge and capability gaps.

3rd International Conference on Latest Advancements in Science, Management, Commerce, and Educational Research (LASMCER-2025) will explore the new horizons of innovations from distinguished Researchers, Scientists and Eminent Authors in academia and industry working for the advancements in Science, Management, Commerce, and Educational Research from all over the world. LASMCER-2025 hopes to set the perfect platform for participants to establish careers as successful and globally renowned specialists in the field of Science, Management, Commerce, and Educational Research.

MESSAGE FROM CHIEF EXECUTIVE, IFERP



MR. RUDRA BHANU SATPATHY
CEO & Founder,
IFERP, Technoarete Group

HI
“HELLO”

IFERP is hosting the 3rd International Conference on Latest Advancements in Science, Management, Commerce, and Educational Research (LASM CER-2025) this year in month of 30th & 31st August 2025, Toronto, Canada. The main objective of LASM CER-2025 is to grant the amazing opportunity to learn about groundbreaking developments in modern industry, talk through difficult workplace scenarios with peers who experience the same pain points and experience enormous growth and development as a professional. There will be no shortage of continuous networking opportunities and informational sessions. The sessions serve as an excellent opportunity to soak up information from widely respected experts.

Connecting with fellow professionals and sharing the success stories of your firm is an excellent way to build relations and become known as a thought leader. I express my hearty gratitude to all my Colleagues, Staffs, Professors, Reviewers and Members of Organizing Committee for their hearty and dedicated support to make this conference successful. I am also thankful to all our delegates for their pain staking effort to make this conference successful.

BIOGRAPHY OF KEYNOTE SPEAKER



T. Ramayah

Professor of Technology
Management,
School of Management,
Universiti Sains Malaysia,
Malaysia

T. Ramayah, is currently a Professor of Technology Management, School of Management, Universiti Sains Malaysia, Visiting Professor Minjiang University (China), Daffodil International University (DIU) Bangladesh, Fakulti Ekonomi dan Pengurusan, Universiti Kebangsaan Malaysia (UKM), Faculty Of Business, Economics and Social Development, Universiti Malaysia Terengganu (UMT), Faculty of Economics and Business, Universiti Malaysia Sarawak (UNIMAS), Fakulti Pengurusan dan Perniagaan, Universiti Teknologi Mara (UiTM) and Adjunct Professor at Faculty of Economics and Business Universitas Indonesia (UI), University Center for Research & Development (UCRD), Chandigarh University (CU), India, Sunway University, Universiti Tunku Abdul Rahman (UTAR) and Universiti Tenaga Nasional (UNITEN), Malaysia. He was also a Visiting Professor King Saud University (Kingdom of Saudi Arabia) and Adjunct Professor at Multimedia University previously. He has an h-index of 107 and citation of 45,718 in Google Scholar and i-10 index of 521, his h-index in SCOPUS is 62, with 13,853 citations while his h-index in ISI/Clarivate is 49 with 9,393 citations. He has taught courses in Statistics, Operations Management, Research Methods, Forecasting and Computer Literacy at undergraduate level. He has supervised numerous PhD/MA/MBA students in the fields of Information Systems, Operations Management, Marketing Management and Organizational Behavior having graduated 91 PhD student, 18 DBA students and 9 Master students. His full profile can be accessed from <http://www.ramayah.com>

BIOGRAPHY OF KEYNOTE SPEAKER



Dr. Teh Sin Yin
Associate Professor of Operations
and Business Analytics
School of Management,
Universiti Sains Malaysia,
Malaysia

TEH Sin Yin is an Associate Professor of Operations and Business Analytics at the School of Management, Universiti Sains Malaysia. She specializes in Statistical Quality Control, Operations Management, and Business Analytics. Teh has published over 100 papers in international journals and conference proceedings, including ISI Q1-ranked journals. Her research covers areas such as Business Analytics, Operations Management, Robust Statistics, Data Mining, and the Theory of Inventive Problem Solving (TRIZ). She has received several academic awards and actively collaborates with industry partners on analytics-driven projects.



