

# Ethical Considerations in Artificial Intelligence: Ensuring Accountability and Transparency

DR. RUPESH SHUKLA<sup>1</sup>, AARYESH SHUKLA<sup>2</sup>

<sup>1</sup> Principal, Department of Computer Science, ILVA Commerce and Science college, Indore / DAVV  
Indore, India.

<sup>2</sup> Department of CSE, RGPV, Bhopal, India.

*Abstract- Please provide a brief overview of the many areas of the business and society that have already been impacted by AI. Bringing into the light the issues of prejudice, privacy, and accountability that emerge with the broad usage of AI is the first step in the correct way. You need to define "bias" in the context of AI if you want people to agree with you. Outcome bias, algorithmic bias, and data bias are three forms of prejudice that might develop from AI systems. It would be helpful if you could provide an illustration of each of these biases in action. Think about how unfettered bias in AI may help keep divisions in society alive. Prejudiced AI systems can be unjust and unreasonable in their judgments and consequences. It's possible that such systems are biased in a number of different ways. In the context of artificial intelligence, the word "bias" can also mean inconsistent outcomes. While AI has the ability to improve productivity and the quality of decisions, it also runs the danger of internalizing biases that are present in its training data and processes. This is due to the fact that AI has the potential to learn new abilities when presented with fresh data and revised guidelines. The status quo has not altered despite the fact that AI has the ability to improve both decision-making and productivity. To ensure fairness, equality, and the moral application of AI, we must have an understanding of the bias present in these systems and seek to eradicate it. This is the only method to make sure these tools are utilized properly. In a quick summary, please highlight the article's key arguments with respect to the ethical concerns highlighted by AI, including bias, privacy, and responsibility. It is essential to increase awareness of the need to overcome these challenges in order to develop AI systems that are dependable and responsive. In order to get there, it is crucial to underline the need of fixing these difficulties without delay.*

*Indexed Terms- Ensuring Accountability, Transparency*

## I. INTRODUCTION

Give an overview of the growing influence of AI across different sectors. Raise consciousness of the ethical difficulties posed by the widespread usage of AI, such as concerns about bias, privacy, and responsibility. It could be useful to have a working definition of "bias" while discussing AI. Outcome bias, algorithmic bias, and data bias are three forms of bias that can occur in AI systems. Walk me through how each of these biases works. Consider the potential effects of bias and the perpetuation of social divisions on the development of AI. The presence of unfair or illogical inconsistencies or prejudices in the choices and outputs made by these systems constitutes bias in artificial intelligence (AI) systems. AI has the ability to improve decision making and productivity, but it may also inherit and reinforce biases from the data and methods used in its training. To ensure justice, fairness, and the ethical use of these technologies, it is essential to understand bias in AI systems and seek to remove it. [1]

- Prioritize Ethical Considerations

Examine the relevance of integrating ethics into AI design and use. Investigate the ways in which immoral AI could affect people and societies. Explain why you chose to undertake this research and what you hope to learn from it. Inclusion Bias in Robotics.[2,3]

- Understanding the Existence of Prejudice in AI

It could be useful to have a working definition of "bias" while discussing AI. Outcome bias, algorithmic bias, and data bias are three forms of bias that can occur in AI systems. Walk me through how each of these biases works. Consider the potential effects of bias and the perpetuation of

social divisions on the development of AI. The presence of unfair or illogical inconsistencies or prejudices in the choices and outputs made by these systems constitutes bias in artificial intelligence (AI) systems. [4,5] AI has the ability to improve decision making and productivity, but it may also inherit and reinforce biases from the data and methods used in its training. To ensure justice, fairness, and the ethical use of these technologies, it is essential to understand bias in AI systems and seek to remove it. [6]

