

पेटेंट कार्यालय
शासकीय जर्नल

**OFFICIAL JOURNAL
OF
THE PATENT OFFICE**

निर्गमन सं. 18/2022
ISSUE NO. 18/2022

शुक्रवार
FRIDAY

दिनांक: 06/05/2022
DATE: 06/05/2022

पेटेंट कार्यालय का एक प्रकाशन
PUBLICATION OF THE PATENT OFFICE

(12) PATENT APPLICATION PUBLICATION

(19) INDIA

(22) Date of filing of Application :01/05/2022

(21) Application No.202211025481 A

(43) Publication Date : 06/05/2022

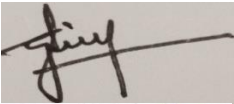
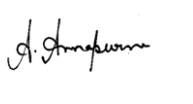

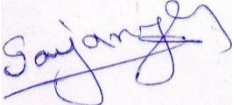
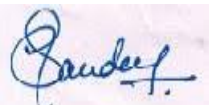
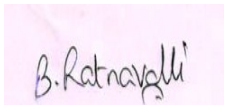
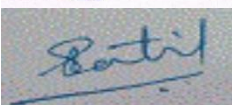
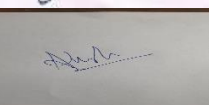
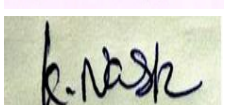
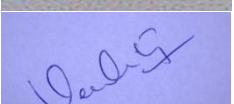
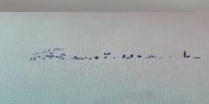
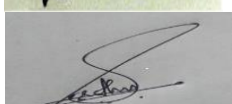
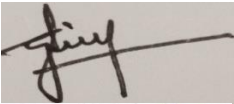
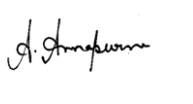

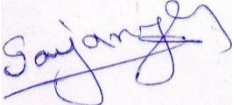
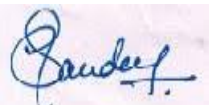
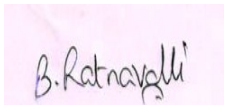
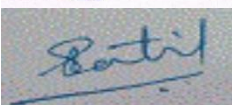
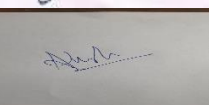
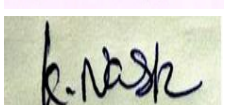
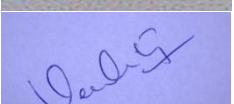
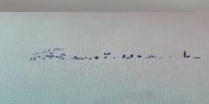
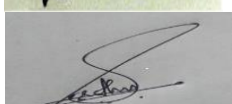
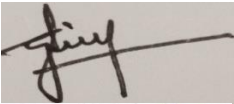
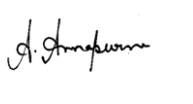

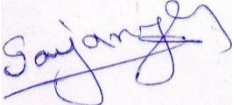
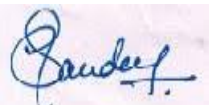
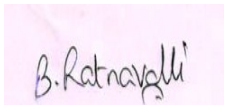
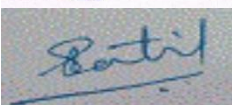
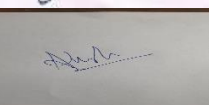
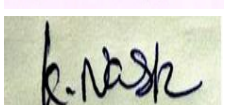
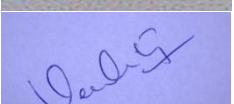
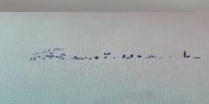
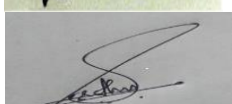
(54) Title of the invention : A SYSTEM FOR EVALUATING HRM AND ITS EFFECT ON EMPLOYEE, ORGANIZATIONAL AND FINANCIAL OUTCOMES IN BANKING SECTOR