BIOGRAPHY OF KEYNOTE SPEAKER



Dr. Adnan ul Haque
Professor, Department of
Business Administration
Yorkville University
Greater Toronto Area, Canada

Adnan is a Business Faculty member and Research Scientist at Yorkville University. He also serves as the Director of Research at the Scientific Societal and Behavioral Research Center (SSBRC) and as the Editor-in-Chief of the Scientific Societal & Behavioral Research Journal (SSBRJ). He holds a Doctor of Business Administration (DBA) in Organizational Behaviour from the University of Wales Trinity Saint David, United Kingdom. His research specializes in gender-related occupational stress through a cultural lens. Dr. Haque has received the Best PG Research Student Award from the University of Sunderland, London, and earned distinctions in PGD in Business and Management from ATHE, London, as well as a diploma in Research and Leadership from the University of Copenhagen, Denmark. He also completed his MPA in HRM and BPA (Hons) from the University of Karachi with management and sciences distinctions. He is a certified Project Management Professional (PMP) and Agile Certified Practitioner (PMI-ACP). As a seasoned Business and Management lecturer, Senior Researcher, and a Session Chair and Keynote Presenter at international conferences, Dr. Haque is an expert in his field. He also serves as an external PhD examiner for universities worldwide. His consultancy experience spans roles as a Corporate Trainer in Stress Management and Professional Development for multinational corporations and an HR consultant for IT and Logistics firms in the UK, Canada, and Pakistan. Dr. Haque's research interests include organizational behaviour, entrepreneurship, project management, human resources management, sustainability, Industry 4.0, knowledge hiding, occupational stress, supply chain management, innovative work behaviour, and leadership styles. Specializing in occupational stress, he has published numerous research articles and presented keynotes at international conferences. He also contributes as an editor for books and special issues with renowned publishers like Taylor & Francis, IGI, Springer, and Sustainability.

BIOGRAPHY OF KEYNOTE SPEAKER



Dr. Khursheed Aurangzeb

Professor, Department of
Computer Engineering
King Saud University (KSU)
Riyadh, Saudi Arabia

Khursheed Aurangzeb (Senior Member IEEE) is Professor in the Department of Computer Engineering, College of Computer and Information Sciences at King Saud University (KSU), Riyadh, Saudi Arabia. He received his Ph.D. degree in Electronics Design from Mid Sweden University Sweden in June 2013, MS degree in Electrical Engineering (System on Chip Design) from Linkoping University, Sweden in 2009. He received his B.S. degree in Computer Engineering from COMSATS Institute of Information Technology Abbottabad, Pakistan in 2006. Dr. Khursheed has authored and co-authored more than 200 publications including IEEE / ACM / Springer / Elsevier / Tech Science / Hindawi / MDPI / Frontiers journals, and flagship conference papers. He has obtained more than 18 years of excellent experience as instructor and researcher in data analytics, machine/deep learning, signal processing, electronics circuits/systems and embedded systems. He has been involved in many research projects as a principal investigator and a co-principal investigator. His research interest is in the diverse fields of embedded systems, computer architecture, signal processing, wireless sensor networks, communication, and camera-based sensor networks with an emphasis on big data and machine/deep learning with applications in smart grids, precision agriculture, and healthcare.

BIOGRAPHY OF SESSION SPEAKER



**Drs. Wakhid Slamet Ciptono,
M.B.A., M.P.M., M.P.U., Ph.D.**

Professor, Department of
Management
Universitas Gadjah Mada
Yogyakarta, Indonesia

