

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

I
J
R
C
M



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

[Ulrich's Periodicals Directory ©, ProQuest, U.S.A.](#), [EBSCO Publishing, U.S.A.](#), [Cabell's Directories of Publishing Opportunities, U.S.A.](#), [Google Scholar](#),

[Open J-Gate, India](#) [link of the same is duly available at [Inflibnet of University Grants Commission \(U.G.C.\)](#)],

[The American Economic Association's electronic bibliography, EconLit, U.S.A.](#),

[Index Copernicus Publishers Panel, Poland](#) with [IC Value of 5.09](#) & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than **5000 Cities** in **187 countries/territories** are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

<http://ijrcm.org.in/>

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	IMPACT OF THE TAX PROPOSALS IN THE UNION BUDGET FOR 2016-17 ON INDIVIDUAL INCOME TAX ASSESSEES: AN ANALYSIS <i>DR. DHANANJOY RAKSHIT</i>	1
2.	STRESS MANAGEMENT: A SPECIAL FOCUS ON SOFTWARE EMPLOYEES IN TWIN CITIES OF HYDERABAD & SECUNDERABAD <i>K.SRI RANGA LAKSHMI, B. SUBBA RAO & B. SUDHAKAR REDDY</i>	3
3.	AN EMPIRICAL STUDY ON RELATIONSHIP OF SUPERVISION, INNOVATION & CHANGE AND CUSTOMER SERVICE (ORGANIZATIONAL CLIMATE) WITH RESILIENCE <i>PAYAL SHARMA & DR. INDU BHARGAVA</i>	9
4.	CORPORATE SOCIAL RESPONSIBILITY AND GOVERNANCE <i>SUMAIYA FATHIMA</i>	14
5.	COMPARATIVE ANALYSIS OF MEDICAL TOURISM IN KOLKATA WITH OTHER METROPOLITAN CITIES IN INDIA <i>DR. ISITA LAHIRI & SWATI PAL</i>	16
6.	AN EVALUATIVE STUDY ON FINANCIAL PERFORMANCE OF DISTRICT CO-OPERATIVE CENTRAL BANKS IN INDIA <i>D. VARALAKSHMI & P. VENKATESHWARLU</i>	22
7.	AN EMPIRICAL STUDY ON TRAINING AND DEVELOPMENT PRACTICES IN REGIONAL RURAL BANKS WITH SPECIAL REFERENCE TO PRATHAMA BANK <i>JANKI</i>	26
8.	A STUDY ON CONSUMER BEHAVIOR FOR BRANDED APPARELS IN BANGALORE <i>SHEETAL MAHENDHER & MARIA BOALER</i>	30
9.	PROBLEMS OF SMALL SCALE INDUSTRY IN PUNJAB <i>MONICA GUPTA</i>	36
10.	MERGERS AND ACQUISITIONS IN INDIA AND ITS LONG TERM IMPACT ON SHAREHOLDERS WEALTH <i>AMISH BHARATKUMAR SONI</i>	39
11.	CHALLENGES FOR ORGANIZED RETAILING IN INDIA <i>VEENU JAIN</i>	45
12.	MAKE IN INDIA: AN AMBITIOUS PROJECT TO REVIVE INDIAN ECONOMY <i>YOGITA SHARMA</i>	47
13.	MAKE IN INDIA: OPPORTUNITIES AND CHALLENGES <i>JASMINE KAUR</i>	51
14.	EMOTIONAL BRANDING AS A TOOL TO SALVAGE TRUST AND CONFIDENCE OF CUSTOMER IN INDIAN PACKAGED FOOD INDUSTRY <i>DR. RUPESH MALIK</i>	56
15.	PRE-MERGER AND POST-MERGER ANALYSIS OF FINANCIAL PERFORMANCE OF TARGET COMPANY - A CASE STUDY <i>ASHISH V. DONGARE & DR. ANAND MULEY</i>	60
16.	HOW ORGANIZATIONAL STRUCTURE AIDS BUSINESS PERFORMANCE <i>MUSIBAU AKINTUNDE AJAGBE, NKAM MICHAEL CHO, EKANEM EDEM UDO UDO & OJOCHIDE FRED PETER</i>	64
17.	AUDIT PRACTICES AND PROBLEMS ON SELECTED SAVING AND CREDIT COOPERATIVES IN SOUTH WOLLO ZONE, AMAHARA NATIONAL REGIONAL STATE <i>MESELE KEBEDE</i>	69
18.	HYGIENE, SANITATION AND FOOD SAFETY - KNOWLEDGE AND PRACTICES AMONG FOOD HANDLERS WORKING IN RESTAURANTS AND FAST FOOD CENTERS IN TIRUPATI & TIRUMALA <i>D VANDANA & D. L. KUSUMA</i>	73
19.	UNDERSTANDING THE MODELS OF CUSTOMER EXPERIENCE <i>SAAKSHI BHANDARI</i>	76
20.	A STUDY ON WOMEN ENTREPRENEURS IN MICRO ENTERPRISES <i>S. JENCY & A. SINIYA</i>	85
	REQUEST FOR FEEDBACK & DISCLAIMER	91

