ISSN: 3021-9159

APEX JOURNAL OF BUSINESS AND MANAGEMENT





A Referred Interdisciplinary Journal of
Apex Research Center
Apex College

Mid-Baneshwor, Kathmandu, Nepal Phone No.: +977-01-4578841, 4567922 Email: research@apexcollege.edu.np Website: https://apexcollege.edu.np **Journal Title:** Apex Journal of Business and Management

Abbreviation: AJBM **Frequency:** Bi-annual

DOI: NepJol, Crossref, DOI Foundation

Price: Not for Sale

Published Copies: 1000 Print ISSN: 3021-9159

ABOUT THE JOURNAL

Apex Journal of Business and Management is an academic, not for profit, blind peer-reviewed journal of business and social sciences across managerial disciplines. It aims to provide professors, scholars, managers, academicians, scientists, industrial professionals, researchers, students and learned members of the community from all over the world an authentic open-access platform featuring scholarly research, reviews and perspectives on the state of current research on topics of interdisciplinary interest. The AJBM bi-annual journal is published both in print and electronic forms in the month of September and March of every year. It is an unique journal published from Nepal.

MISSION

The journal strives to create a platform where scholars, experts and thinkers exchange informed, critical and respectful contribution on important topics to business, social science and technological domains across disciplines for the larger good of the people.

VISION

The vision of the journal is to build human capital through the leading platform for inter-disciplinary research and writing, known for its high standards, innovative approach, and impact on the learned community.

TARGETS

- 1. Publish the highest-quality research and writing across business disciplines, social sciences and technological advancements.
- 2. Increase the visibility to impact of the journal for developing human capital through continuous research sharing.
- 3. Create intellectual capital.

KEY OBJECTIVES

- 1. To publish high-quality research articles, reviews and perspectives per issue and move forward the interdisciplinary discourse on improving business management conditions.
- 2. To provide authors with detailed and constructive feedback within weeks of their submission of articles.
- 3. To expand online readership across continents in the first year of publication.
- 4. To keep a tally of interdisciplinary knowledge and theory building works from the submissions received on making the business discourse more sustainable, smart and practicable.
- 5. To ensure the implementation of copyright and intellectual property laws.
- 6. To explore tools and resources for visibility of the journal and maintenance of its academic standards for dissemination of research.

METHODOLOGY

The journal uses a rigorous peer-review process, led by a team of experts from Nepal and abroad, to ensure high quality and impact of published research and writing in pursuit of productive and practicable innovation. Articles are subject to initial editor screening followed by a blind peer review before publication. Submissions are invariably checked for plagiarism. Manuscripts must be between 5 to 20 pages, in APA formats, that is between (3000 to 8000 words), excluding references.

AJBM calls scholars, managers, academicians, scientists, industrial professionals and researchers from all over the world to submit their unpublished original work for inclusion in our upcoming issue. All submissions are reviewed and evaluated based on originality, technical research, and relevance to journal contributions. AJBM highly welcomes theoretical, technical, research, as well as empirical papers in the area of business, management, social science, technology innovation and emerging trends. All the accepted articles will be published in the upcoming issue of the journal with Online and Print.

MANUSCRIPT SUBMISSION

Research paper prepared in MS word template with double – column in single spaced typed pages should be submitted electronically as attachment at *ajbm@apexcollege.edu.np*. The manuscripts in all the subject areas are welcome.

ADVISORY BOARD

Dr. Minendra Rijal, Chairperson, Apex College, Pokhara University, Nepal

Prof. Dr. Prem Raj Pant, Faculty Development Advisor, Apex College, Pokhara University, Nepal

Prof. Dr. Kushum Shakya, Dean, Humanities and Social Sciences, Tribhuvan University, Nepal

Prof. Dr. Bijay KC, Former Dean, School of Management, Kathmandu University, Nepal

Dr. Rosane Pagano, Principal Lecturer, Manchster Metropolitan University, Manchester, UK

REVIEW BOARD

Dr. A Dinesh Kumar, California University, United States of America

Dr. Chalard Chantarasombat, Northeastern University, Thailand

Dr. Garry Blair, Keele University, United Kingdom

Dr. Habibur Rahman, Director, SASPR Edu International, India

Dr. Hamid Seremi, President, Asrar Higher Education Institute, Mashad, Iran

Dr. Krzysztof Dyczkowski, Dean, Adam Mickiewicz University, Poland

Dr. Mayanath Ghimire, Nepal Philosophical Research Center, Kathmandu, Nepal

Dr. MD. Mizanur Rahaman, BRAC Business School, Bangladesh

Prof. Er. Tulsi Prasad Sitaula, Retired Secretary, Government of Nepal

Prof. Dr. Sateesh Kumar Ojha, Tribhuvan University, Nepal

Dr. Syed Shabbeer Ahmad, Muffakham Jah College of Engineering and Technology, India

EDITORIAL BOARD

Prof. Dr. Tahseen Arshi, American University RAK, UAE

Prof. Dr. Mahananda Chalise, Tribhuvan University, Kirtipur, Kathmandu, Nepal

Assoc. Prof. Dr. Bharat Ram Dhungana, Pokhara University, Nepal.