Wakhid Slamet Ciptono is a Professor at the Department of Management, Master of Economic Development (M.Ec.Dev.), and M.B.A., M.Sc./Ph.D. In Management Study Programs in the Faculty of Economics and Business, Universitas Gadjah Mada (FEB UGM), Yogyakarta Indonesia. He took his undergraduate program (B.Sc. And Drs.) at the same department and university in which he is working now. He got his Master of Business and Administration (M.B.A. in Strategic Business and Entrepreneurship) and Master in Portfolio, Program and Project Management (M.P.M.) in 1993 from Western Carolina University, North Carolina, USA; and his Ph.D. from Faculty of Business and Accountancy, University of Malaya, Kuala Lumpur, Malaysia in 2011. His research specializations are Strategic Operations Management, Strategic Asset Management (Real Property/ Realty Business and Real Estate investment), Portfolio, Program and Project Management (P3M), Feasibility Study and Realty Valuation, Strategic Entrepreneurship and Innovation, Strategic Leadership, Supply/Demand-Chain Management, Global Value-Chain and Logistics Management (Strategic Purchasing and Procurement), Decision Making for Public Management, Meta-Knowledge (Wisdom and Sagacity) Management, Conscious Business (Benefit Corporations), the Economics of Happiness, Behavioral Economics and Behavioral Operations and Innovation. He was the Former Vice Director of Human Resource, Asset, and Financial at Master in Economics Development (M.Ec.Dev.) Study Program, Faculty of Economics and Business, Universitas Gadjah Mada, Jogjakarta, INDONESIA (2016-2020). He was the Former Director of MBA Study Program FEB UGM Jakarta Campus (2012-2015) and the Former Vice Director of Academic Affairs at MBA Study Program FEB UGM Yogyakarta Campus (2011). Currently, he is a Professor in Management, Department

BIOGRAPHY OF

of Management, Faculty of Economics and Business, Universitas Gadjah Mada. He is also the Senior Researcher at the Center of Logistics and Transportation Study (PUSTRAL) and Center of Regional Development and Planning (PSPPR) Universitas Gadjah Mada (2017–at present) and Professor at the Master and Doctoral of Leadership and Policy Innovation and Islamic Economic and Halal Industry Study Programs, Graduate School, Universitas Gadjah Mada. He is also the academician partner of Indonesian Society of Appraisers (MAPPI) 2011 – at present, the member of Knowledge Management Society Indonesia (KMSI), Indonesia Nuclear Society Association (HIMNI), Indonesian Society of Project Management Professionals (IAMPI), and Project Management Institute (PMI) USA. He successfully received the professional certification of Main Experts of Project Management (MPU) from IAMPI on November 28, 2024. He is an Internasional Advisory Board of DLSU (De La Salle University, the Phillipines) Business & Economics Review 2014 – at present. Credo: “Promote the good and Prevent the bad”



BIOGRAPHY OF SESSION SPEAKER



Dr. Suchit Ahuja

Associate Professor,
Director, MSc Program in
Business Analytics & Technology
Management, Concordia
University – John Molson School
of Business, Canada

Suchit Ahuja received his B.Sc. and M.Sc. degrees in Information Technology from Purdue University, USA. He received his Ph.D. degree in Management Information Systems from the Smith School of Business, Queen's University, Canada in 2018. He joined the John Molson School of Business, Concordia University, Canada as an Assistant Professor in Business Technology Management in 2018. He is the Director of the M.Sc. program in Business Analytics and Technology Management since 2021. Suchit's research focuses on digital strategy and innovation, digital platforms and ecosystems, frugal digital innovation, societal impacts of digital innovation, and community-based innovation. Suchit has obtained funding for his research from federal and provincial funding agencies such as SSHRC, FRQ, and Mitacs. His research has been published in academic and practitioner outlets including Information Systems Journal, Journal of Small Business Management, Information Technology for Development, Journal of Community Informatics, Communications of the Association for Information Systems, Forbes, and The Conversation. His research has also appeared in top international conferences including AoM, ICIS, AMCIS, HICSS, IEEE, and ACM. Suchit has won the 2021 Dean's Excellence in Teaching award and the 2023 Excellence in Academic Service award at the John Molson School of Business. In 2022, he won the President's Excellence in Teaching award at Concordia University. He has served on prestigious committees such as the Standards Council of Canada and was a member of the board of advisors of BizSkills Academy, an EdTech startup in Ontario. He serves on the editorial advisory board of the Journal of Open Innovation: Technology, Markets, and Complexity and is an Associate Editor for the IEEE Technology and Society journal.