<p>(51) International classification :G06Q0010060000, H03H0021000000, G06N0003040000, G06K0009200000, G06Q0010040000</p> <p>(86) International Application No :NA Filing Date :NA</p> <p>(87) International Publication No : NA</p> <p>(61) Patent of Addition to Application Number :NA Filing Date :NA</p> <p>(62) Divisional to Application Number :NA Filing Date :NA</p>	<p>(71)Name of Applicant : 1)Dr. Gurpreet Singh Address of Applicant :Professor, University Institute of Computing, Chandigarh University -Mohali - Punjab Pin : 140413 ----- 2)A Annapurna 3)Satish Rajarathnam 4)Bodhanapu Soujanya 5)Kasireddy Sandeep Reddy 6)Dr. B.Ratnavalli 7)Dr. Jayashree Patil Dake 8)Dr. Apoorwa Mishra 9)Prof. K Naraesh 10)Dr.Veena Christy 11)Dr.Sumitha.K 12)Sruthi S Name of Applicant : NA Address of Applicant : NA (72)Name of Inventor : 1)Dr. Gurpreet Singh Address of Applicant :Professor, University Institute of Computing, Chandigarh University -Mohali - Punjab Pin : 140413 ----- 2)A Annapurna Address of Applicant :Human Resources, HR, Fime India Pvt Ltd, Bangalore-56 ----- 3)Satish Rajarathnam Address of Applicant :SVP HR, Human Resources, Swiss School of Business Management, Geneva Pin : 1213 ----- 4)Bodhanapu Soujanya Address of Applicant :Assistant Professor, School of Management Studies, Guru Nanak Institutions Technical Campus, Ibrahimpatnam, R.R.District, Hyderabad, Pin: 501506 ----- ----- 5)Kasireddy Sandeep Reddy Address of Applicant :Assistant Professor, School of Management Studies, Gurunanak Institutions Technical Campus, Ibrahimpatnam, Hyderabad, Rangareddy Dist. Telangana, Pin: 501506 ----- 6)Dr. B.Ratnavalli Address of Applicant :Assistant professor, KL Business school, Konerulakshmiah educational foindation, green fields, Vaddeswaram Pin:522502 ----- 7)Dr. Jayashree Patil Dake Address of Applicant :Assistant Professor in Economics, KPB Hinduja College of Commerce, 315, New Charni Road, Mumbai Pin: 400004 ----- 8)Dr. Apoorwa Mishra Address of Applicant :Associate Professor, Management Studies, Shri Shankaracharya Institute of Professoinal Management and Technology, Chhattisgarh Pin 492015 -----</p>
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FORM 1 THE PATENTS ACT 1970 (39 of 1970) and THE PATENTS RULES, 2003 APPLICATION FOR GRANT OF PATENT (See section 7, 54 and 135 and sub-rule (1) of rule 20)				(FOR OFFICE USE ONLY)	
				Application No.	
				Filing date:	
				Amount of Fee paid:	
				CBR No:	
				Signature:	
1. APPLICANT'S REFERENCE / IDENTIFICATION NO. (AS ALLOTTED BY OFFICE)					
2. TYPE OF APPLICATION [Please tick (✓) at the appropriate category]					
Ordinary (✓)		Convention ()		PCT-NP ()	
Divisional ()	Patent of Addition ()	Divisional ()	Patent of Addition ()	Divisional ()	Patent of Addition ()
3A. APPLICANT(S)					
Name In Full		Nationality	Country of Residence	Address of the Applicant	
1. Dr. Gurpreet Singh		INDIAN	India	Professor, University Institute of Computing, Chandigarh University - Mohali - Punjab Pin : 140413	
2. A Annapurna		INDIAN	India	Human Resources, HR, Fime India Pvt Ltd, Bangalore-56	
3. Satish Rajarathnam		INDIAN	Switzerland	SVP HR, Human Resources, Swiss School of Business Management, Geneva Pin : 1213	
4. Bodhanapu Soujanya		INDIAN	India	Assistant Professor, School of Management Studies, Guru Nanak Institutions Technical Campus, Ibrahimpatnam, R.R.District, Hyderabad, Pin: 501506	

5. Kasireddy Sandeep Reddy	INDIAN	India	Assistant Professor, School of Management Studies, Gurunanak Institutions Technical Campus, Ibrahimpatnam, Hyderabad, Rangareddy Dist. Telangana, Pin: 501506
6. Dr. B.Ratnavalli	INDIAN	India	Assistant professor, KL Business school, Konerulakshmiah educational foindation, green fields, Vaddeswaram Pin:522502
7. Dr. Jayashree Patil Dake	INDIAN	India	Assistant Professor in Economics, KPB Hinduja College of Commerce, 315, New Charni Road, Mumbai Pin: 400004
8. Dr. Apoorwa Mishra	INDIAN	India	Associate Professor, Management Studies, Shri Shankaracharya Institute of Professoinal Management and Technology, Chhattisgarh Pin 492015
9. Prof. K Naraesh	INDIAN	India	Assistant Professor, Department-B COM PA, Sri Ramakrishna College of Arts and Science 2XCP+WQ4, Bus Stop, Avinashi Road Between Fun Mall & Lakshmi Mills, Nava India Rd, Peelamedu, Tamil Nadu 641006
10. Dr. Veena Christy	INDIAN	India	Associate Professor, BBA, Bharath Institute of Higher Education and Research, #173 Agharam Road Selaiyur, Chennai- 600 073. Tamil Nadu, India Pincode: 600073
11. Dr. Sumitha.K	INDIAN	India	Associate Professor & HOD-UG 5, Management, East point college of Higher education, Avalahalli, Bangalore
12. Sruthi S	INDIAN	India	Assistant Professor, Department of Commerce, Gregorian College of Advanced Studies, Trivandrum
3B. CATEGORY OF APPLICANT [Please tick (✓) at the appropriate category]			
Natural Person (✓)		Other than Natural Person	
		Small Entity ()	Startup () Others ()
4. INVENTOR(S) [Please tick (✓) at the appropriate category]			

Are all the inventor(s) same as the applicant(s) named above?	Yes (✓)	No ()			
If "No", furnish the details of the inventor(s)					
Name in Full	Nationality	Country of Residence	Address of the Inventor		
Same as Applicant					
5. TITLE OF THE INVENTION					
"A SYSTEM FOR EVALUATING HRM AND ITS EFFECT ON EMPLOYEE, ORGANIZATIONAL AND FINANCIAL OUTCOMES IN BANKING SECTOR"					
6. AUTHORISED REGISTERED PATENT AGENT(S)		IN/PA No.			
		Name			
		Mobile No.			
7. ADDRESS FOR SERVICE OF APPLICANT IN INDIA		Name	Dr. Gurpreet Singh		
		Postal Address	Professor, University Institute of Computing, Chandigarh University - Mohali - Punjab Pin : 140413		
		Telephone No.			
		Mobile No.	9888681501		
		Fax No.			
		E-mail ID	drgppts@gmail.com		
		8. IN CASE OF APPLICATION CLAIMING PRIORITY OF APPLICATION FILED IN CONVENTION COUNTRY, PARTICULARS OF CONVENTION APPLICATION			
Country	Application Number	Filing date	Name of the applicant	Title of the invention	IPC (as classified in the convention country)
9. IN CASE OF PCT NATIONAL PHASE APPLICATION, PARTICULARS OF INTERNATIONAL APPLICATION FILED UNDER PATENT CO-OPERATION TREATY (PCT)					
International application number			International filing date		
10. IN CASE OF DIVISIONAL APPLICATION FILED UNDER SECTION 16, PARTICULARS OF ORIGINAL (FIRST) APPLICATION					
Original (first) application No.			Date of filing of original (first) application		