CHIEF PATRON

PROF. K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur
(An institute of National Importance & fully funded by Ministry of Human Resource Development, Government of India)
Chancellor, K. R. Mangalam University, Gurgaon
Chancellor, Lingaya's University, Faridabad
Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi
Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON

LATE SH. RAM BHAJAN AGGARWAL

Former State Minister for Home & Tourism, Government of Haryana
Former Vice-President, Dadri Education Society, Charkhi Dadri
Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

FORMER CO-ORDINATOR

DR. S. GARG

Faculty, Shree Ram Institute of Business & Management, Urjani

ADVISORS

PROF. M. S. SENAM RAJU

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

PROF. M. N. SHARMA

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

PROF. S. L. MAHANDRU

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR

PROF. R. K. SHARMA

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR

DR. BHAVET

Faculty, Shree Ram Institute of Engineering & Technology, Urjani

EDITORIAL ADVISORY BOARD

DR. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

PROF. SANJIV MITTAL

University School of Management Studies, Guru Gobind Singh I. P. University, Delhi

PROF. ANIL K. SAINI

Chairperson (CRC), Guru Gobind Singh I. P. University, Delhi

DR. SAMBHAVNA

Faculty, I.I.T.M., Delhi

DR. MOHENDER KUMAR GUPTA

Associate Professor, P. J. L. N. Government College, Faridabad

DR. SHIVAKUMAR DEENE

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

ASSOCIATE EDITORS

PROF. NAWAB ALI KHAN

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

PROF. ABHAY BANSAL

Head, Department of I.T., Amity School of Engineering & Technology, Amity University, Noida

PROF. V. SELVAM

SSL, VIT University, Vellore

PROF. N. SUNDARAM

VIT University, Vellore

DR. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

DR. S. TABASSUM SULTANA

Associate Professor, Department of Business Management, Matrusri Institute of P.G. Studies, Hyderabad

DR. JASVEEN KAUR

Asst. Professor, University Business School, Guru Nanak Dev University, Amritsar

FORMER TECHNICAL ADVISOR

AMITA

Faculty, Government M. S., Mohali

FINANCIAL ADVISORS

DICKIN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography; Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript** **anytime** in **M.S. Word format** after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. infoijrcm@gmail.com or online by clicking the link **online submission** as given on our website ([FOR ONLINE SUBMISSION, CLICK HERE](#)).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. **COVERING LETTER FOR SUBMISSION:**

DATED: _____

THE EDITOR

IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF _____.

(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, **please specify**)

DEAR SIR/MADAM

Please find my submission of manuscript titled ' _____ ' for likely publication in one of your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published anywhere in any language fully or partly, nor it is under review for publication elsewhere.

I affirm that all the co-authors of this manuscript have seen the submitted version of the manuscript and have agreed to inclusion of their names as co-authors.

Also, if my/our manuscript is accepted, I agree to comply with the formalities as given on the website of the journal. The Journal has discretion to publish our contribution in any of its journals.

NAME OF CORRESPONDING AUTHOR :

Designation/Post* :

Institution/College/University with full address & Pin Code :

Residential address with Pin Code :

Mobile Number (s) with country ISD code :

Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No) :

Landline Number (s) with country ISD code :

E-mail Address :

Alternate E-mail Address :

Nationality :

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation **etc.** **The qualification of author is not acceptable for the purpose.**

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

<http://ijrcm.org.in/>

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. **pdf. version is liable to be rejected without any consideration.**
 - b) The sender is required to mention the following in the **SUBJECT COLUMN of the mail:**
New Manuscript for Review in the area of (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)
 - c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
 - d) The total size of the file containing the manuscript is expected to be below **1000 KB**.
 - e) Only the **Abstract will not be considered for review** and the author is required to submit the **complete manuscript** in the first instance.
 - f) **The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours** and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
 - g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
2. **MANUSCRIPT TITLE:** The title of the paper should be typed in **bold letters, centered and fully capitalised**.
 3. **AUTHOR NAME (S) & AFFILIATIONS:** Author (s) **name, designation, affiliation (s), address, mobile/landline number (s), and email/alternate email address** should be given underneath the title.
 4. **ACKNOWLEDGMENTS:** Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
 5. **ABSTRACT:** Abstract should be in **fully Italic printing**, ranging between **150 to 300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA**. **Abbreviations must be mentioned in full**.
 6. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
 7. **JEL CODE:** Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
 8. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER**. **It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.**
 9. **HEADINGS:** All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
 10. **SUB-HEADINGS:** All the sub-headings must be bold-faced, aligned left and fully capitalised.
 11. **MAIN TEXT:**

