

Zoom Workplace meeting interface. The top bar shows browser tabs for 'Inbox (18,573) - akhilagn07@gn...', 'Link - dyamba@galgotiacollege.edu...', and 'ICSRP 3.0 Director and Chief'. The address bar displays a Zoom URL: https://app.zoom.us/jc/6407222739?join?omn=95975773486&fromPWA=1&pwd=1ww31vPs7k75AUCEcju499IVIZOKC.18_x_zm_rtaid=...

The meeting grid shows five participants: Dr. Akhil Agnihotri (muted), Kratika Gupta, Dr. Tanya Chouhan, Dr. Brijesh Kumar Singh GCET-G..., and Pooja Kushik. The main video feed displays Kratika Gupta. The bottom toolbar includes controls for Unmute, Start Video, Participants (19), Chat, Reactions, Share Screen, and More. The Windows taskbar at the bottom shows the search bar and system tray with the time 11:11 AM on 9/27/2024.

Zoom Workplace meeting interface showing a screen share. The top bar and browser tabs are identical to the first image. The address bar shows the same Zoom URL.

The meeting grid now includes six participants: Dr. Akhil Agnihotri (muted), Dr. Zakir Shaikh, Dr. Tanya Chouhan, Dr. Brijesh Kumar Singh GCET-G..., and kumar gaurav. The main video feed displays a screen share of a Microsoft Word document titled 'Abstract'. The document text reads:

Abstract

The challenge of sustainable development (and consumption) is to meet current wants without impoverishing future generations and the planet in the long term. Therefore, new patterns of sustainable practices are increasingly promoted. The purpose of the present study is to realize a systematic review aimed to analyze the contents and features of articles dealing with new trends in consumers' sustainable consumption. Papers published after 2015 were retrieved and analyzed. Evidence suggests prevailing attention towards consumers' appeal and consumption of eco-friendly food products, together with a growing interest in the last years in consumers' practices in other key sectors, such as tourism, commerce, and clothing. Future research should spotlight the less explored frameworks, looking at the economic and social sides of sustainability in a variety of contextual settings. At the same time, consumer-focused research should not forget to look at consumers' sustainable behavior as a whole and its impacts from the perspective of planet, people, and profit.

The bottom toolbar shows 21 participants. The Windows taskbar at the bottom shows the search bar and system tray with the time 11:12 AM on 9/27/2024.

Browser tabs: Inbox (18,573) - akhilagn07@gn... | Link - dymba@galgotiacollege... | ICSBP 3.0 Director and Chief

URL: https://app.zoom.us/jc/6407222739?join?omn=95975773486&fromPWA=1&pwd=1ww31vPs7k75AUCEcju499IVZOKC.1&x_zm_rtaid=...

Participants in grid: Dr. Akhil Agnihotri, Dr. Zakir Shaikh, Dr. Tanya Chouhan, Dr. Brijesh Kumar Singh GCET-Galgotias, kumar gaurav

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Browser tabs: Inbox (18,573) - akhilagn07@gn... | Link - dymba@galgotiacollege... | ICSBP 3.0 Director and Chief

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Participants (21) list:

- DA Dr. Akhil Agnihotri (Me)
- DJ Dr. Jyoti Prakash Das (Host)
- Rohit Kumar
- k kribika gupta
- DU Dr. Uday Kanike
- CS chetna sharma
- Dr. Tanya Chouhan
- DB Dr. Brijesh Kumar Singh GCET-Galgotias
- CS chetna sharma
- R Rupa Lakshmi
- V Vandana
- S Swarnika Kashyap
- P Pooja kaushik

Zoom Workplace interface: Unmute, Start Video, Participants, Chat, Reactions, Share Screen, More, Leave

Windows taskbar: Type here to search | System tray: ENG IN 11:12 AM 9/27/2024

Zoom Workplace interface showing a meeting with participants: Dr. Akhil Agnihotri, Dr. Zakir Shaikh, Dr. Brijesh Kumar Singh GCET-G..., kumar gaurav, and kratika gupta. The screen displays a presentation slide titled "Abstract" with the following text:

Abstract

The challenge of sustainable development and consumption is to meet current wants without impoverishing future generations and the planet in the long term. Therefore, new patterns of sustainable practices are increasingly promoted. The purpose of the present study is to realize a systematic review aimed to analyze the contents and features of articles dealing with new trends in consumers' sustainable consumption. Papers published after 2015 were retrieved and analyzed. Evidence suggests prevailing attention towards consumers' appeal and consumption of eco-friendly food products, together with a growing interest in the last years in consumers' practices in other key sectors, such as tourism, commerce, and clothing. Future research should spotlight the less explored frameworks, looking at the economic and social sides of sustainability in a variety of contextual settings. At the same time, consumer-focused research should not forget to look at consumers' sustainable behavior as a whole and its impacts from the perspective of planet, people, and profit.

The interface also shows a taskbar with system tray icons and a search bar.

Zoom Workplace interface showing a meeting with participants: Dr. Akhil Agnihotri, Dr. Zakir Shaikh, Dr. Brijesh Kumar Singh GCET-G..., kumar gaurav, and kratika gupta. The screen displays a presentation slide titled "Abstract" with the following text:

Abstract

The challenge of sustainable development and consumption is to meet current wants without impoverishing future generations and the planet in the long term. Therefore, new patterns of sustainable practices are increasingly promoted. The purpose of the present study is to realize a systematic review aimed to analyze the contents and features of articles dealing with new trends in consumers' sustainable consumption. Papers published after 2015 were retrieved and analyzed. Evidence suggests prevailing attention towards consumers' appeal and consumption of eco-friendly food products, together with a growing interest in the last years in consumers' practices in other key sectors, such as tourism, commerce, and clothing. Future research should spotlight the less explored frameworks, looking at the economic and social sides of sustainability in a variety of contextual settings. At the same time, consumer-focused research should not forget to look at consumers' sustainable behavior as a whole and its impacts from the perspective of planet, people, and profit.

The interface also shows a taskbar with system tray icons and a search bar.

zoom Workplace

Dr. Akhil Agnihotri
Dr. Zakor Shaikh
Dr. Brijesh Kumar Singh GCET-G...
kumar gaurav
kratika gupta

Unmute Start Video Participants Chat Reactions Share Screen More Leave

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zoom Workplace

Dr. Akhil Agnihotri
Dr. Zakor Shaikh
Dr. Brijesh Kumar Singh GCET-G...
kumar gaurav
kratika gupta

Unmute Stop Video Participants Chat Reactions Share Screen More Leave

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https://app.zoom.us/jc/6407222739?join?omn=95975773486&fromPWA=1&pwd=1ww31vPs7k75AUcCejux499iVIZOKC.18_xzm_rtaid=...

Zoom Workplace interface showing a video conference. The top bar displays the Zoom logo and "Workplace". The main area shows a large video feed of Dr. Zakir Shaikh. Above the main feed are smaller video feeds for Dr. Akhil Agnihotri, Dr. Zakir Shaikh, Dr. Brijesh Kumar Singh GCET-G..., kumar gaurav, and kratika gupta. The bottom toolbar includes Unmute, Stop Video, Participants, Chat, Reactions, Share Screen, and More. The system tray at the bottom shows the Windows search bar, taskbar, and system clock (11:23 AM, 9/27/2024).

Zoom Workplace interface showing a video conference. The top bar displays the Zoom logo and "Workplace". The main area shows a large video feed of chetna sharma's screen. Above the main feed are smaller video feeds for Dr. Akhil Agnihotri, Dr. Zakir Shaikh, Dr. Brijesh Kumar Singh GCET-G..., Dr. Jyoti Prakash Das, and chetna sharma. The bottom toolbar includes Unmute, Start Video, Participants, Chat, Reactions, Share Screen, and More. The system tray at the bottom shows the Windows search bar, taskbar, and system clock (11:26 AM, 9/27/2024).