11. IN CASE OF PATENT OF ADDITION FILED UNDER SECTION 54, PARTICULARS OF MAIN APPLICATION OR PATENT																											
Main application/patent No.:	Date of filing of main application																										
12. DECLARATIONS																											
<p>(i) Declaration by the inventor(s)</p> <p>(In case the applicant is an assignee: the inventor(s) may sign herein below or the applicant may upload the assignment or enclose the assignment with this application for patent or send the assignment by post/electronic transmission duly authenticated within the prescribed period).</p> <p>I/We, the above named inventor(s) is/are the true & first inventor(s) for this Invention and declare that the applicant(s) herein is/are my/our assignee or legal representative.</p> <p>(a) Date 01/05/2022</p> <table border="1"> <thead> <tr> <th>(b) Name</th> <th>(c) Signature</th> </tr> </thead> <tbody> <tr> <td>1. Dr. Gurpreet Singh</td> <td></td> </tr> <tr> <td>2. A Annapurna</td> <td></td> </tr> <tr> <td>3. Satish Rajarathnam</td> <td></td> </tr> <tr> <td>4. Bodhanapu Soujanya</td> <td></td> </tr> <tr> <td>5. Kasireddy Sandeep Reddy</td> <td></td> </tr> <tr> <td>6. Dr. B.Ratnavalli</td> <td></td> </tr> <tr> <td>7. Dr. Jayashree Patil Dake</td> <td></td> </tr> <tr> <td>8. Dr. Apoorwa Mishra</td> <td></td> </tr> <tr> <td>9. Prof. K Naraesh</td> <td></td> </tr> <tr> <td>10. Dr. Veena Christy</td> <td></td> </tr> <tr> <td>11. Dr. Sumitha.K</td> <td></td> </tr> <tr> <td>12. Sruthi S</td> <td></td> </tr> </tbody> </table>		(b) Name	(c) Signature	1. Dr. Gurpreet Singh		2. A Annapurna		3. Satish Rajarathnam		4. Bodhanapu Soujanya		5. Kasireddy Sandeep Reddy		6. Dr. B.Ratnavalli		7. Dr. Jayashree Patil Dake		8. Dr. Apoorwa Mishra		9. Prof. K Naraesh		10. Dr. Veena Christy		11. Dr. Sumitha.K		12. Sruthi S	
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<p>(ii) Declaration by the applicant(s) in the convention country</p> <p>(In case the applicant in India is different than the applicant in the convention country: the applicant in the convention country may sign herein below or applicant in India may upload the assignment from the applicant in the convention country or enclose the said assignment with this application for patent or send the assignment by post/electronic transmission duly authenticated within the prescribed period)</p> <p>I/We, the applicant(s) in the convention country declare that the applicant(s) herein is/are my/our assignee or legal representative.</p> <p>(a) Date</p> <p>(b) Signature(s)</p> <p>(c) Name(s) of the signatory</p>																											

(iii) Declaration by the applicant(s)

I/We the applicant(s) hereby declare(s) that: -

- € I am/ We are in possession of the above-mentioned invention.
- € The provisional/complete specification relating to the invention is filed with this application.
- € ~~The invention as disclosed in the specification uses the biological material from India and the necessary permission from the competent authority shall be submitted by me/us before the grant of patent to me/us.~~
- € There is no lawful ground of objection(s) to the grant of the Patent to me/us.
- € I am/we are the true & first inventor(s).
- € ~~I am/we are the assignee or legal representative of true & first inventor(s).~~
- € ~~The application or each of the applications, particulars of which are given in Paragraph-8, was the first application in convention country/countries in respect of my/our invention(s).~~
- € ~~I/We claim the priority from the above mentioned application(s) filed in convention country/countries and state that no application for protection in respect of the invention had been made in a convention country before that date by me/us or by any person from which I/We derive the title.~~
- € ~~My/our application in India is based on international application under Patent Cooperation Treaty (PCT) as mentioned in Paragraph-9.~~
- € ~~The application is divided out of my /our application particulars of which is given in Paragraph-10 and pray that this application may be treated as deemed to have been filed on DD/MM/YYYY under section 16 of the Act.~~
- € ~~The said invention is an improvement in or modification of the invention particulars of which are given in Paragraph-11.~~

13. FOLLOWING ARE THE ATTACHMENTS WITH THE APPLICATION

(a) Form 2

Item	Details	Fee	Remarks
Complete/ Provisional specification) #	No. of pages: 17		
No. of Claim(s)	No. of claims: 09 No. of pages: 02		
Abstract	No. of pages: 01		
No. of Drawing(s)	No. of drawings: 02 No. of pages: 01		

In case of a complete specification, if the applicant desires to adopt the drawings filed with his provisional specification as the drawings or part of the drawings for the complete specification under rule 13(4), the number of such pages filed with the provisional specification are required to be mentioned here.