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:**INTRODUCTION****REVIEW OF LITERATURE****NEED/IMPORTANCE OF THE STUDY****STATEMENT OF THE PROBLEM****OBJECTIVES****HYPOTHESIS (ES)****RESEARCH METHODOLOGY****RESULTS & DISCUSSION****FINDINGS****RECOMMENDATIONS/SUGGESTIONS****CONCLUSIONS****LIMITATIONS****SCOPE FOR FURTHER RESEARCH****REFERENCES****APPENDIX/ANNEXURE****The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript.**

12. **FIGURES & TABLES:** These should be simple, crystal **CLEAR, centered, separately numbered** & self-explained, and the **titles must be above the table/figure. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.**
13. **EQUATIONS/FORMULAE:** These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
14. **ACRONYMS:** These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
15. **REFERENCES:** The list of all references should be alphabetically arranged. **The author (s) should mention only the actually utilised references in the preparation of manuscript** and they may follow Harvard Style of Referencing. **Also check to ensure that everything that you are including in the reference section is duly cited in the paper.** The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
 - Use (ed.) for one editor, and (ed.s) for multiple editors.
 - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
 - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
 - The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
 - For titles in a language other than English, provide an English translation in parenthesis.
 - **Headers, footers, endnotes and footnotes should not be used in the document.** However, **you can mention short notes to elucidate some specific point**, which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

- Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

MAKE IN INDIA: OPPORTUNITIES AND CHALLENGES

JASMINE KAUR
ASST. PROFESSOR
DEPARTMENT OF COMMERCE
SGND KHALSA COLLEGE
UNIVERSITY OF DELHI
DELHI

ABSTRACT

Manufacturing sector is the backbone of any economy. It fuels growth, productivity, employment, and strengthens the agricultural sector and the service sector. With the gradual slowdown of the world economy and slowing down of consumption demand, it is pertinent to strengthen the country's manufacturing export growth by overcoming the bottlenecks of high cost of capital, lack of economies of scale, inflexible labour laws, inadequate infrastructure, lack of branding, trade barriers etc. Through this paper, I attempt to identify the problems faced by the manufacturing sector in the first part of the paper. In the second part of the paper I critically examine the newly launched Make in India initiative and analyse its strength, weakness, opportunity and threat. And try to find out whether the efforts of the government to make manufacturing a key engine for India's economic growth are giving fruitful results.

KEYWORDS

GDP, manufacturing sector, growth, make in India.

JEL CODES

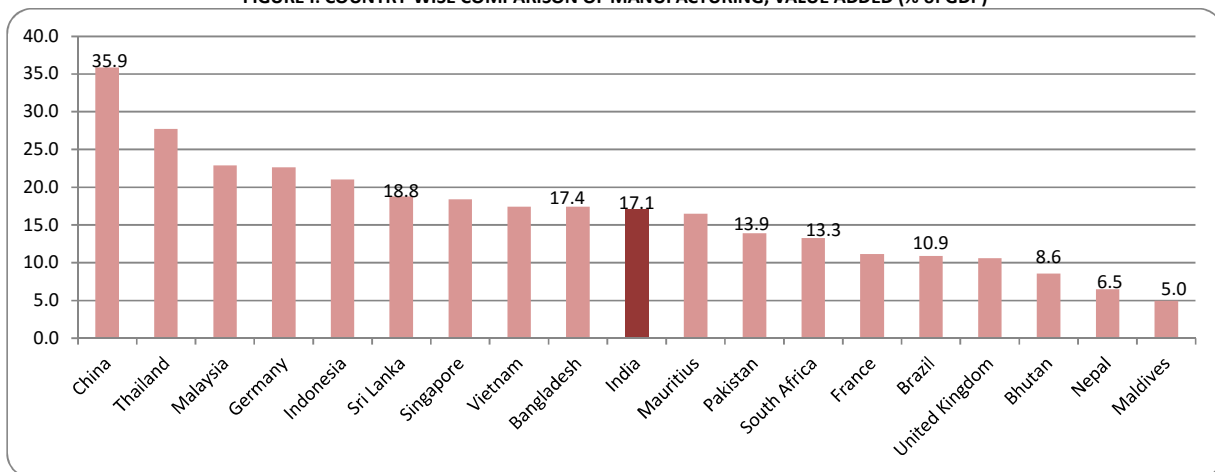
L6, N15, D24.