- Understanding Where Stereotypes Come From in AI

Potential causes of bias in AI include the use of biased training data, algorithm design, and decision-making procedures, to name a few. Examine the difficulties associated with discovering and fixing bias in AI. [7,8] The historical data used to train the AI models may be indicative of underlying biases and inequities in the system. Data containing biased or prejudiced inclinations may cause the AI system to absorb and exacerbate those sentiments. The process of detecting and eliminating bias in data is fraught with difficulties, such as: Lack of sufficient, well-rounded evidence: It is not always simple to gather comprehensive and impartial data that appropriately represent a variety of demographics and cultural contexts. [9] Both insufficient data and improper data distribution can lead to inaccurate models. It is difficult to quantify and define bias in AI systems. [10,11] Different people may have different ideas on what constitutes fairness, and there is no widely accepted definition of prejudice. Fairness measurements and thresholds that may correctly reflect different conceptions of fairness are still a work in progress. Subterranean prejudices and convoluted alliances: Complex data structures conceal subtle biases that are difficult to detect and comprehend. Biases might be hard to spot if they are the consequence of interactions between many qualities and the data gathering technique. The intricacy of these biases makes detection more difficult. To illustrate the impact of bias in AI systems, use examples or case studies from the actual world. [12]

- The War Against AI Injustice

Several strategies, including data preparation procedures, algorithmic fairness, and the value of diversity in AI development teams, may be discussed to reduce the impact of bias in AI systems.

To prevent bias, it is important to analyze how AI systems handle explanations, transparency, and accountability. Bring attention to the various ongoing efforts to eliminate bias in AI. [13,14] In the context of artificial intelligence, "transparency" refers to making the AI system's decision-making process and underlying algorithms available to and intelligible by all parties involved, including users, developers, and regulators. Transparency can improve both equity and trust in computing by making it easier to discover and rectify biases in AI systems. Here are some of the strongest reasons in favor of transparency. Discriminatory labeling Prejudice and discriminatory results are more likely to be uncovered by systems that are publicly accessible and scrutinized by concerned parties. Accountability: As a result of this transparency, AI systems and their developers might be held liable for any discriminatory or unjust judgments they could make. It enables the identification of the accountable parties so that corrective actions may be implemented. Trust from the user: Understanding how an AI system makes choices and how their data is being utilized is crucial to gaining users' confidence and acceptance of that technology. [15,16] An AI that can offer simple explanations for the inferences it has formed is said to be explainable. Especially when AI judgments have significant consequences for individuals or groups, their justifications must be made public. Using AI that is easy to explain can aid in the fight against discrimination in the following ways: The ability to articulate a system's inner workings equips engineers with a powerful tool for identifying the causes of skewed outputs. More objective models might be developed with the help of explainable AI, which could reveal previously unknown biases in data patterns or interaction effects. [17,18] Identifying unintentional biases is useful in getting there. Control by Humans: When AI's decisions are "explainable," humans can more easily keep tabs on them and examine them for faults or biases, allowing them to make necessary adjustments. [19,20] Accountability in AI systems assures that persons responsible for their creation, dissemination, and management are held accountable for their activities. Putting the onus on these entities to address biases in AI systems and ensuring they really do so is essential. Some forms of accountability employed in AI systems include the following. [21] There has to be legal frameworks and rules in place to hold corporations accountable for

making sure their AI systems are not prejudiced or discriminating. Ethical principles and standards adopted by AI developers and organizations help to promote responsible AI development and methods for reducing prejudice. Ethics codes. Methods of verification and examination: To guarantee AI systems are just, open, and ethical, we need independent audits and assessments. An audit like this ensures accountability and provides useful information. Concerns about AI and Personal Information.[22]

- **Concerns about Data Privacy in the Age of AI**  
Explain the significance of data privacy in artificial intelligence. The dangers of personal information being compromised or lost within AI systems need to be highlighted. Concerns over data privacy in AI create important ethical and policy challenges.[23] The General Data Protection Regulation (GDPR) of the European Union and the California Consumer Privacy Act (CCPA) of the United States both require strict compliance from businesses. Consent, purpose limitation, data minimization, and people's rights are some of the concepts defined and required by these laws for the management of personal information.[24]