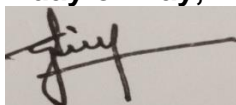
- (b) Complete specification (in conformation with the international application)/as amended before the International Preliminary Examination Authority (IPEA), as applicable (2 copies).
- (c) Sequence listing in electronic form
- (d) Drawings (in conformation with the international application)/as amended before the International Preliminary Examination Authority (IPEA), as applicable (2 copies).
- (e) Priority document(s) or a request to retrieve the priority document(s) from DAS (Digital Access Service) if the applicant had already requested the office of first filing to make the priority document(s) available to DAS.
- (f) Translation of priority document/Specification/International Search Report/International Preliminary Report on Patentability.
- (g) Statement and Undertaking on Form 3
- (h) Declaration of Inventorship on Form 5
- (i) Power of Authority

(j) **Total fee ₹.....in Cash/ Banker's Cheque /Bank Draft bearing No.....**
Date on Bank.

I/We hereby declare that to the best of my/our knowledge, information and belief the fact and matters slated herein are correct and I/We request that a patent may be granted to me/us for the said invention.

Dated this 1st day of May, 2022

Signature:



Name: Dr. Gurpreet Singh et. al.

To,
The Controller of Patents
The Patent Office, at Delhi

Note: -

- * Repeat boxes in case of more than one entry.
- * To be signed by the applicant(s) or by authorized registered patent agent otherwise where mentioned.
- * Tick (/)/cross (x) whichever is applicable/not applicable in declaration in paragraph-12.
- * Name of the inventor and applicant should be given in full, family name in the beginning.
- * Strike out the portion which is/are not applicable.

* For fee: See First Schedule”;

FORM 2

THE PATENTS ACT, 1970

(39 of 1970)

&

The Patent Rules, 2003

COMPLETE SPECIFICATION

(See section 10 and rule 13)

TITLE OF THE INVENTION

“A SYSTEM FOR EVALUATING HRM AND ITS EFFECT ON EMPLOYEE,
ORGANIZATIONAL AND FINANCIAL OUTCOMES IN BANKING SECTOR”

We, applicant(s)

NAME	NATIONALITY	ADDRESS
1. Dr. Gurpreet Singh	INDIAN	Professor, University Institute of Computing, Chandigarh University -Mohali - Punjab Pin : 140413
2. A Annapurna	INDIAN	Human Resources, HR, Fime India Pvt Ltd, Bangalore-56
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4. Bodhanapu Soujanya	INDIAN	Assistant Professor, School of Management Studies, Guru Nanak Institutions Technical Campus, Ibrahimpatnam, R.R.District, Hyderabad, Pin: 501506
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		Gurunanak Institutions Technical Campus, Ibrahimpatnam, Hyderabad, Rangareddy Dist. Telangana, Pin: 501506
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9. Prof. K Naraesh	INDIAN	Assistant Professor, Department-B COM PA, Sri Ramakrishna College of Arts and Science 2XCP+WQ4, Bus Stop, Avinashi Road Between Fun Mall & Lakshmi Mills, Nava India Rd, Peelamedu, Tamil Nadu 641006
10. Dr. Veena Christy	INDIAN	Associate Professor, BBA, Bharath Institute of Higher Education and Research, #173 Agharam Road Selaiyur, Chennai- 600 073. Tamil Nadu, India Pincode: 600073
11. Dr. Sumitha.K	INDIAN	Associate Professor & HOD-UG 5, Management, East point college of Higher education, Avalahalli, Bangalore
12. Sruthi S	INDIAN	Assistant Professor, Department of Commerce, Gregorian College of Advanced Studies, Trivandrum

The following specification particularly describes the nature of the invention and the manner in which it is performed:

FIELD OF THE INVENTION

[001] The present invention relates to the field of the human capital management platform for enterprise level human capital management apparatus, system and method thereof. The invention more particularly relates to a system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector using machine learning techniques and method thereof.

BACKGROUND OF THE INVENTION

[002] The following description provides the information that may be useful in understanding the present invention. It is not an admission that any of the information provided herein is prior art or relevant to the presently claimed invention, or that any publication specifically or implicitly referenced is prior art.

[003] Further, the approaches described in this section are approaches that could be pursued, but not necessarily approaches that have been previously conceived or pursued. Therefore, unless otherwise indicated, it should not be assumed that any of the approaches described in this section qualify as prior art merely by virtue of their inclusion in this section.

[004] Human resource management (HRM) systems must provide support for diverse applications such as, but not limited to, compensation planning and execution, performance appraisal and management, alignment of compensation and performance, benefits administration, benefits user self-service, and the like. There exists a need for a scalable HRM system and methods that can facilitate the effective application of these services to a wide range of entity sizes, structures, and business processes while ensuring a high

degree of configurability and client data separation for use on distributed, networked computing environments and also in cloud computing.

[005] Accordingly, on the basis of aforesaid facts, there remains a need in the prior art to provide a system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector and method thereof. The proposed system overcomes the problem and provides the compensation management applications, which can include a performance driven compensation application, a compensation planner application, or the like and, the compensation planner with facilitate in cycle and out of cycle planning. Therefore, it would be useful and desirable to have a system, method, apparatus and interface to meet the above-mentioned needs.

SUMMARY OF THE PRESENT INVENTION

[006] In view of the foregoing disadvantages inherent in the known types of conventional HRM system and performance evaluation method thereof, are now present in the prior art, the present invention provides a system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector and method thereof, which has all the advantages of the prior art and none of the disadvantages. The object of the present invention is to avoid the above-mentioned problems and create a unified system for providing the better and efficient real-time scalable platform for enterprise level human capital management including, but not limited to, performance, compensation, benefits, and the like.

[007] The main aspect of the present invention is to provide a kind of HRM system and method based on the groups may be configured independently of a hierarchy associated with the entity. In the aspect of the invention, the

persistence layer may further include security for limiting access to the database. In the aspect of the invention, the security may allow a plurality of independently accessible domain models to be stored in the database. In the aspect of the invention, the independently accessible domain models may be stored in separate schemas.