1. INTRODUCTION

Make in India" campaign aims to develop and foster the manufacturing industry of the country by attracting and facilitating foreign and domestic businesses' to manufacture in India. Apart from increasing the contribution of manufacturing in GDP to 25 per cent, the initiative aims to create quality jobs through developing an innovative ecosystem. Under the initiative, 25 sectors have been identified for creating a business friendly environment. Consequent with the launch of "Make in India", there was approximately 40 per cent increase in Foreign Direct Investment (FDI) inflows during October, 2014 to June, 2015 over the corresponding period of the previous year. Furthermore, supplementary initiatives, like ease of doing business, have added to the global competitiveness of the country reflected in the improvement in India's ranking (increased by 16 rungs) as per the Competitiveness Index of the World Economic Forum. One unique feature of Indian economy is the high share of services in GDP. While the manufacturing sector has a minor share in GDP, it is necessary to underline the importance of this sector, which has a large multiplier effect for the economy, with not only meeting domestic demand with a consequent reduction import dependence and providing employment opportunities to people especially technically less skilled workers. Hence, the recently unveiled initiatives like the "Make in India, "Invest India" and Ease of Doing Business in India are imperative to achieve the necessary growth in the manufacturing sector in a country like India, where the majority of the population has limited education opportunities.

Indian economy has experienced a promising rate of growth over the past years, even in the backdrop of sluggish performance of the world economy. However, a dampening scenario of the manufacturing sector in the country is a cause of concern. Dampening merchandise exports is another cause of concern, which are contracting since December 2014. Manufactured goods have declined by 4.1 per cent in the financial year 2015-16, within which electronic and engineering goods have decreased drastically. A recent OECD paper (2015) highlighted the problem of low productivity in the manufacturing sector owing to the preponderance of small manufacturing firms who fail to take advantage of economies of scale, which they suggested was primarily due to restrictive policies and tax avoidance. Nevertheless, for the year 2014-15, Central Statistics Office, share of manufacturing sector in Gross Domestic Price (GDP) at current prices is approximately at 15 per cent. The highest share within the manufacturing sector is of "other manufactured goods" (37%) followed by "Machinery and Equipment" (20%). Comparing India's share of manufacturing sector in GDP with other countries depicts a challenging picture. While it is not surprising that share of India's manufacturing sector is considerably less than that of China's, it is indeed striking that it is smaller (albeit marginally) than some of the neighbouring countries like Sri Lanka and Bangladesh. Given the recent slowdown of the Chinese economy and it losing its cost competitiveness, this is an opportune time for India to firm up its manufacturing sector so that it becomes robust and competitive.

FIGURE I: COUNTRY-WISE COMPARISON OF MANUFACTURING, VALUE ADDED (% of GDP)



Source: World Bank, 2014

However, there is a need to resolve some fundamental problems inherent in the sector, here, both the Government and the industry needs to be fully committed to enhancing the productivity of the sector. The State Governments need to have transparent and flexible rules and regulations relating to the land and labour within their territories. The Central Government needs to come up with clear national policies, especially relating to taxation, to build up industry confidence in

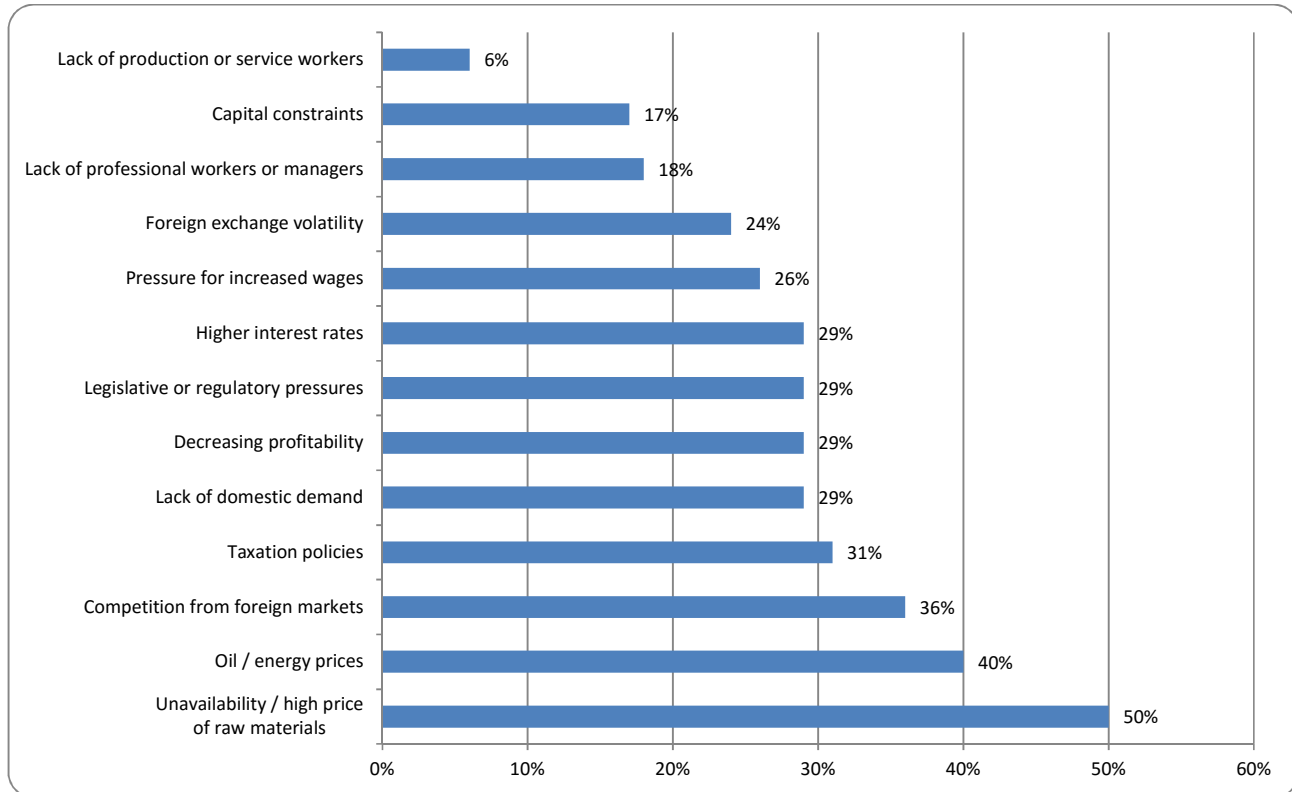
the country. On the other hand, the industry needs to be fully committed to assisting the Government in expanding the growth of the sector that has been stagnating for quite a while.