The risk that AI won't be able to protect users' personal information. Discover what data breaches, unauthorized access, and re-identification issues are related with AI, and take measures to mitigate them. Find out if and how consumer privacy is affected by the use of AI functions including biometric data processing, tailored recommendation systems, and face recognition. Using artificial intelligence (AI) algorithms, face recognition technology can study a person's face and determine their identity. Facial recognition technology, if widely used, might be used to monitor and keep tabs on people without their knowledge or agreement. [25,26]

- **Preserving Individuality To be used with the AI**  
Exploring methods like data anonymization, secure data management, and privacy-preserving machine learning is necessary to protect consumers' privacy in AI systems. Analyze how artificial intelligence protects user information by adhering to rules, standards, and governance frameworks.[27,28] Bring attention to the pressing need for novel methods and resources that aim to protect user privacy while enhancing AI. Machine learning methods that don't compromise user privacy can be

used for things like data analysis and model training. Accountability in the Robot Age.

- **Accountability as a Foundational Value for Robotics and Artificial Intelligence**

How do we define "responsibility" while discussing AI? The question of whether or not artificial intelligence systems and their creators should be subject to legal liability is one that merits discussion. As we rely more and more on AI systems to make judgments, there is a risk that it will have unintended consequences for people and the world at large. When individuals in charge of developing and maintaining AI systems are held to account, we may be confident that these safeguards will be built into their very fabric. Developers of AI already have a moral obligation, and fulfilling that duty promotes the creation and use of moral AI.[29,30] By making AI's behaviors more clear, accountability might help boost public confidence in the technology. Those who develop AI systems often feel pressured to defend their methods, data sources, and processing steps when they are subjected to scrutiny. The odds of AI being embraced and used are increased if its inner workings are made explicit to users, regulators, and the general public. Recognize the difficulties of fostering accountability in fully autonomous, highly intelligent systems. **Accountability in Artificial Intelligence Systems** The need for legal frameworks, auditing algorithms, and the ability to explain models are only some of the aspects of responsibility that should be discussed in the context of artificial intelligence systems. Determine how levels of transparency, interpretability, and divergent points of view on accountability are interconnected. Participation from developers, regulators, and end users is crucial for constructing accountability systems.[31]

The term "transparency" may signify different things depending on the context in which it is used, which is something that is acknowledged by both Margetts (2011) and Hood (2006). It's having somewhat of a rebirth right now, particularly in the context of debates around AI. [32] The EU Commission's High-Level Expert Group on AI (AI HLEG), for example, developed ethical criteria for AI in April 2019; among the seven key prerequisites for the development of "trustworthy AI," transparency is recognized as one of the most important. This necessity is also made very obvious in the Commission's white paper on AI, which was

released in February of 2020. Recent research discovered a total of 84 separate ethical standards pertaining to AI on a worldwide scale, with "transparency" being the most frequently mentioned and one of the top five issues. Also, the word "transparency" is the central theme of every code of ethics. [33,34] Concerns about transparency, accountability, and justice have been voiced in the context of AI and ML. There has been an uptick in recent years of literature addressing the intersection of AI/ML with governance, ethics, and long-held norms. The relevance of AI and its link to algorithmic transparency is highlighted throughout this article, with openness as a central theme.[35] When discussing the theoretical foundations of AI's openness, we think a more nuanced and all-encompassing terminology is necessary. We believe there is a need for this jargon even if concepts like "algorithmic transparency" and "algorithmic decision-making" have become ubiquitous in contemporary critical research. According to Fast and Horvitz (2017), there is little consensus on how individuals in computer science, law, and public opinion should feel about artificial intelligence. This is due to the fact that there are a wide variety of definitions for intelligence. Since its start in the 1950s, the field's scope and meaning have broadened. And thus we get the "AI effect" or "odd paradox": once an issue that was thought to need AI has been solved, the related application is no longer perceived as intelligent.[36,37] The meaning changes because of this. This is in keeping with the premise that AI is all about addressing issues that computers can't handle yet, as if an issue can be addressed by a computer, it is no longer regarded an AI-challenge. It has been satisfactorily established that artificial intelligence (AI) is not a singular technology but rather "a set of techniques and subdisciplines ranging from areas such as speech recognition and computer vision to areas such as attention and memory, to name a few." [38] This means that the word "artificial intelligence" can refer to a wide range of methodologies and fields of study. Analyzing the concept of "algorithmic" critically, however, reveals that it involves ambiguity but is far less prone to cause issues. [39]