The shared screen displays a presentation slide with the following text:

Perceived social support and job performance: The mediating effect of cross-cultural adjustment

Presented in ICSBP 3.0

Presented by Chetna Sharma
Research scholar at Haryana School of business

Zoom Workplace

Dr. Akhil Agnihotri | Dr. Zakir Shaikh | Dr. Brijesh Kumar Singh GCET-G... | kratika gupta | Dr. Jyoti Prakash Das

You are viewing chetna sharma's screen

Perceived social support and job performance: The mediating effect of cross-cultural adjustment

Presented in ICSBP 3.0

Presented by Chetna Sharma
Research scholar at Haryana School of business

Unmute | Stop Video | Participants | Chat | Reactions | Share Screen | More | Leave

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Zoom Workplace

Dr. Akhil Agnihotri | Dr. Brijesh Kumar Singh ... | chetna sharma

You are viewing chetna sharma's screen

Perceived social support and job performance: The mediating effect of cross-cultural adjustment

Presented in ICSBP 3.0

Presented by Chetna Sharma
Research scholar at Haryana School of business
Guru Jambheshwar university of science & technology

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Zoom Meeting Interface (Screenshot 1)

Browser tabs: Inbox (18,573) - akhilagn07@gn... | Link - dyмба@galgotiacollege.e... | ICSBP 3.0 Director and Chief

URL: https://app.zoom.us/jc/6407222739?join?omn=95975773485&fromPWA=1&pwd=1wv31vPs7k75AUCEcpx499iVIZOKC.18_x_zm_rtaid=...

Participants: Dr. Akhil Agnihotri, Dr. Zakir Sheikh, Dr. Tanya Chouhan, chetna sharma, Dr. Swati Singh

Slide Title: Introduction

Text on slide: The process of internationalizing a business is establishing a temporary or permanent presence in a nation other than the home country of the organization, necessitating the need for international expatriates. Today, there are more than 359 million international organizations operating around the globe (Einar H. Dyvik, 2024). Despite the economic crisis caused by the COVID-19 pandemic, the number of expatriates reached approximately 87.5 million in 2021 compared to 66.2 million in 2017 (Finnacord survey, 2021). According to Harrison and Shaffer (2005), expatriates may experience difficulties adjusting to a new culture, which could negatively affect their performance and lead to the downfall of expatriates' careers (Batuch and Bozionelos, 2010). They demand the assistance of their coworkers, supervisor, and family in these situations (Kanipete, 2012; Lee and Kartika, 2014). We contend that by using their support, expatriates can manage and minimize the feelings of anxiety and uncertainty that come with moving to a new cultural environment and help to facilitate their cross-cultural adjustment and, ultimately, improve performance. This study contributes to the literature by taking Perceived social support, cross-cultural adjustment, and job performance variables simultaneously in an expatriate context. This integrative study on expatriates' cross-cultural adjustment that considers perceived social support as a predictor of cross-cultural adjustment and job performance as an outcome is valuable to the Indian expatriates of multiple countries because the study used respondents from multiple countries which generalized the result of the study all over the world.

System tray: Type here to search, Windows icons, ENG IN, 11:31 AM, 9/27/2024

Zoom Meeting Interface (Screenshot 2)

Browser tabs: Inbox (18,573) - akhilagn07@gn... | Link - dyмба@galgotiacollege.e... | ICSBP 3.0 Director and Chief

URL: https://app.zoom.us/jc/6407222739?join?omn=95975773485&fromPWA=1&pwd=1wv31vPs7k75AUCEcpx499iVIZOKC.18_x_zm_rtaid=...

Participants: Dr. Akhil Agnihotri, Dr. Zakir Sheikh, Dr. Tanya Chouhan, chetna sharma, Dr. Swati Singh