The following sections will enumerate the inherent problems in the manufacturing sector and a SWOT analysis of Make in India with recent initiatives.

2. BOTTLENECKS

Policies to revive the manufacturing industry have been going on for years but have shown modest results. Beginning with the post-liberalisation era, major thrust was given to the domestic industry; however, it failed to substantially increase the share of the sector in the GDP of the country. In this section, I discuss the fundamental problems of the sector in the country.

FIGURE II: PROBLEMS FACED BY MANUFACTURING SECTOR IN INDIA



Source: India Manufacturing Barometer Survey, November 2014

1. Lack of production or service workers/ Lack of professional workers or managers

Even with a huge demographic dividend, there is a complete mismatch in the labour market between the skills that are required by the employers and that are with the prospective employees. There is scarcity of training centres that gauge the demand of the market while training the workers so that they gain employable skills. On the other hand, there is incomplete information available to the populace regarding the key skills that can assist them in getting a job.

2. Capital Constraints

Indian industrial development is facing acute shortage of capital. The short-term and long-term loans from international agencies like World Bank and Asian Development Bank etc have done more harm to the economy rather than taking it out from the crisis. A lot of foreign exchange is being utilised in the payment of these loans.

The situation worsens when fresh loans are taken to payback the instalments of the old loans. Due to liberalisation, the foreign exchange reserve position has improved in recent years and flow of foreign capital has started in industrial sector. These foreign investors often hesitate to invest in such industries, which require large capital, need long gestation period and where recovery is slow or more risk is involved. Instead of depending on foreign capital, we have to place more reliance on indigenous capital with greater emphasis on the development of priority industries.

3. Foreign Exchange Volatility

A stable currency, generally, is taken as a precursor of the health of an economy. Exchange rate movements, especially in the short run, have a significant impact on a firm's output growth, since in the short run cost of import dominates. Therefore, when the currency depreciates, the cost of intermediate goods increases, thus, increasing the downward pressure on the profits of the firms.

4. Pressure of increased wages

With rising minimum wage of the workers and availability of competitive substitute goods, the firms face rising cost of inputs, which again puts pressure on their profits.

5. Legislative or regulatory pressures

The license policy approving the site, capacity, type and expansion of industries is a typical example of excessive state interference and red tapes which hinder the industrial development. Recently some examples of political vendetta have come to surface whereby central government over delayed the approval of industries from such states where hostile political party is in power. Ministers and influential political leaders are pressurising industrialists to install industries in their electoral area so as to approve their licenses. With the introduction of liberalisation policy many of the drawbacks of the license policy have been removed.

6. Decreasing Profitability

Indian industries mostly survive on home demands. These have been given a number of concessions and even protection from foreign industries. Here most of the work is done by hand on old and obsolete machines.

This increases the cost of production and brings down the quality of products produced. Since these industries have virtual monopoly they never bother to improve their quality. Public sector units, under direct control of the government, frequently increase the prices, which provide golden opportunity to private industrialists also to increase the prices. Our industrial products fail to make wide market abroad.

The low purchasing power of the people even reduces home demand. The situation is likely to change during globalisation when there is apprehension of wide spread closure of these industries due to stiff competition offered by multinational companies. This is also not good for the country and the Indian industries.