First, when it comes to considerations of accountability and what exactly 'algorithmic' openness would imply, the meaning of algorithms in computer science is narrower than how it is used in the literature on governance concerns. The reason

for this is because algorithms in computer science are described as a step-by-step procedure for solving a problem. The authors of a new work on "algorithmic transparency" propose seven areas worthy of future study. Only one is dedicated to algorithms; the rest include things like data, objectives, outputs, outcomes, compliance, impact, and application.[40,41] Despite the fact that each of these features is highly important from a governance perspective for resolving accountability problems related to transparency, this is the case, attesting to the ambiguity of the term "algorithmic" when used in this context. Is it a complaint about a certain piece of hardware or about the system as a whole? The argument that the algorithms and code behind these systems are too complex to have been designed to discriminate in a harmful way is occasionally made in response to concerns about the unfair results of these systems (Bodo et al., 2017).[42,43] The complexity of machine learning stems from the emergent nature of interactions between data and algorithms. It's quite unlikely that these characteristics would be discovered in the code. [44,45]

This highlights the need of keeping the context of machine learning algorithms, training data, and decisions in mind. Therefore, it's crucial to consider who should have more access to details regarding AI systems and algorithmic decision-making. This is especially crucial now, when many global digital platforms stress the need of a "critical audience." Larsson (2018) argues that supervisory authorities need to build methods for algorithmic governance, and that this is why Pasquale's call for "qualitative transparency" is so important. When considering the vast number of potential factors and the inherent complexity of the environment, we choose to use the term "artificial intelligence" rather than the pejorative "algorithmic." [46] Pasquale has made the case for this "qualitative transparency." Another is to improve the conceptual link between the fields of research concerned with "algorithmic transparency" and accountability, and the fields that investigate artificial intelligence and the issues of transparency, although in terms of making models more explainable and interpretable.[47] Since its introduction in April 2018, the European Union's AI policy has made building trust in AI systems a top priority. Recent reports have stated that research on AI transparency, or AI transparency as we frequently refer to it, is "in its infancy," despite the fact that the

theoretical foundation of openness is, as was previously noted, large and somewhat intricate. Therefore, in the next section (1), I will expand upon some of that context, focusing particularly on the term's transdisciplinary and historical implications. We show that openness is located inside a metaphorical framework, and we examine this framework to show the normative effects of openness. After taking into account related concepts like openness and explain ability, we categorize the many factors of importance to transparency in AI. These considerations are crucial as you examine the ethical and legal issues that have been brought up.

### CONCLUSION

Provide a quick overview of the article's main ideas, highlighting the ethical problems of prejudice, privacy, and accountability highlighted by AI. To ensure AI systems are reliable and ethical, it's crucial to stress the importance of addressing these worries. By including ethical considerations into the design, development, and deployment of chatbot systems, we can guarantee that these agents provide value while safeguarding user trust, privacy, fairness, and responsible usage. This will ensure that chatbots are utilized. Improved technological capabilities and ethical frameworks for chatbot systems will be essential for the future of research, programming, and legislation. This means the systems can operate at peak efficiency across a wide range of sectors, improving the quality of service provided to customers.