[008] Another aspect of the present invention, in which the user can be an employee, a manager, a platform administrator, and the like. Further, the domain model may comprise, but not limited to, domain objects representing employee compensation information, employee performance information, or some other type of domain objects.

[009] The proposed system and method is implemented on the processing unit functioning with, but not limited to, the Field Programmable Gate Arrays (FPGAs) and the like, PC, Microcontroller and with other known processors to have computer algorithms and instruction up gradation for supporting many applications domain where the aforesaid problems to solution is required.

[010] In this respect, before explaining at least one object of the invention in detail, it is to be understood that the invention is not limited in its application to the details of set of rules and to the arrangements of the various models set forth in the following description or illustrated in the drawings. The invention is capable of other objects and of being practiced and carried out in various ways, according to the need of that industry. Also, it is to be understood that the phraseology and terminology employed herein are for the purpose of description and should not be regarded as limiting.

[011] These together with other objects of the invention, along with the various features of novelty which characterize the invention, are pointed out with

particularity in the disclosure. For a better understanding of the invention, its operating advantages and the specific objects attained by its uses, reference should be made to the accompanying drawings and descriptive matter in which there are illustrated preferred embodiments of the invention.

BRIEF DESCRIPTION OF THE DRAWINGS

[012] The invention will be better understood and objects other than those set forth above will become apparent when consideration is given to the following detailed description thereof. Such description makes reference to the annexed drawings wherein:

[013] **FIG. 1**, illustrates a schematic diagram of a system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector and method thereof, in accordance with an embodiment of the present invention; and

[014] **FIG. 2**, illustrates another block diagram of the system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector and method thereof, in accordance with an embodiment of the present invention.

DETAILED DESCRIPTION OF THE INVENTION

[015] While the present invention is described herein by way of example using embodiments and illustrative drawings, those skilled in the art will recognize that the invention is not limited to the embodiments of drawing or drawings described and are not intended to represent the scale of the various components. Further, some components that may form a part of the invention may not be illustrated in certain figures, for ease of illustration, and such

omissions do not limit the embodiments outlined in any way. It should be understood that the drawings and detailed description thereto are not intended to limit the invention to the particular form disclosed, but on the contrary, the invention is to cover all modifications, equivalents, and alternatives falling within the scope of the present invention as defined by the appended claims. As used throughout this description, the word "may" is used in a permissive sense (i.e. meaning having the potential to), rather than the mandatory sense, (i.e. meaning must). Further, the words "a" or "an" mean "at least one" and the word "plurality" means "one or more" unless otherwise mentioned. Furthermore, the terminology and phraseology used herein is solely used for descriptive purposes and should not be construed as limiting in scope. Language such as "including," "comprising," "having," "containing," or "involving," and variations thereof, is intended to be broad and encompass the subject matter listed thereafter, equivalents, and additional subject matter not recited, and is not intended to exclude other additives, components, integers or steps. Likewise, the term "comprising" is considered synonymous with the terms "including" or "containing" for applicable legal purposes. Any discussion of documents, acts, materials, devices, articles and the like is included in the specification solely for the purpose of providing a context for the present invention. It is not suggested or represented that any or all of these matters form part of the prior art base or were common general knowledge in the field relevant to the present invention.

[016] In this disclosure, whenever a composition or an element or a group of elements is preceded with the transitional phrase "comprising", it is understood that we also contemplate the same composition, element or group

of elements with transitional phrases “consisting of”, “consisting”, “selected from the group of consisting of”, “including”, or “is” preceding the recitation of the composition, element or group of elements and vice versa.

[017] The present invention is described hereinafter by various embodiments with reference to the accompanying drawings, wherein reference numerals used in the accompanying drawing correspond to the like elements throughout the description. This invention may, however, be embodied in many different forms and should not be construed as limited to the embodiment set forth herein. Rather, the embodiment is provided so that this disclosure will be thorough and complete and will fully convey the scope of the invention to those skilled in the art. In the following detailed description, numeric values and ranges are provided for various aspects of the implementations described. These values and ranges are to be treated as examples only and are not intended to limit the scope of the claims. In addition, a number of materials are identified as suitable for various facets of the implementations. These materials are to be treated as exemplary and are not intended to limit the scope of the invention.

[018] Referring now to the drawings, these are illustrated in FIG. 1 & 2, the present invention discloses a system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector and method thereof. The system is comprised of, but not limited to, at least one processing unit; non-transitory computer-readable media storing instructions which, when executed by the one or more processors, cause: an input device for receiving a set of changes to domain object data with respect to financial outcome.

[019] In accordance with another embodiment of the present invention, a processing unit to process a copy of a portion of the domain model, creating a shadow model and further, configuring an update filter for the shadow model, the update filter determining frozen portions of the shadow model; and
5 applying changes in data with an output unit to the domain model, and to the shadow model based on the update filter unit.

[020] In accordance with another embodiment of the present invention, a real-time database is configured for storing a compensation domain model in a persistence layer of a human capital platform and further, manipulating
10 domain objects of the domain model with compensation management applications.

[021] In accordance with another embodiment of the present invention, the processing unit is further configured for the compensation management applications within a business logic layer of the platform and further providing
15 on a user interface for facilitating user interaction with the applications using a presentation layer of the platform.

[022] In accordance with another embodiment of the present invention, the processing unit is further configured for dividing and update task and placed into a critical list and the second update task is placed into a non-critical list
20 and prioritizing, the updated task as a critical task after placing the first update task into the critical list.