7. Low Demand

The reason for low demand for industrial products in the country arises due to low consumption level, weak purchasing power and poor standard of living. The domestic market is predominately underdeveloped through lack of enthusiasm generated by the middle and upper class segment who do not wish to raise their standard and improve their living conditions.

8. Taxation Policies

India is a federal country, with the Union and State governments levying their own set of taxes, which becomes cumbersome for a firm that works beyond the boundaries of a few states. Thus, a single taxation system, like the Goods and Services Tax (GST) will be a step in the right direction, if it is passed by the Parliament.

9. Competition from foreign markets

Goods produced in the country, have to either be consumed domestically or have to be exported. Here, the biggest factor of the saleability of the product is its price, which is affected by the cost of inputs, taxes and export tariffs. If these rates of these factors are high, then it may reduce the demand of the product.

10. Oil/Energy Prices

Fuel costs are an important factor in factory inputs. Given that India is majorly dependent on oil imports, it gains greater significance. However, with the recent slump in oil prices, pressure from this factor has eased.

11. Unavailability/high price of raw materials

Availability and affordability of raw materials are one of the biggest concerns of manufactures. In the increasingly globalised world, the capacity of the market to absorb these cost fluctuations decreases, as it becomes harder for industries to shift their cost burden to consumers because of availability of cheaper similar products.

Indian Agricore, which is the major source of industrial raw material, is still dependent on the monsoon. Natural calamities like drought, famine, flood etc seriously affect agricultural production as well the supply of industrial raw material. Failure of monsoon even affects the purchasing power of the people and the demand for industrial products. It sometimes creates surplus in the market and industrial plumpness. Cement industry is recently facing such crisis. A situation of drought even affects hydel generation, leading to energy crisis, more pressure on railways to transport coal and on thermal power sector for higher output. This leads to a chain of crises that have interlinking sinking effect.

Additionally, despite all efforts India has not been able to attain self-sufficiency as far as industrial material is concerned. India is still dependent on foreign imports for transport equipment's, machineries (electrical and non-electrical), iron and steel, paper, chemicals and fertilisers, plastic material etc. Out of the total industrial production consumer goods contribute only 38 per cent. In newly industrialised countries like Singapore, South Korea and Malaysia this percentage is 52, 29 and 28 respectively. This clearly shows that import substitution is still a distant goal for the country and efforts have to be seriously directed towards it.

An inadequate infrastructural facility is another major problem faced by the Indian manufacturing industries. Energy crisis has a huge influence on the industrial development and production. The result of which are power cuts and rostering which hampers the industrial production. Most of the State Electricity Boards are running in loss and are in miserable condition. Rail transport is overburdened while road transport is plagued with several problems. Even national highways in many places are in bad shape. Telecommunication facilities are mainly restricted to big cities.

In India, most of the industries are located in few selected areas leaving out vast expanse of the country devoid of industrial establishments. Most of the industries are located in and around metropolitan cities like Mumbai, Kolkata, Delhi etc. While the states like Maharashtra, Gujarat, Tamil Nadu etc are well ahead in industrial development others like Meghalaya, Manipur, Jammu and Kashmir, Himachal Pradesh, Tripura, Orissa, Assam etc. are far behind. This has not only created regional imbalance and regional disparity but may also give rise to serious problems like unrest, violence and terrorism. Industrial locations, in several instances, were established without reference to the most important decision making criteria i.e. cost-effectiveness. Most of the location decisions are often politically motivated, each state clamors for the establishment of major industries in the public sector within its boundaries

3. MAKE IN INDIA

The Government launched the Make in India initiative in 2014 with the aim to make India a manufacturing hub while eliminating the unnecessary laws and regulations, making bureaucratic processes easier, make government more transparent, responsive and accountable and to take manufacturing growth to 10% on a sustainable basis.

Make in India aims to make the Indian manufacturing industry more competitive by easing the rules and regulations in the country to make it more attractive for both domestic and foreign investors. The mission presently is emphasizing on 25 sectors for reviewing the manufacturing sector. Make in India initiative focuses on the following 25 sectors of our economy, namely:

- Automobiles
- Automobile Components
- Aviation
- Biotechnology
- Chemicals
- Construction
- Defence manufacturing
- Electrical Machinery
- Electronic systems
- Food Processing
- Information Technology and Business process management
- Leather
- Media and Entertainment
- Mining
- Oil and Gas
- Pharmaceuticals
- Ports and Shipping
- Railways
- Renewable Energy
- Roads and Highways
- Space
- Textiles and Garments
- Thermal Power
- Tourism and Hospitality
- Wellness

Prime Minister Mr. Narendra Modi launched the Make in India campaign on September 25, 2014. The timing of the launch was appropriate which came right after the successful insertion of Mangalyaan, which was a wholly indigenously built low-cost probe into the Martian orbit - the event highlighted India's success in manufacturing, science and technology, and all this at inexpensive costs. It also came just a day ahead of the Prime Minister's maiden US visit. It enhanced India's attractiveness as an investment destination, the launch ceremony was held at the Vigyan Bhavan in New Delhi. In the "Make in India" week in the year 2016 the initiative received Rs. 15.2 lakh crore investment proposals.