### REFERENCES

- [1] AI HLEG, High-Level Expert Group on Artificial Intelligence. (2019). Ethics Guidelines for Trustworthy AI. The European Commission. <https://ec.europa.eu/digital-single-market/en/news/ethics-guidelines-trustworthy-ai>
- [2] Ananny, M., & K. Crawford (2018) Seeing without knowing: Limitations of the transparency ideal and its application to algorithmic accountability. *New Media and Society*, 20(3), 973–989. <https://doi.org/10.1177/1461444816676645>
- [3] Navaneetha Krishnan Rajagopal, Mankeshva Saini, Rosario Huerta-Soto, Rosa Vélchez-Vásquez, J. N. V. R. Swarup Kumar, Shashi Kant Gupta, Sasikumar Perumal, "Human Resource Demand Prediction and Configuration Model Based on Grey Wolf Optimization and Recurrent Neural Network", *Computational Intelligence and Neuroscience*, vol. 2022, Article ID 5613407, 11 pages, 2022. <https://doi.org/10.1155/2022/5613407>
- [4] Navaneetha Krishnan Rajagopal, Naila Iqbal Qureshi, S. Durga, Edwin Hernan Ramirez Asis, Rosario Mercedes Huerta Soto, Shashi Kant Gupta, S. Deepak, "Future of Business Culture: An Artificial Intelligence-Driven Digital Framework for Organization Decision-Making Process", *Complexity*, vol. 2022, Article ID 7796507, 14 pages, 2022. <https://doi.org/10.1155/2022/7796507>
- [5] Bodó, B., Helberger, N., Irion, K., ZuiderveenBorgesius, K., Moller, J., van de Velde, Bol, N., van Es, B., & de Vreese, C. (2018). Tackling the algorithmic control crisis – The technical, legal, and ethical challenges of research into algorithmic agents. *Yale Journal of Law and Technology*, 19(1). <https://digitalcommons.law.yale.edu/yjolt/voll9/iss1/3/>
- [6] Bodó, B., Helberger, N., & de Vreese, C. H. (2017). Political micro-targeting: a Manchurian candidate or just a dark horse? *Internet Policy Review*, 6(4). <https://doi.org/10.14763/2017.4.776>
- [7] Burrell, J. (2016). How the machine thinks: understanding opacity in machine learning algorithms. *Big Data & Society*, 3(1). <https://doi.org/10.1177/2053951715622512>
- [8] Caplan, R., Donovan, J., Hanson, L., & Matthews, J. (2018). Algorithmic Accountability: A Primer. *Data & Society*. <https://datasociety.net/library/algorithmic-accountability-a-primer/>
- [9] Casey, B., Farhangi, A., & Vogl, R. (2019) Rethinking Explainable Machines: The GDPR's 'Right to Explanation' Debate and the Rise of Algorithmic Audits in Enterprise, *Berkeley Technology Law Journal*, 34, 145–189. [https://btlj.org/data/articles2019/34\\_1/04\\_Casey\\_Web.pdf](https://btlj.org/data/articles2019/34_1/04_Casey_Web.pdf)
- [10] Christl, W. (2017). Corporate Surveillance in Everyday Life: How Companies Collect, Combine, Analyze, Trade, and Use Personal Data on Billions. *Cracked Labs*. <https://crackedlabs.org/en/corporate->