BIOGRAPHY OF SESSION SPEAKER



Dr. Nandini Prasad K S

Professor, Dean- Foreign
Affairs and HoD, Department
of Information Science and
Engineering, Dayananda Sagar
Academy of Technology and
Management, Bangalore, India

Dr. Nandini Prasad K.S is a Professor, Dean of Foreign Affairs, and Head of the Department of Information Science and Engineering at Dayananda Sagar Academy of Technology and Management (DSATM), Bengaluru. With over 22 years of experience in academia, research, and industry, she holds a Post-Doctoral Fellowship from City University of London (2023), a Ph.D. in Electronics and Communication Engineering (2014), an M.Tech in Computer Science (2005), and a B.E. in Computer Science (2002). Her academic and research expertise spans Compiler Design, Machine Learning, Big Data Analytics, System Modeling, and more. She has published 84+ papers in reputed journals, authored five books, filed 12 patents, and has received multiple national and international recognitions including the Bharat Jyothi Award, Women Researcher of the Year 2023, and NPTEL STAR awards. A Senior Member of IEEE, Dr. Nandini actively guides Ph.D. and post-doctoral scholars, serves as a research supervisor under VTU, and has secured research funding from AICTE and KSCST. She has delivered lectures across India and represented her work internationally in countries such as the UK, Singapore, and Thailand.

BIOGRAPHY OF SESSION SPEAKER



Dr. Mohamad Afendee Mohamed

Associate Professor,
Faculty of Informatics &
Computing
Universiti Sultan Zainal Abidin
Terengganu, Malaysia

Mohamad Afendee Mohamed received his Ph.D in Mathematical Cryptography 2011 and currently serves as an associate professor at Universiti Sultan Zainal Abidin, Terengganu Malaysia. From 1997 to 2007, he held various positions within the industry working mainly in the areas of telecommunication and information security with different international companies across the globe. In 2008, he joined Universiti Putra Malaysia as a fellow lecturer and enrolled for his PhD degree. Upon completion, he served the university for three years as a senior lecturer. From 2014, he moved to Universiti Sultan Zainal Abidin and later assumed an associate professor position. His current research interests include both theoretical and application issues in the domain of data security, and mobile and wireless networking. Dr Mohamed has authored and co-authored more than 100 articles that have appeared in various journals, book chapters and conference proceedings. Dr Mohamed has been the co-founder for Malaysian Journal of Computing and Applied Mathematics, and chaired both the first and the second International Conference on Informatics, Computing and Applied Mathematics. He is or has also served on the editorial board for different international journals, and reviewer board for many international conferences.

BIOGRAPHY OF SESSION SPEAKER



Dr. Kazi Md Salim Newaz

Professor, Faculty of Engineering
University of Malaya
Kuala Lumpur, Malaysia

Dr. Kazi Md Salim Newaz is a Professor in the Department of Mechanical Engineering at Universiti Malaya (UM), Malaysia. He earned his Ph.D. in Chemical and Materials Engineering from the University of Auckland in 2002. He has over 18 years of industrial experience in the petrochemical sector, he has held various positions, including senior roles such as Maintenance Manager, Head of Engineering and Construction, and Plant Manager. He has also served as a consultant for several engineering organizations. Since joining UM in 2009, Dr. Kazi has established himself as a leading researcher in areas such as heat transfer, fouling mitigation, drag reduction, nanofluids, and renewable energy technologies. He has completed supervision of more than 35 Ph.D. candidates and numerous Master's students, and has authored over 300 publications, including journal articles, conference papers, and book chapters. Recognized by Clarivate as one of Malaysia's Highly Cited Researchers, Dr. Kazi serves on the editorial boards of several International Journals and is an active participant in global engineering conferences. His significant contributions in heat exchanger fouling mitigation, nanofluid applications, and particle characterization have earned him widespread recognition in both academic and industrial circles.