OBJECTIVES OF "MAKE IN INDIA"

- To make investing in the manufacturing sector more attractive for the domestic and foreign investors,
- To give global recognition to the Indian economy,
- To create a competitive industrial environment,
- To enhance further development of infrastructure,
- To use latest technologies and
- To generate employment and skill development.

MAKE IN INDIA FOCUS

- First Develop India and then Foreign Direct Investment,
- Look-East on one side and Link-West on the other,
- Highways and 'I'-ways.
- facilitate investment
- encourage innovation
- protect intellectual property

KEY POLICIES

1. Ease of business: Make in India is an initiative towards easy handling of business with a faster redressal mechanism. Only Business, NO harassment is the underlining idea.
2. Skill and jobs for the youth: Skill endowment and job creation in 25 key industries will be encompassed under this plan for able youth development and relevant training in certain key areas. These industries include roads and highways, construction, defence development and automobiles among others.
3. Making India a manufacturer: Urging global investors to make India an industrial hub is the eye-catching feature about which all of us read every day. Narendra Modi is urging investors to set up industries in India instead of just FDI. This includes making India a destination for production of goods and exporting the same to the world over. India has demand, demography and democracy and we need investment, technology and exposure.
4. Getting away with archaic laws: Raising FDI caps in a controlled manner and parting with the red tape restrictions in decision making is another important feature of this plan. Archaic laws have become synonymous with our country's business-related environment and hence this Make in India campaign aims at eliminating them. The problems faced by Walmart in setting up in India paint a gloomy picture and this sets a precedent for others to follow. Infrastructure is ailing and set up in red-tape and this plan aims at redressing that.
5. 100 smart cities: This will also help in achieving the target of 100 smart cities and affordable housing schemes by making the investors a partner in the plan and investors adopting a city.
6. Disinvestment of PSU: Certain inefficient and loss-incurring PSUs will be disinvested i.e. a certain part of them will be sold off to private players so as to generate revenue and do away with the resource-sucking headaches. Private firms have an unmatched administration and management at times.

There's no denying that India, a country with **demand, demographic dividends and democracy** lagging in 142nd place in the Ease of doing business Index is a heart breaking scenario.

What a great sea of opportunities with extraordinary demands but there is more than one stumbling block that hold us back. What a great land of oozing abundance and startling scarcity.

To raise the standard of living, to make our country a major hub for industries and to embrace progress leaving behind our anti-business leanings for good this is the right step ahead. There will be professional training in important sectors, more employment opportunities and the business houses will adopt a city to help in the creation of 100 smart cities.

POLICIES UNDER 'MAKE IN INDIA' INITIATIVE

There are four major policies under the 'Make in India' program:

1. New Initiatives: This initiative is to improve the ease of doing business in India, which includes increasing the speed with which protocols are met with, and increasing transparency. Here's what the government has already rolled out

- Environment clearances can be sought online.
- All income tax returns can be filed online.
- Validity of industrial licence is extended to three years.
- Paper registers are replaced by electronic registers by businessmen.
- Approval of the head of the department is necessary to undertake an inspection.

2. Foreign Direct Investment (FDI): The government has allowed 100% FDI in all the sectors except Space (74%), Defence (49%) and News Media (26%). FDI restrictions in tea plantation has been removed, while the FDI limit in defence sector has been raised from the earlier 26% to 49% currently.

3. Intellectual Property Facts: The government has decided to improve and protect the intellectual property rights of innovators and creators by upgrading infrastructure, and using state-of-the-art technology. The main aim of intellectual property rights (IPR) is to establish a vibrant intellectual property regime in the country, according to the website.

These are the various types of IPR:

- Patent: A patent is granted to a new product in the industry.
- Design: It refers to the shape, configuration, pattern, colour of the article.
- Trade mark: A design, label, heading, sign, word, letter, number, emblem, picture, which is a representation of the goods or service.
- Geographical Indications: According to the website, it is the indication that identifies the region or the country where the goods are manufactured.
- Copyright: A right given to creators of literary, dramatic, musical and artistic works.
- Plant variety Protection: Protection granted for plant varieties, the rights of farmers and plant breeders and to encourage the development of new varieties of plants.
- Semiconductor Integrated Circuits Layout-Design: The aim of the Semiconductor Integrated Circuits Layout-Design Act 2000 is to provide protection of Intellectual Property Right (IPR) in the area of Semiconductor.