[023] In accordance with another embodiment of the present invention, the processing unit is further configured with an artificial intelligence unit for prioritizing another updated task as a non-critical task after placing another
25 update task into the non-critical list.

[024] In accordance with another embodiment of the present invention, the processing unit is further configured with an artificial intelligence unit for scheduling execution of the updated task and another updated task based on priority of the critical task and the non-critical task and further, converting the data item into a format accepted by the HRM services.

[025] In accordance with another embodiment of the present invention, the processing unit is further configured with an artificial intelligence unit for converting the data item into another format and accepted by the HRM service for executing, the event identified, the updated task to update the HRM service.

[026] Further, the exemplary computer system for implementing various embodiments consistent with the present disclosure, which may be used for implementing a system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector and method thereof.

Computer system may comprise a central processing unit ("CPU" or "processor"). Processor may comprise at least one data processor for executing program components for executing user or system-generated requests. A user may include a person, a person using a device such as such as those included in this disclosure, or such a device itself. The processor may include specialized processing units such as integrated system (bus) controllers, memory management control units, floating point units, graphics processing units, digital signal processing units, etc. The processor may include a microprocessor, such as AMD Athlon, Duron or Opteron, ARM's application, embedded or secure processors, IBM PowerPC, Intel's Core, Itanium, Xeon, Celeron or other line of processors, etc. The processor may be

implemented using mainframe, distributed processor, multi-core, parallel, grid, or other architectures. Some embodiments may utilize embedded technologies like application-specific integrated circuits (ASICs), digital signal processors (DSPs), Field Programmable Gate Arrays (FPGAs), etc.

5 **[027]** Processor may be disposed in communication with one or more input/output (I/O) devices via I/O interfaces. The I/O interfaces may employ communication protocols/methods such as, without limitation, audio, analog, digital, monoaural, RCA, stereo, IEEE-1394, serial bus, universal serial bus (USB), infrared, PS/2, BNC, coaxial, component, composite, digital visual
10 interface (DVI), high-definition multimedia interface (HDMI), RF antennas, S-Video, VGA, IEEE 802.n /b/g/n/x, Bluetooth, cellular (e.g., code-division multiple access (CDMA), high-speed packet access (HSPA+), global system for mobile communications (GSM), long-term evolution (LTE), WiMax, or the like), etc.

15 **[028]** In some embodiments, the processor may be disposed in communication with one or more memory devices (e.g., RAM, ROM, etc.) via a storage interface. The storage interface may connect to memory devices including, without limitation, memory drives, removable disc drives, etc., employing connection protocols such as serial advanced technology
20 attachment (SATA), integrated drive electronics (IDE), IEEE-1394, universal serial bus (USB), fiber channel, small computer systems interface (SCSI), etc. The memory drives may further include a drum, magnetic disc drive, magneto-optical drive, optical drive, redundant array of independent discs (RAID), solid-state memory devices, solid-state drives, etc. The memory devices may store
25 a collection of program or database components, including, without limitation,

an operating system, user interface application, web browser, mail server, mail client, user/application data (e.g., any data variables or data records discussed in this disclosure), etc. The operating system may facilitate resource management and operation of the computer system. Examples of operating systems include, without limitation, Apple Macintosh OS X, Unix, Unix-like system distributions (e.g., Berkeley Software Distribution (BSD), FreeBSD, NetBSD, OpenBSD, etc.), Linux distributions (e.g., Red Hat, Ubuntu, Kubuntu, etc.), IBM OS/2, Microsoft Windows, Apple iOS, Google Android, Blackberry OS, or the like.

[029] The word “module,” “model” “algorithms” and the like as used herein, refers to logic embodied in hardware or firmware, or to a collection of software instructions, written in a programming language, such as, for example, Java, C, Python or assembly. One or more software instructions in the modules may be embedded in firmware, such as an EPROM. It will be appreciated that modules may comprised connected logic units, such as gates and flip-flops, and may comprise programmable units, such as programmable gate arrays or processors. The modules described herein may be implemented as either software and/or hardware modules and may be stored in any type of computer-readable medium or other computer storage device. Further, in various embodiments, the processor is one of, but not limited to, a general-purpose processor, an application specific integrated circuit (ASIC) and a field-programmable gate array (FPGA) processor. Furthermore, the data repository may be a cloud-based storage or a hard disk drive (HDD), Solid state drive (SSD), flash drive, ROM or any other data storage means.

[030] The above-mentioned invention is provided with the preciseness in its real-world applications, the present invention pertains to provide a system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector and method thereof. For example, the processing unit is executing the updated task comprises sending the data item in the format to the HRM services and executing based on the event identified, another updated task to update the second HR service. Further, the processing unit is further executing another update task comprises sending the data item in the second format to the second HR service, and further, the HRM services and form a portion of an HR management system for the user.

[031] It is to be understood that the above description is intended to be illustrative, and not restrictive. For example, the above-discussed embodiments may be used in combination with each other. Many other embodiments will be apparent to those of skill in the art upon reviewing the above description.

[034] The benefits and advantages which may be provided by the present invention have been described above with regard to specific embodiments. These benefits and advantages, and any elements or limitations that may cause them to occur or to become more pronounced are not to be construed as critical, required, or essential features of any or all of the embodiments.

[032] While the present invention has been described with reference to particular embodiments, it should be understood that the embodiments are illustrative and that the scope of the invention is not limited to these embodiments. Many variations, modifications, additions and improvements to the embodiments described above are possible. It is contemplated that these

variations, modifications, additions and improvements fall within the scope of the invention.