BIOGRAPHY OF SESSION SPEAKER



Dr. Sam Toong Hai

Professor, Faculty of Business
and Communication, Director of
International Relations and
Collaborations Centre (IRCC)
INTI International University
Negeri Sembilan, Malaysia

Professor Dr. Sam Toong Hai is a multi-disciplinary researcher with expertise spanning both science and technology domains, encompassing the roles of a scientist, professor, researcher, entrepreneur, and pilot. With over 20 years of operational and managerial experience in the business sectors of Malaysia and internationally, he seamlessly integrates his contributions and achievements in academia and research. Professor Sam is actively contributing to international scientific research, higher education, and the cultivation of outstanding talents in business industries, academia, and research. Professor Sam was honored as a Young Talented Scientist for ASEAN by the People's Republic of China. He has represented Malaysia on numerous occasions at ASEAN scientific research forums and seminars held in China and ASEAN countries. Thus, he commenced his research journey in the realms of intelligent and precision agriculture, gaining recognition and acclaim for his significant contributions to academia and research over the years. His subsequent academic positions underline his global impact, with roles such as Professor at Inti International University & Colleges and various adjunct professorships in China and Indonesia. Sam's affiliations extend to research fellowships, directorships, and senior positions at esteemed institutions globally as below: Professor of Faculty of Business & Communication, Inti International University, Malaysia. Director of International Relationship & Collaboration Centre at Inti International University. Winner of ASEAN YOUNG TALENTED SCIENTIST AWARD 2019. Adjunct Professor of Yunnan College of Business Management Adjunct Professor of Hebei Finance University, Hebei, China. Adjunct Professor of Guizhou University, Guizhou, China. Adjunct Professor of Moutai Institute, Guizhou, China. Adjunct Professor of Indonesia International Institute for Life Sciences, Jakarta, Indonesia. Deputy Director of Guizhou Contemporary And Efficient

BIOGRAPHY OF

Agricultural Development Collaborative Innovation Center. Research Fellow of Strategic Development Research Center of Karst Region. Guizhou, China. Distinguished Research Fellow Cum Director of Global Research Collaboration of Beijing Beiguang Biological Sciences Research Center. Senior Research Fellow of University Of Creative Technology Chittagong, Bangladesh. Invited Guest Lecturer of Guilin University of Electronic Technology, Guilin Guangxi, China. Global Academic And Research Collaboration Consultant at Universiti Tun Hussein Onn Malaysia. Senior Management Consultant of Qianxinan Chongwen Senior High School, Guizhou, China. Senior Management Consultant of Handan Chengyang High School, Hebei, China. Senior Corporate Consultant of Guoann Dot Com Berhad. Senior Corporate Consultant of Mass Educare Sdn. Bhd. Senior Corporate Consultant of New Concept Educare Sdn. Bhd.



BIOGRAPHY OF SESSION SPEAKER



Dr. Khairayu Badron

Associate Professor, Department
of Communication Engineering
International Islamic University
Malaysia Selangor, Malaysia

Ir. Dr. Khairayu Badron is an Associate Professor at the Kulliyyah of Engineering, International Islamic University Malaysia (IIUM), specializing in communication engineering and satellite communications. She holds a Ph.D. and M.Sc. in Engineering from IIUM and is a registered Professional Engineer with the Board of Engineers Malaysia. With extensive experience in teaching, research, and administrative leadership, her work focuses on rain attenuation in satellite links, signal propagation, and wireless communication systems. Dr. Khairayu has led and contributed to numerous national and international research grants, supervised postgraduate research, and published widely in indexed journals.