Slide Title: Introduction

Text on slide: The process of internationalizing a business is establishing a temporary or permanent presence in a nation other than the home country of the organization, necessitating the need for international expatriates. Today, there are more than 359 million international organizations operating around the globe (Einar H. Dyvik, 2024). Despite the economic crisis caused by the COVID-19 pandemic, the number of expatriates reached approximately 87.5 million in 2021 compared to 66.2 million in 2017 (Finnacord survey, 2021). According to Harrison and Shaffer (2005), expatriates may experience difficulties adjusting to a new culture, which could negatively affect their performance and lead to the downfall of expatriates' careers (Batuch and Bozionelos, 2010). They demand the assistance of their coworkers, supervisor, and family in these situations (Kanipete, 2012; Lee and Kartika, 2014). We contend that by using their support, expatriates can manage and minimize the feelings of anxiety and uncertainty that come with moving to a new cultural environment and help to facilitate their cross-cultural adjustment and, ultimately, improve performance. This study contributes to the literature by taking Perceived social support, cross-cultural adjustment, and job performance variables simultaneously in an expatriate context. This integrative study on expatriates' cross-cultural adjustment that considers perceived social support as a predictor of cross-cultural adjustment and job performance as an outcome is valuable to the Indian expatriates of multiple countries because the study used respondents from multiple countries which generalized the result of the study all over the world.

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Dr. Akhil Agnihotri | Dr. Zakir Shaikh | Dr. Tanja Chouhan | chetna sharma | Dr. Swati Singh

You are viewing chetna sharma's screen

Objective of Research

- ▶ We examine how perceived social support directly relates to cross-cultural adjustment (CCA) and job performance (JP).
- ▶ We identify the mediating effect of CCA on the relationship between PSS and JP.

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Dr. Akhil Agnihotri | Dr. Zakir Shaikh | Jagbir Singh | chetna sharma | Dr. Tanja Chouhan

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Result

Measurement model

- ▶ The measures' validity and reliability were assessed by analyses. The measurement model's convergent validity was classified in Table 2. Items with factor loading less than 0.60 ought to be removed, according to Hair et al. (2011). As a result, because of low factor loading, as indicated in Figure 2 and Tables 1, item was removed. As shown in Table 2, the factor loadings of the remaining items exceeded Hair et al. (2011)'s recommended cut-off point of 0.60, ranging from 0.617 to 0.929. Table 2 displays that all of the latent variables AVE vary from 0.654 to 0.722, exceeding Hair et al. (2013) recommended acceptable value of 0.50. In order to assess the reliability of convergent validity, Cronbach's α and composite reliability (CR) measurements are required. According to Hair et al. (2016), the Cronbach's α value and composite reliability should be taken into consideration when they reach 0.7 and higher. As indicated by Table 2, the results demonstrated that every latent construct had strong internal consistency, with values ranging from 0.730 to 0.826. Additionally, the CR outcome, also displayed in Table 2, had a satisfactory value, with values ranging from 0.747 to 0.838. All of these values are higher than the acceptable cut-off point of 0.70, as suggested by Hair et al. (2016). It is suggested that if the HTMT value is higher than 0.85 (Henseler et al., 2015) or 0.90 (Gold et al., 2001), discriminant validity problems may occur. All constructs' HTMT values fell below the recommended threshold of 0.85 (Kline, 2005; Table 3). As a result, every requirement needed to complete the measurement model was satisfied.
- ▶ After assessing the collinearity of the predictor variables, Table 5 shows that the highest VIF value, 1.152, indicates that there is no collinearity issue in this model because all VIF values are significantly far below 5, as suggested by Hair et al (2013). According to the results of the PLS algorithm, the R^2 values of CCA and JP in table 5 were 0.561 and 0.437, respectively, providing high and moderate explanatory strength for CCA and JP (Chin, 1998).

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Direct and Indirect effect

| Type of effect and paths | Path coefficient | Standard deviation (SD) | T statistics (DUSTDEV) | CI at 95% (LL, UL) | P values | Decision |
|--------------------------|------------------|-------------------------|--------------------------|--------------------|----------|-------------|
| Total effect | | | | | | |
| PSS → JP | 0.042 | 0.044 | 14.469 | (0.546, 0.722) | 0.000 | significant |
| Direct effect | | | | | | |
| CCA → JP | 0.227 | 0.078 | 2.899 | (0.070, 0.376) | 0.004 | significant |
| PSS → CCA | 0.749 | 0.029 | 25.965 | (0.688, 0.803) | 0.000 | significant |
| PSS → JP | 0.470 | 0.077 | 6.100 | (0.322, 0.624) | 0.000 | significant |
| Indirect effect | | | | | | |
| PSS → CCA → JP | 0.170 | 0.058 | 2.928 | (0.054, 0.282) | 0.003 | significant |

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Contd.