4. National manufacturing: Here the vision is,

- to increase manufacturing sector growth to 12-14% per annum over the medium term.
- to increase the share of manufacturing in the country's Gross Domestic Product from 16% to 25% by 2022.
- to create 100 million additional jobs by 2022 in manufacturing sector.
- to create appropriate skill sets among rural migrants and the urban poor for inclusive growth.
- to increase the domestic value addition and technological depth in manufacturing.
- to enhance the global competitiveness of the Indian manufacturing sector.
- to ensure sustainability of growth, particularly with regard to environment.

4. SWOT ANALYSIS OF MAKE IN INDIA

The Strength, Weakness, Opportunity and Threat analysis (SWOT) is a useful dynamic study to measure the performance of the Make in India campaign. It will serve as an indicator to show which way the initiative is heading. Each item under different heads will vary from time to time and more things can be seen under strengths and opportunity with good governance.

STRENGTH

1. A stable, committed, progressive, democratic, supporting and innovative government.
2. A most awaited perfect political and business environment.
3. Everything under one roof i.e. availability of different resources to run a business at a single place.
4. Availability of a huge domestic market and global export market.
5. Indian economy is one of the fastest growing economies in the world.
6. Good international relationship.
7. Favourable talent pool across the world in different MNC to influence decision to invest in India.
8. India has many strong fortune industrialists who are capable to support as well as manage the global investment and make in India campaign.
9. Above all there is a strong global confidence in the Indian system.

WEAKNESS**Internal**

1. There still much scope for development as far as the infrastructure is concerned. The roads, transportation, energy are not up to the mark to match international standards.
2. The business and political environment still needs to become more transparent, speedy and mature.
3. The bureaucratic system and execution of decision is very time taking in India.
4. There is lack of synchronisation in the interests of the state and central government.

External

1. The dependency for oil and few other things on other countries.
2. The dependency on the decision of private firms to invest in India or not rather than on the government of few related countries.

OPPORTUNITY

1. Fastest growing economy in Asia as well as the world
2. Possibility of driving demand through consumption in India with increasing level of disposable income available with approximately billion consumers.
3. Huge demographic dividend and Government subsidies would make manufacturing in India more competitive.
4. Both front end and back end support by the Government for industries willing to manufacture in the country.

THREAT

1. An established and developed competitor in the neighbourhood i.e. China.
2. Many counter campaigns by other countries like China, Russia, and Brazil etc.
3. Foreign countries are hesitant to invest in India due to the poor global ranking for "ease of doing business" i.e. below 150.
4. Internal and across border political instability.
5. The ever dynamic global political and economic scenario and their impact on India.

5. CONCLUSION

Progress of a nation is closely related to the needs and capabilities of its people. While, theoretically, countries that are developed, made their transition from an agrarian economy to an industrial economy and then finally a service-dominated economy. Unfortunately, for India, the industrial wave in the post-independence phase failed to catch up and the direct transition to a service led growth meant that large number of people could not find opportunities that aligned to their capabilities. Thus, a large number of our populace is still engaged in agriculture, where there is a possibility of disguised unemployment. Therefore, it is essential that the manufacturing sector of the country be developed so that India is able to utilize its untapped demographic advantage, which countries like China have employed to become the world's largest demographic hub.

"Make in India" has a tremendous potential of reforming the manufacturing sector of the country. In order to make a wholesome development of the sector there should be complementary improvements in infrastructure, labour, policies and rules and regulations in the country. The Government has initiated in developing smart cities and industrial corridors in some key areas and have started working on five smart cities as part of the Delhi-Mumbai Industrial Corridor. On skilling the workforce, recent initiatives by the Government like the "Pradhan Mantri Kaushal Vikas Yojana (PMKVY)", which aims at aligning its training programs with important programmes ('Swachh Bharat', 'Make in India', 'Digital India', 'National Solar Mission' etc.) is a significant step in solving the problem of unproductive labour force in India. For facilitating investment, there is an urgent need to build trust of both the foreign and domestic investors, and ensure that there is "ease of doing business" in India through transparent and less cumbersome procedures.

REFERENCES

1. Challenges and Opportunities of India's Manufacturing Sector", Joumard, I., U. Sila and H. Morgavi (2015), OECD
2. Cohen, Stephen S., and John Zysman. "Why manufacturing matters: The myth of the post-industrial economy." *California Management Review* 29.3 (1987): 9-26.
3. India Manufacturing Barometer 2014 Turning the corner, Pricewaterhousecoopers India
4. Investment Opportunities in India, Department of Industrial Policy & Promotion
5. Saurabh Sanyal, 'Exploring prospects of make in India and made in India'.
6. Dr.T.V. Ramana, 2015, Make in India: Illusion or Possible Reality Check?, *International Journal of Academic Research*.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue, as well as on the journal as a whole, on our e-mail infoijrcm@gmail.com for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