BIOGRAPHY OF SESSION SPEAKER



Mr. Hadi Erfani
Researcher, Islamic Azad
University, Iran

I am Hadi Erfani, I was born in 1990, My National Researcher Code is (9833151000034) as well as a Professional Engineer of The Society of Professional Engineers International UK, Top 50 International Distinguished Young Researcher 2020, Top Inventor (Gold Medal) of 2nd Beirut International Innovation Show 2021, Top Inventor (Bronze Medal) of World Youth Invention and Innovation Award 2021, Top Inventor of (Silver, Bronze Medal) of 15th Edition of International Invention and Innovation Show INTARG 2022, International Young Scientist and Keynote Speaker of IRSD 2025. My Research interests are Chemical Engineering, Waste Management, Environment Science, Sustainable Development, Recycling. My work experience, including Keynote Speaker, Invited Speaker, Plenary Speaker, Guest Lecturer, International Young Scientist, Top Inventor, Research Scholar, Instructor, International Professional Coaching, Best Researcher, Mentor, Industry Professional, Research Assistant, Scientific Committee Member, Organizing Committee Member, Advisory Committee Member, Technical Committee Member, Associate Editor, Editorial Board Member, Reviewer Board Member, International Advisory Board Member, Top Scientist 2025. I work as a Reviewer and Editor of the journals with Scopus and Web of Science Index as well as I was able to work scientifically with more than 60 countries around the world, which was a great honor for me. I have 7 books, 3 translations of book, 2 chapters, 3 inventions, 15 articles and for more information about me.

BIOGRAPHY OF SESSION SPEAKER



Dr. Janki Shah

Sessional Lecturer, Department of
Business Management, Faculty at
University Canada West, Canada

Dr. Janki Shah is an accomplished and visionary education leader with a distinguished record of success in academia. As the third generation in her family of scholars, Dr. Janki has dedicated her time and expertise to advancing education. She excels as a polished presenter, educator, training facilitator, researcher in higher education, committee leader, and public speaker. Known for her big-picture thinking and creative problem-solving abilities, she is also skilled in project management and hands-on tactical execution. Dr. Janki is passionate about interactive teaching strategies that assess students' mastery of concepts, using real-life examples to enhance the learning experiences. Her innovative teaching methods and unwavering support for students have earned her international awards and accolades for research expertise. Notably, she received the "Emerging Scholar Award" in 2020 and 2021 at the Twentieth and Twenty-First International Conferences on Knowledge, Culture, and Change in Organizations. Throughout her career, Dr. Janki has taken on various roles, including organizing committee member, review committee member, session chair, track chair, and researcher for numerous research conferences. She has also served as a panelist, hosted events, and judged business competitions at national and international levels. Dr. Janki's reputation is built on her outstanding professionalism, integrity, and honesty. She is well-versed in maintaining confidentiality, handling sensitive matters with discretion, and adhering to guidelines, policies, and regulations. Her commitment to enriching society extends to volunteering her time to spread awareness about education and guiding students in making informed career choices. Dr. Shah's influence is far-reaching, as she is a respected judge for prestigious provincial, national, and international business case competitions. She has also been a prominent panelist in discussions on women's issues and has graced many

BIOGRAPHY OF

stages as a speaker and conference chair. Her achievements transcend academia, showcasing her remarkable ability to empower and inspire others. Dr. Shah's indomitable confidence serves as an inspiration to women striving to reach their full potential. Dr. Janki's dedication to fostering self-confidence, self-expression, and personal growth is central to her mission. As a role model to peers and loved ones, she spreads happiness and elicits smiles from those around her. Her contributions to various initiatives, awards, and community services underscore her commitment to making a positive impact. Dr. Janki Shah's multifaceted accomplishments and unwavering dedication to bettering others make her a truly remarkable individual. Her efforts to promote personal growth and happiness bring immeasurable joy to all the people around her.



SESSION CHAIRS



Phillip Richardson

Professor, International
Entrepreneurship, Canadore
College & CEO, Black Opal
Property Advisors Inc., Canada



Danielle Papillon-Richardson

Chair, Black Opal Property
Advisors Inc., Canada



Dr. B. Parvathi Devi

Principal, SB college of
Management studies, India



Dr. Mostafa Ewees

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Professor at Stanford University in
California, USA

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Technologies, Georgian College Ontario,
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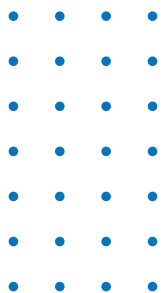
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Abstract's Index