- surveillance
- [11] Eshrag Refae, Shabana Parveen, Khan Mohamed Jarina Begum, Fatima Parveen, M. Chithik Raja, Shashi Kant Gupta, Santhosh Krishnan, "Secure and Scalable Healthcare Data Transmission in IoT Based on Optimized Routing Protocols for Mobile Computing Applications", *Wireless Communications and Mobile Computing*, vol. 2022, Article ID 5665408, 12 pages, 2022. <https://doi.org/10.1155/2022/5665408>
- [12] Rajesh Kumar Kaushal, Rajat Bhardwaj, Naveen Kumar, Abeer A. Aljohani, Shashi Kant Gupta, Prabhdeep Singh, Nitin Purohit, "Using Mobile Computing to Provide a Smart and Secure Internet of Things (IoT) Framework for Medical Applications", *Wireless Communications and Mobile Computing*, vol. 2022, Article ID 8741357, 13 pages, 2022. <https://doi.org/10.1155/2022/8741357>
- [13] Bramah Hazela et al 2022 *ECS Trans.* 107 2651 <https://doi.org/10.1149/10701.2651ecst>
- [14] Ashish Kumar Pandey et al 2022 *ECS Trans.* 107 2681 <https://doi.org/10.1149/10701.2681ecst>
- [15] G. S. Jayesh et al 2022 *ECS Trans.* 107 2715 <https://doi.org/10.1149/10701.2715ecst>
- [16] Shashi Kant Gupta et al 2022 *ECS Trans.* 107 2927 <https://doi.org/10.1149/10701.2927ecst>
- [17] S. Saxena, D. Yagyasen, C. N. Saranya, R. S. K. Boddu, A. K. Sharma and S. K. Gupta, "Hybrid Cloud Computing for Data Security System," 2021 International Conference on Advancements in Electrical, Electronics, Communication, Computing and Automation (ICAECA), 2021, pp. 1-8, doi: 10.1109/ICAECA52838.2021.9675493.
- [18] S. K. Gupta, B. Pattnaik, V. Agrawal, R. S. K. Boddu, A. Srivastava and B. Hazela, "Malware Detection Using Genetic Cascaded Support Vector Machine Classifier in Internet of Things," 2022 Second International Conference on Computer Science, Engineering and Applications (ICCSEA), 2022, pp. 1-6, doi: 10.1109/ICCSEA54677.2022.9936404.
- [19] Natarajan, R.; Lokesh, G.H.; Flammini, F.; Premkumar, A.; Venkatesan, V.K.; Gupta, S.K. A Novel Framework on Security and Energy Enhancement Based on Internet of Medical Things for Healthcare 5.0. *Infrastructures* 2023, 8, 22. <https://doi.org/10.3390/infrastructures8020022>
- [20] V. S. Kumar, A. Alemran, D. A. Karras, S. Kant Gupta, C. Kumar Dixit and B. Haralayya, "Natural Language Processing using Graph Neural Network for Text Classification," 2022 International Conference on Knowledge Engineering and Communication Systems (ICKES), Chickballapur, India, 2022, pp. 1-5, doi: 10.1109/ICKECS56523.2022.10060655.
- [21] M. Sakthivel, S. Kant Gupta, D. A. Karras, A. Khang, C. Kumar Dixit and B. Haralayya, "Solving Vehicle Routing Problem for Intelligent Systems using Delaunay Triangulation," 2022 International Conference on Knowledge Engineering and Communication Systems (ICKES), Chickballapur, India, 2022, pp. 1-5, doi: 10.1109/ICKECS56523.2022.10060807.
- [22] S. Tahilyani, S. Saxena, D. A. Karras, S. Kant Gupta, C. Kumar Dixit and B. Haralayya, "Deployment of Autonomous Vehicles in Agricultural and using Voronoi Partitioning," 2022 International Conference on Knowledge Engineering and Communication Systems (ICKES), Chickballapur, India, 2022, pp. 1-5, doi: 10.1109/ICKECS56523.2022.10060773.
- [23] V. S. Kumar, A. Alemran, S. K. Gupta, B. Hazela, C. K. Dixit and B. Haralayya, "Extraction of SIFT Features for Identifying Disaster Hit areas using Machine Learning Techniques," 2022 International Conference on Knowledge Engineering and Communication Systems (ICKES), Chickballapur, India, 2022, pp. 1-5, doi: 10.1109/ICKECS56523.2022.10060037.
- [24] V. S. Kumar, M. Sakthivel, D. A. Karras, S. Kant Gupta, S. M. Parambil Gangadharan and B. Haralayya, "Drone Surveillance in Flood Affected Areas using Firefly Algorithm," 2022 International Conference on Knowledge Engineering and Communication Systems (ICKES), Chickballapur, India, 2022, pp. 1-5, doi: 10.1109/ICKECS56523.2022.10060857.
- [25] Parin Somani, Sunil Kumar Vohra, Subrata Chowdhury, Shashi Kant Gupta. "Implementation of a Blockchain-based Smart Shopping System for Automated Bill Generation Using Smart Carts with