We Claim:

1. A system for evaluating HRM and its effect on employee, organizational and financial outcomes in banking sector, comprising:

at least one processing unit;

- 5 non-transitory computer-readable media storing instructions which, when executed by the one or more processors, cause:

an input device for receiving a set of changes to domain object data with respect to financial outcome; and

- 10 a processing unit to process a copy of a portion of the domain model, creating a shadow model and further, configuring an update filter for the shadow model, the update filter determining frozen portions of the shadow model; and applying changes in data with an output unit to the domain model, and to the shadow model based on the update filter unit.

2. The system as claimed in claim 1, wherein a real-time database is configured

- 15 for storing a compensation domain model in a persistence layer of a human capital platform and further, manipulating domain objects of the domain model with compensation management applications.

3. The system as claimed in claim 1, wherein the processing unit is further configured for the compensation management applications within a business logic

- 20 layer of the platform and further providing on a user interface for facilitating user interaction with the applications using a presentation layer of the platform.

4. The system as claimed in claim 1, wherein the processing unit is further configured for dividing and update task and placed into a critical list and the second

- 25 update task is placed into a non-critical list and prioritizing, the updated task as a critical task after placing the first update task into the critical list.

5. The system as claimed in claim 1, wherein the processing unit is further configured with an artificial intelligence unit for prioritizing another updated task as a non-critical task after placing another update task into the non-critical list.

6. The system as claimed in claim 1, wherein the processing unit is further configured with an artificial intelligence unit for scheduling execution of the updated task and another updated task based on priority of the critical task and the non-critical task and further, converting the data item into a format accepted by the HRM services.

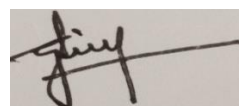
7. The system as claimed in claim 1, wherein the processing unit is further configured with an artificial intelligence unit for converting the data item into another format and accepted by the HRM service for executing, the event identified, the updated task to update the HRM service.

8. The system as claimed in claim 1, wherein the processing unit is further executing the update task comprises sending the data item in the format to the HRM services and executing based on the event identified, another updated task to update the second HR service.

9. The system as claimed in claim 1, wherein the processing unit is further executing another update task comprises sending the data item in the second format to the second HR service, and further, the HRM services and form a portion of an HR management system for the user.

Dated this 1st day of May, 2022

Signature:



Applicant(s)

Dr. Gurpreet Singh et. al.

ABSTRACT

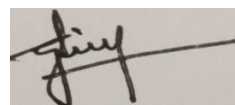
A SYSTEM FOR EVALUATING HRM AND ITS EFFECT ON EMPLOYEE, ORGANIZATIONAL AND FINANCIAL OUTCOMES IN BANKING SECTOR

[033] The present invention discloses a system for evaluating HRM and its effect
5 on employee, organizational and financial outcomes in banking sector and
method thereof. The system includes, but not limited to, at least one processing
unit; a non-transitory computer-readable media storing instructions which, when
executed by the one or more processors, cause: an input device for receiving a
set of changes to domain object data with respect to financial outcome; and a
10 processing unit to process a copy of a portion of the domain model, creating a
shadow model and further, configuring an update filter for the shadow model, the
update filter determining frozen portions of the shadow model; and applying
changes in data with an output unit to the domain model, and to the shadow
model based on the update filter unit.

Accompanied Drawing **[FIG. 1]**

Dated this 1st day of May, 2022

Signature:



Applicant(s)

Dr. Gurpreet Singh et. al.