Leveraging Ensemble Models for Credit Card Fraud Detection (CCFD) in Uk Banking Sector	1
» Michael A. Adelere	
The Mediating Effect of Store Operations on the Strategy-Performance Link in Myanmar's Retail Sector	2
» Phyu Phyu Kyaing	
Programa de Aprestamiento Para Desarrollar Las Habilidades Motoras En Niños Bilingües De 5 Años De La I.e.i N° 312, Alto Mayo, Rioja, San Martin, 2025.....	3
» Sopla Tafur, Reyninger	
» José Luis Farro Quesqué	
Evaluating Depression Trajectories on Reddit Using Transformers and Clinical Lexicons	4
» Amna Qasim	
» Nisar Hussain	
» Gull Mehak	
» Muhammad Usman	
» Grigori Sidorov	
» Alexander Gelbukh	
Advancing Multilingual Hate Speech Detection: A Comparative Study of N-Gram, Ensemble, and Transformer-Based Approaches	5
» Muhammad Usman	
» Muhammad Tayyab Zamir	
» Muhammad Ahmad	
» Nisar Hussain	
» Amna Qasim	
» Gull Mehak	
» Grigori Sidorov	
» Alexander Gelbukh	
Distinguishing Human and ChatGPT-Generated Answers: A Comparative Performance Evaluation of Transformer Models on the HC3 Dataset	6
» Gull Mehak	
» Amna Qasim	
» Nisar Hussain	
» Muhammad Usman	
» Grigori Sidorov	
» Alexander Gelbukh	



Abstract



Leveraging Ensemble Models for Credit Card Fraud Detection (CCFD) in Uk Banking Sector

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Abstract:

This paper addresses the critical challenge of credit card fraud detection (CCFD) in the UK banking sector, recognising the urgency for advanced algorithms amidst rising fraud losses exceeding £1 billion in 2022. Leveraging the CRISP-DM framework, the paper analyses an open source (Kaggle) Credit Card Fraud Detection Dataset, revealing significant class imbalance and advocating for the adoption of Synthetic Minority Over-sampling Technique (SMOTE). The research focuses on three potent ensemble models: Bagging and Boosting fortified with feature selection including Adaboost, Gradient Boosting, and XGBoost, each employing and utilizing a Decision Tree as the base classifier; The Stacking and Blending Ensemble Model takes centre stage, featuring hyperparameter-tuned base classifiers, including Random Forest, Gradient Boosting, and K-Nearest Neighbours (KNN) incorporating diverse base classifiers and a Logistic Regression as the final estimator; and Risk-Based Bagging through the BalancedRandomForestClassifier which emerges as a powerful solution to address imbalanced data, and remarkable results in accuracy, precision, recall, F1 score, and ROC AUC score. The paper's practical implications for UK banks underscore accuracy improvement, a balanced trade-off between precision and recall, and the effectiveness of combining ensemble models. Despite challenges, the research contributes valuable insights, providing a contemporary perspective and actionable strategies for UK banks to fortify their defences against credit card fraud.

Keywords:

Credit Card, Machine Learning, Fraud Detection, Ensemble Models, Algorithm.

The Mediating Effect of Store Operations on the Strategy-Performance Link in Myanmar's Retail Sector

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Abstract:

This study is based on the examination of the mediating role of store operations on the strategy-performance relationship within the retail sector of Myanmar. There has been an unprecedented growth in modern retail and e-commerce and Myanmar's retail sector has been evolving rapidly. The study aims to study the operational choices of retail stores in Myanmar and along with that, also aims to discuss the strategy-performance relationship of retail stores and the role of store operations on strategy-performance link. The outcomes of various strategies such as service and product quality, inventory control, and customer satisfaction and their effect on the retail sector are investigated. Operations that are well executed can heighten the strategic benefits and make sure that retailers can sustain in highly competitive and evolving markets.