- Cryptographic Algorithms." CRC Press, 2022. <https://doi.org/10.1201/9781003269281-11>.
- [26] Shivlal Mewada, Dhruva Sreenivasa Chakravarthi, S. J. Sultanuddin, Shashi Kant Gupta. "Design and Implementation of a Smart Healthcare System Using Blockchain Technology with A Dragonfly Optimization-based Blowfish Encryption Algorithm." CRC Press, 2022. <https://doi.org/10.1201/9781003269281-10>.
- [27] Ahmed Muayad Younus, Mohanad S.S. Abumandil, Veer P. Gangwar, Shashi Kant Gupta. "AI-Based Smart Education System for a Smart City Using an Improved Self-Adaptive Leap-Frogging Algorithm." CRC Press, 2022. <https://doi.org/10.1201/9781003252542-14>.
- [28] Rosak-Szyrocka, J., Żywiłek, J., & Shahbaz, M. (Eds.). (2023). Quality Management, Value Creation and the Digital Economy (1st ed.). Routledge. <https://doi.org/10.4324/9781003404682>
- [29] Dr. Shashi Kant Gupta, Hayath T M., Lack of it Infrastructure for ICT Based Education as an Emerging Issue in Online Education, TTAICTE. 2022 July; 1(3): 19-24. Published online 2022 July, [doi.org/10.36647/TTAICTE/01.03.A004](https://doi.org/10.36647/TTAICTE/01.03.A004)
- [30] Hayath T M., Dr. Shashi Kant Gupta, Pedagogical Principles in Learning and Its Impact on Enhancing Motivation of Students, TTAICTE. 2022 October; 1(2): 19-24. Published online 2022 July, [doi.org/10.36647/TTAICTE/01.04.A004](https://doi.org/10.36647/TTAICTE/01.04.A004)
- [31] Shaily Malik, Dr. Shashi Kant Gupta, "The Importance of Text Mining for Services Management", TTIDMKD. 2022 November; 2(4): 28-33. Published online 2022 November [doi.org/10.36647/TTIDMKD/02.04.A006](https://doi.org/10.36647/TTIDMKD/02.04.A006)
- [32] Dr. Shashi Kant Gupta, Shaily Malik, "Application of Predictive Analytics in Agriculture", TTIDMKD. 2022 November; 2(4): 1-5. Published online 2022 November [doi.org/10.36647/TTIDMKD/02.04.A001](https://doi.org/10.36647/TTIDMKD/02.04.A001)
- [33] Dr. Shashi Kant Gupta, Budi Artono, "Bioengineering in the Development of Artificial Hips, Knees, and other joints. Ultrasound, MRI, and other Medical Imaging Techniques", TTIRAS. 2022 June; 2(2): 10–15. Published online 2022 June [doi.org/10.36647/TTIRAS/02.02.A002](https://doi.org/10.36647/TTIRAS/02.02.A002)
- [34] Dr. Shashi Kant Gupta, Dr. A. S. A. Ferdous Alam, "Concept of E Business Standardization and its Overall Process" TJAEE 2022 August; 1(3): 1–8. Published online 2022 August
- [35] A. Kishore Kumar, A. Alemran, D. A. Karras, S. Kant Gupta, C. Kumar Dixit and B. Haralayya, "An Enhanced Genetic Algorithm for Solving Trajectory Planning of Autonomous Robots," 2023 IEEE International Conference on Integrated Circuits and Communication Systems (ICICACS), Raichur, India, 2023, pp. 1-6, doi: 10.1109/ICICACS57338.2023.10099994
- [36] S. K. Gupta, V. S. Kumar, A. Khang, B. Hazela, N. T and B. Haralayya, "Detection of Lung Tumor using an efficient Quadratic Discriminant Analysis Model," 2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC), Mysore, India, 2023, pp. 1-6, doi: 10.1109/ICRTEC56977.2023.10111903.
- [37] S. K. Gupta, A. Alemran, P. Singh, A. Khang, C. K. Dixit and B. Haralayya, "Image Segmentation on Gabor Filtered images using Projective Transformation," 2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC), Mysore, India, 2023, pp. 1-6, doi: 10.1109/ICRTEC56977.2023.10111885.
- [38] S. K. Gupta, S. Saxena, A. Khang, B. Hazela, C. K. Dixit and B. Haralayya, "Detection of Number Plate in Vehicles using Deep Learning based Image Labeler Model," 2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC), Mysore, India, 2023, pp. 1-6, doi: 10.1109/ICRTEC56977.2023.10111862.
- [39] S. K. Gupta, W. Ahmad, D. A. Karras, A. Khang, C. K. Dixit and B. Haralayya, "Solving Roulette Wheel Selection Method using Swarm Intelligence for Trajectory Planning of Intelligent Systems," 2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC), Mysore, India, 2023, pp. 1-5, doi: 10.1109/ICRTEC56977.2023.10111861.
- [40] Shashi Kant Gupta, Olena Hrybiuk, NL Sowjanya Cherukupalli, Arvind Kumar Shukla (2023). Big Data Analytics Tools, Challenges and Its Applications (1<sup>st</sup> Ed.), CRC Press. ISBN 9781032451114