- This study concludes that expatriate workers' job performance can be improved by social support and overseas adjustments. Both the current study and earlier research indicate that improved job performance is correlated with abroad adjustments. Management that supports foreign workers in adjusting to local rules and regulations as well as culture and customs can help expats feel less insecure and more at ease in their new surroundings. Additionally, it gives them the drive to complete tasks, encourage colleagues, and advance the objectives of their companies. Better work performance is attained through increased social support for expatriates and their overseas adjustments, which in turn strengthens the management of businesses' synergies. In practice, management can use the research's findings to create a solid succession plan and strategies to raise CCA and JP.
- Limitation and Future research direction**
- There are significant limitations to this study that offer opportunities for more investigation. First of all, the research is cross-sectional. Thus, a longitudinal research can be done in the future. Second, there have only been two job performance outcomes that have been researched. For a deeper comprehension of the idea, additional outcomes such as psychological discomfort, organizational commitment, job satisfaction, cultural effectiveness, and leadership effectiveness may be considered in the future. Second, we admit that the social desirability and common method bias issues with self-reported measures (e.g., CCA,

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zoom Workplace

Dr. Akhil Agnihotri Dr. Zakir Shaikh Rupa Lakshmi kratika gupta Chetna sharma

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zoom Workplace

Dr. Akhil Agnihotri Dr. Zakir Shaikh Rupa Lakshmi kratika gupta Chetna sharma

Chetna sharma

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ENG IN 11:45 AM 9/27/2024

Zoom Workplace

Dr. Akhil Agnihotri
Dr. Tanys Chouhan
Dr. Swati Singh
iPhone
mukta kumari

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ENG IN 11:56 AM 9/27/2024

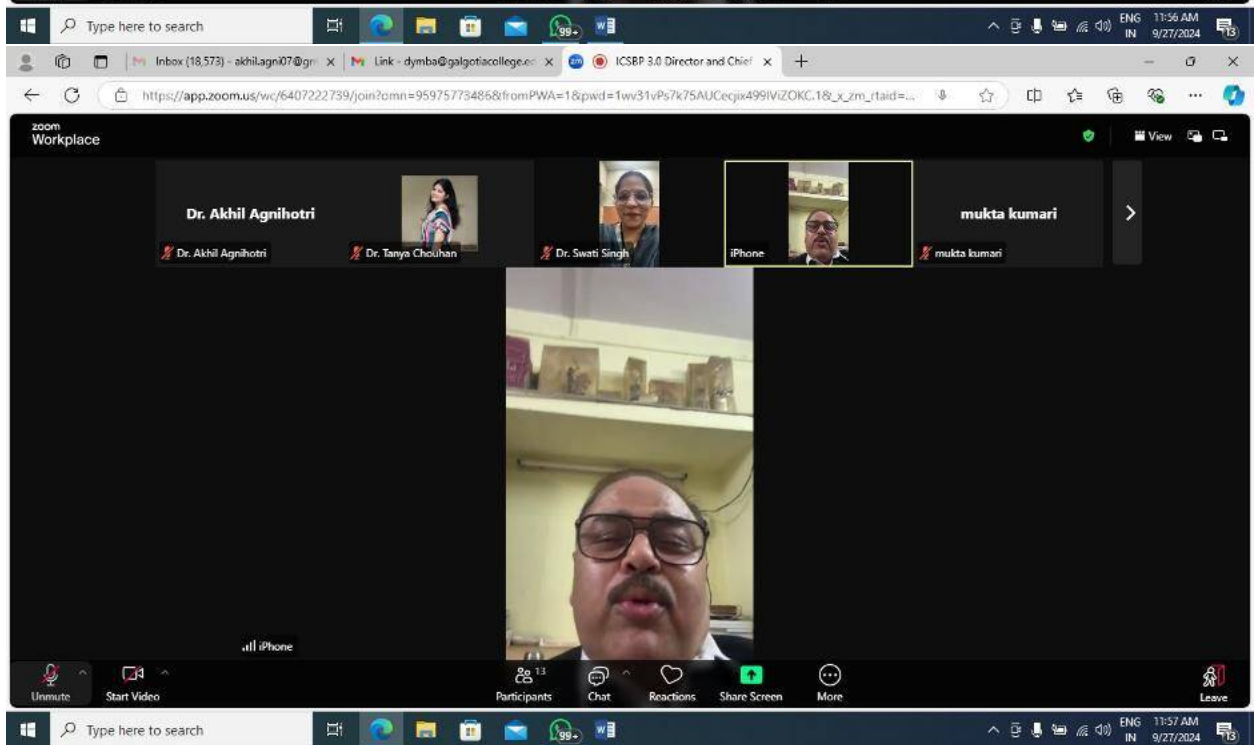
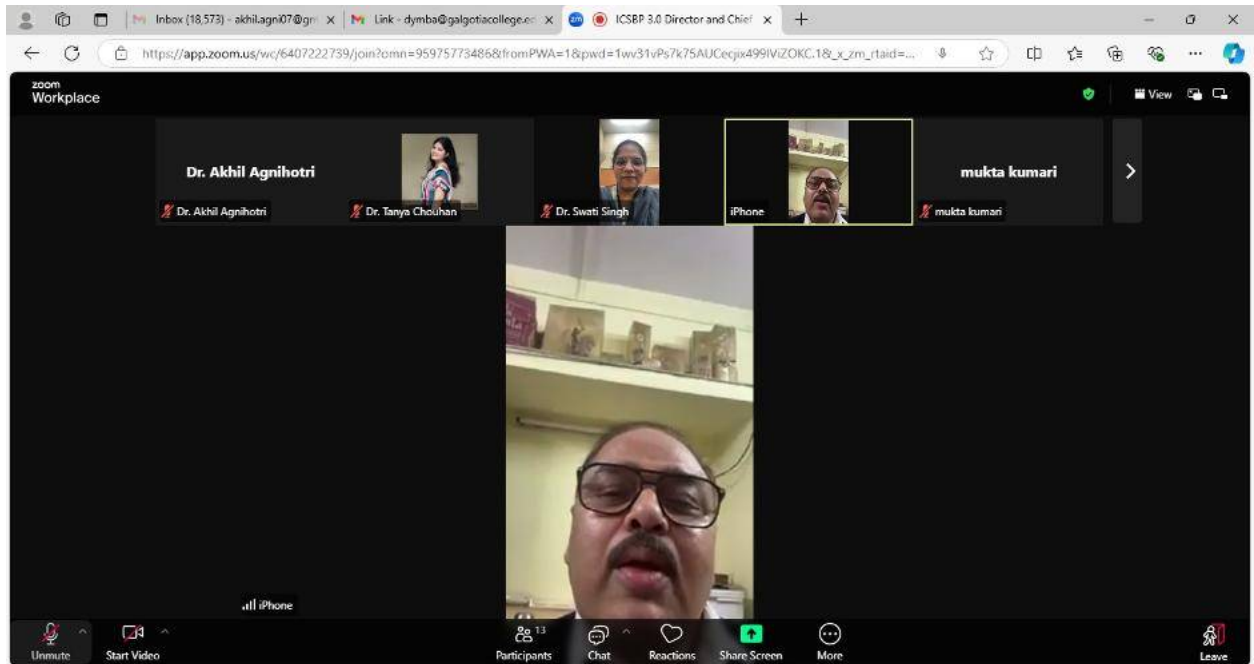
Zoom Workplace

Dr. Akhil Agnihotri
Dr. Tanys Chouhan
Dr. Swati Singh
iPhone
mukta kumari

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The Zoom meeting interface displays a grid of participants. The main window shows a large video of a man with glasses. The top bar contains several smaller video thumbnails and name labels: Dr. Akhil Agnihotri, Dr. Tanysa Chouhan, Dr. Swati Singh, iPhone, and MOUSUMI GHOSH. A right arrow icon is visible next to the MOUSUMI GHOSH name.