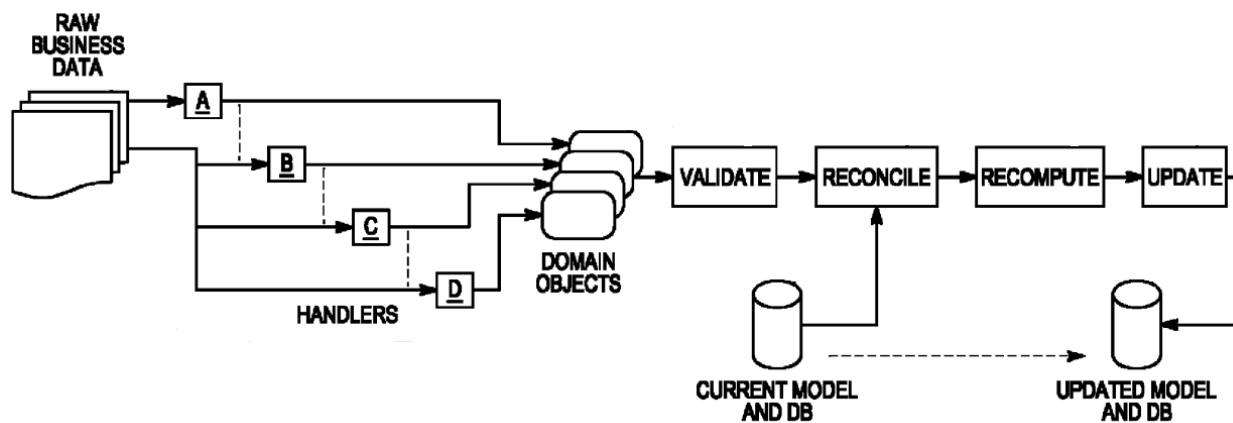


FIG. 1

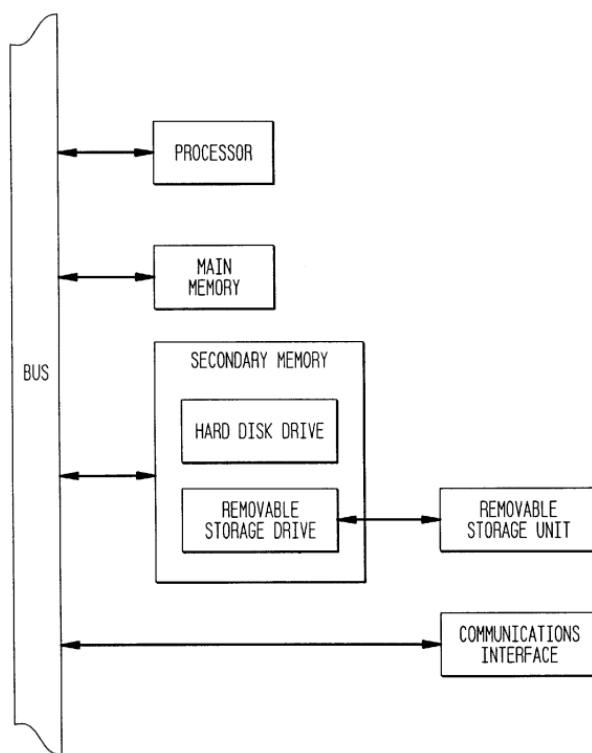


FIG. 2

Dated this 1st day of May, 2022

Signature:

Applicant(s) Name: Dr. Gurpreet Singh et. al.

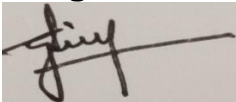
FORM 3
THE PATENTS ACT,
1970 (39 of 1970)
and
THE PATENTS RULES, 2003
STATEMENT AND UNDERTAKING UNDER
SECTION 8
(See section 8; Rule 12)

1. Name of the applicant(s).	I/We Dr. Gurpreet Singh et. al., all are citizen of India, Address of one of the Applicant: Professor, University Institute of Computing, Chandigarh University -Mohali – Punjab, Pin : 140413.
------------------------------	---

2. Name, address and nationality of the joint applicant.	(i) that I/We have not made any application for the same/substantially the same invention outside India Or (ii) that I/We who have made this application No... dated alone/jointly with made for the same/ substantially same invention, application(s) for patent in the other countries, the particulars of which are given below:
--	---

Name of the Country	Date of Application	Application No.	Status of the Application	Date of Publication	Date of grant
-	-	-	-	-	-

3. Name and address of the assignee	(iii) that the rights in the application(s) has/have been assigned to none that I/We undertake that upto the date of grant of the patent by the Controller, I/We would keep him informed in writing the details regarding corresponding applications for patents filed outside India within six months from the date of filing of such application. Dated this 1st day of May, 2022
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4. To be signed by the applicant or his authorized registered patent agent.	Signature: 
5. Name of the natural person who has signed.	Dr. Gurpreet Singh et. al. Name of the Applicant(s)
	To The Controller of Patents, The Patent Office, at Delhi
Note.- Strike out whichever is not applicable;	

FORM- 5
THE PATENTS ACT, 1970
(39 of 1970)
&
The Patents Rules, 2003
DECLARATION AS TO INVENTORSHIP
[See Section 10(6) and Rule 13(6)]

1. NAME OF THE APPLICANT(S)

I/We Dr. Gurpreet Singh et. al., all are citizen of India, Address of one of the Applicant: Professor, University Institute of Computing, Chandigarh University - Mohali – Punjab, Pin : 140413.

hereby declare that the true and first inventor(s) of the invention disclosed in the complete specification filed in pursuance of ~~my~~/ our application numbered _____ dated 01/05/2022 ~~is~~/are

2. INVENTOR(S)

(a) NAME	(b) NATIONALITY	(c) ADDRESS
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10. Dr. Veena Christy	INDIAN	Associate Professor, BBA, Bharath Institute of Higher Education and Research, #173 Agharam Road Selayur, Chennai- 600 073. Tamil Nadu, India Pincode: 600073
11. Dr. Sumitha. K	INDIAN	Associate Professor & HOD-UG 5, Management, East point college of Higher education, Avalahalli, Bangalore
12. Sruthi S	INDIAN	Assistant Professor, Department of Commerce, Gregorian College of Advanced Studies, Trivandrum
<p>3. DECLARATION TO BE GIVEN WHEN THE APPLICATION IN INDIA IS FILED BY THE APPLICANT(S) IN THE CONVENTION COUNTRY: -</p> <p style="text-align: center;">N.A.</p> <p>We the applicant(s) in the convention country hereby declare that our right to apply for a patent in India is by way of assignment from the true and first inventor(s).</p>		
<p>Dated this 1st day of May, 2022</p> <p style="text-align: right;">Dr. Gurpreet Singh et. al. Applicant(s)</p> <p>To, The Controller of Patents The Patent Office, Delhi</p>		

FORM 9

THE PATENT ACT, 1970
(39 of 1970)
&
THE PATENTS RULES, 2003

REQUEST FOR PUBLICATION

[See section 11A (2) rule 24A]

I/We **Dr. Gurpreet Singh,A Annapurna,Satish Rajarathnam,Bodhanapu Soujanya,Kasireddy Sandeep Reddy,Dr. B.Ratnavalli,Dr. Jayashree Patil Dake,Dr. Apoorwa Mishra,Prof. K Naraesh,Dr.Veena Christy,Dr.Sumitha.K,Sruthi S** hereby request for early publication of my/our [Patent Application No.] TEMP/E-1/28161/2022-DEL

Dated **01/05/2022 00:00:00** under section 11A(2) of the Act.

Dated this(Final Payment Date):-----

Signature

Name of the signatory

To,
The Controller of Patents,
The Patent Office,
At New Delhi

This form is electronically generated.