Assoc. Prof. Dr. Tulika Mishra, Language, Associate Professor, Apex College, Pokhara University, Nepal

Dr. P A Krishantha Pathiraja, Chairman, Palmyrah Development Board, Sri Lanka

MANAGING EDITOR

Kul Prasad Prasai, MA, M. Phil., Economics

Head, Apex Research Center

Apex College, Pokhara University, Nepal Email: research@apexcollege.edu.np

EDITOR-IN-CHIEF

Assoc. Prof. Anjay Kumar Mishra, MBA, Ph.D., PDF

Email: ajbm@apexcollege.edu.np

PUBLISHER

Apex Research Center

Apex College

1261 Devkota Sadak

Mid-Baneshwor, Kathmandu, Nepal

Phone No.: 4578841, 4567922 Email: apex@apexcollege.edu.np



Apex Journal of Business and Management (ISSN: 3021-9159)Copyright © 2023 The Author(s): Published by Apex College, Mid-Baneshwor, Kathmandu, Nepal. Distributed under the terms of the Creative Commons Attribution 4.0 International License (CC BY-NC 4.0)

Copyright: Apex Journal of Business and Management, Copyright © 2023 The Author(s): Published by Apex College, distributed under the terms of the Creative Commons Attribution 4.0 International License (CC BY-NC 4.0)

Disclaimer: The scholarly papers as reviewed and published by Apex College, Kathmandu, Nepal are the views and opinions of their respective authors and are not the views or opinions of the Apex Publication. The Apex disclaims of any harm or loss caused due to the published content to any party.

Language of Publication: English

Scope: Interdisciplinary (Social Science, Business, Management and Technology)

Article Processing Charge: Not Applicable

Policy: Double-blind Peer Review Country of Publication: Nepal

Layout and Design: Publication of Apex College

Publication Ethics: Editorial Policy (Displayed on the Journal Website in line with |C|O|P|E|

Guidelines)

Review Time: 6 to 8 weeks (Approximately)

Indexing Databases: Zenodo, Orcid, Research Gate, Google Scholar, SSRN

PEER REVIEW PROCESS

Research and review articles received from open call and individual invitation are peer-reviewed, double-blind, before publication. The Managing Editor sends original research and review articles to Section Editors for initial review of the work's relevance to the journal. They submit draft decisions to the Editor-in-Chief for final decision about further review or rejection. The initial review process will be short, and not last longer then six weeks. Perspectives, including case studies and interviews, are reviewed by Section Editors and cleared with the Editor-in-Chief. These are not subject to double blind peer review. Name of Reviewer board displayed will be contacted for assistance to search expert in the same area and may be requested to review also. It consists of 6 levels of review including editorial and blind peer review as follows:

Level One: Checking paper structure

Level Two: Checking and detailed checking plagiarism (Less than 10%, No paragraph should

have half to full para plag). Also check for unique title by searching the title in Google,

Google scholar, and plag checker result.

Level Three: Checking grammar and typographic mistakes using integrated Grammarly software.

Level Four: Checking review of methods, format, title, keywords, tables & figures, and citations.

Level Five: Review of analysis/results/ novelty, further improvements, journal to be considered,

area, type, through double blind peer review.

Level Six: After journal formatting, DOI, checking page numbers, glancing on PDF before final

publication by editor and author proofreading.

AJBM frequently publishes calls for papers on various topics. Please visit each section's homepage for calls for papers specific to the relevant section.

Please direct all editorial inquiries to the journal editorial team at: ajbm@apexcollege.edu.np

The AJBM journal invites authors to submit critical readings and research articles from areas of their interest and expertise in business, social sciences, management and technology for review and consideration for publication. Articles that bridge disciplines and theories and link contemporary discourses on business conditions, practices and actions with the needs to make life better, fairer, sustainable and equitable receive preferences for publication in the journal. Submissions must be unpublished original research. Authors must review the Submission Guidelines section https://apexcollege.edu.np/call-for-papers prior to make acceptable submission.

Upon acceptance, authors are required to sign an Author Agreement with the journal publishers, Apex Research Center, Apex College.

TABLE OF CONTENTS

Together We Build Human Capital	
- A. K. Mishra	[1-10]
A Novel Machine Learning Framework for Analyzing Performance of Different Prediction Using Automatic Malware Detection (AMD) Algorithm	on Models by
– Syed Shabbeer Ahmad, Krishna Prasad K	[11-20]
Skills Development in a Volatile Environment: A Systems View of the Learning Process	
- Garry Blair, Helen Woodcock, Rosane Pagano	[21-32]
Women Empowerment in Self Help Groups through Microfinance: A Case Study of Rau –Rajiv Gubhaju	tahat District [33-54]
Adaptation of Green Banking Practices in Commercial Banks of Nepal	
– Puja Mishra	[55-76]
Impact of Talent Management on Employee Performance in Construction Industry of East - Paribesh Timsina, Priyanka Kumari Jha	ern Nepal [77-90]
Application of Information Technology in Construction: A Case from Nepal – Bindu Aryal, Devendra Chapagain, Bhawani Dhakal, Binod Aryal	[91-102]
An Automated Attendance System Using Facial Detection and Recognition Technology	
 P. B. Jha, Arjun Basnet, Biraj Pokhrel, Bishnu Pokhrel, Gopal Kumar Thakur, Surya Chheteri 	[103-120]
The Alternate Modes of Transportation in International Logistics – B. Mariappa Babu, P. S. Aithal	[121-134]
Building a Case for Responsible Management Education in Nepal	
- Anup Shrestha	[135-144]
Perceptions of Students on Project-Based Learning: Evidences from Public Schools in I	Pokhara
– Laxmi Sharma	[145-153]