Programa de Aprestamiento Para Desarrollar Las Habilidades Motoras En Niños Bilingües De 5 Años De La I.e.i N° 312, Alto Mayo, Rioja, San Martín, 2025

Sopla Tafur, Reyninger

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Abstract:

La presente investigación tuvo como objetivo general aplicar un programa de aprestamiento para desarrollar de manera integral las habilidades motoras gruesas y finas en niños Bilingües de cinco años de la Institución Educativa Inicial N.º 312, Alto Mayo, Rioja, San Martín, en el año 2024. El estudio se desarrolló bajo un enfoque cuantitativo, con diseño preexperimental, utilizando un solo grupo con pretest y posttest. La muestra estuvo conformada por 17 niños y niñas, y se aplicó como instrumento una ficha de observación estructurada en 20 ítems. Los resultados mostraron que, en el pretest, el 17,6 % de los estudiantes se ubicaba en el nivel de inicio, mientras que en el posttest el 70,6 % alcanzó el nivel logrado, lo que indica un progreso significativo. Se concluye que el programa de aprestamiento tuvo una influencia positiva en el desarrollo de las habilidades motoras, destacando la efectividad de las estrategias pedagógicas empleadas durante su implementación.

Evaluating Depression Trajectories on Reddit Using Transformers and Clinical Lexicons

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Abstract:

Depression is a pervasive mental health challenge that often manifests subtly in online platforms such as Reddit, where users disclose their emotional struggles in anonymous posts. This study investigates the efficacy of advanced deep learning architectures, particularly transformer-based and LSTM-based models, in classifying depression severity through user-generated Reddit content. Utilizing a comprehensive dataset extracted via API and curated from depression-related subreddits, we conduct linguistic, topic, and judgmental analyses to validate and enrich the dataset. Our experimental framework explores the potential of self-supervised transformers (BERT, RoBERTa, ALBERT, DistilBERT, ELECTRA) and various LSTM-based architectures enhanced by clinical lexicon-aware embeddings (Word2Vec, GloVe, BERT). Among all configurations, the BERT embedding coupled with a BiLSTM + Attention mechanism achieved the highest classification accuracy of 96.13%, followed by RoBERTa with 93.43% accuracy. These findings underscore the importance of contextual embeddings and hybrid architectures for detecting nuanced indicators of depression severity in social media content. This research contributes to the development of automated mental health screening tools and offers a robust foundation for longitudinal depression trajectory analysis using Natural Language Processing (NLP) techniques.

Keywords:

Depression Detection, Reddit, Transformer, LSTM, BERT, RoBERTa, Self-Supervised Learning, Clinical Lexicon, Social Media Mining.

Advancing Multilingual Hate Speech Detection: A Comparative Study of N-Gram, Ensemble, and Transformer-Based Approaches

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Abstract:

This study examines hate speech detection across 13 languages using machine learning, including Ensemble Hard/Soft Voting, SVM, Logistic Regression, Naïve Bayes, Random Forest, KNeighbors, Decision Tree, AdaBoost, and BERT Transformer, with N-gram analysis (unigrams, bigrams, trigrams). Results highlight BERT's superior F1 scores in English, Italian, Russian, Turkish, German, and Chinese, while Ensemble Soft Voting excels in Arabic, Indonesian, Roman Urdu, and Spanish. SVM, Logistic Regression, and Naïve Bayes show strengths in French, Portuguese, and Korean, respectively. The findings emphasize tailored approaches for multilingual contexts, offering insights into model generalizability and ethical challenges, advancing effective hate speech detection for inclusive digital spaces.

Distinguishing Human and ChatGPT-Generated Answers: A Comparative Performance Evaluation of Transformer Models on the HC3 Dataset

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Abstract:

Generative AI, particularly advanced language models like ChatGPT, has significantly evolved, creating human-like text that is increasingly indistinguishable from genuine human-authored content. The rise of such technology poses critical challenges related to the detection and verification of text authenticity, impacting diverse fields such as education, journalism, and cybersecurity. This study addresses the need for effective methods to differentiate between human-written and AI-generated texts by evaluating encoder-based Transformer models including BERT, DistilBERT, ALBERT, ELECTRA, and XLNet using the HC3 dataset. Our experiments demonstrate the superior performance of DistilBERT and ALBERT, achieving exceptional F1-scores of 99.87% and 99.97% respectively. These results underscore the efficacy of our proposed approach and its practical relevance, establishing strong baselines for the ongoing challenge of automated text authenticity detection.