- [41] Shobhna Jeet, Shashi Kant Gupta, Olena Hrybiuk, Nupur Soni (2023). Detection of Cyber Attacks in IoT-based Smart Cities using Integrated Chain Based Multi-Class Support Vector Machine (1<sup>st</sup> Ed.), CRC Press. ISBN 9781032451114
- [42] Parin Somani, Shashi Kant Gupta, Chandra Kumar Dixit, Anchal Pathak (2023). AI-based Competency Model and Design in the Workforce Development System (1<sup>st</sup> Ed.), CRC Press. <https://doi.org/10.1201/9781003357070>
- [43] Shashi Kant Gupta, Alex Khang, Parin Somani, Chandra Kumar Dixit, Anchal Pathak (2023). Data Mining Processes and Decision-Making Models in Personnel Management System (1<sup>st</sup> Ed.), CRC Press. <https://doi.org/10.1201/9781003357070>
- [44] Alex Khang, Shashi Kant Gupta, Chandra Kumar Dixit, Parin Somani (2023). Data-driven Application of Human Capital Management Databases, Big Data, and Data Mining (1<sup>st</sup> Ed.), CRC Press. <https://doi.org/10.1201/9781003357070>
- [45] Chandra Kumar Dixit, Parin Somani, Shashi Kant Gupta, Anchal Pathak (2023). Data-centric Predictive Modelling of Turnover Rate and New Hire in Workforce Management System (1<sup>st</sup> Ed.), CRC Press. <https://doi.org/10.1201/9781003357070>
- [46] Anchal Pathak, Chandra Kumar Dixit, Parin Somani, Shashi Kant Gupta (2023). Prediction of Employee's Performance Using Machine Learning (ML) Techniques (1<sup>st</sup> Ed.), CRC Press. <https://doi.org/10.1201/9781003357070>
- [47] Worakamol Wisetsri, Varinder Kumar, Shashi Kant Gupta, "Managerial Autonomy and Relationship Influence on Service Quality and Human Resource Performance", Turkish Journal of Physiotherapy and Rehabilitation, Vol. 32, pp2, 2021.