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

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,

The American Economic Association's electronic hiblingraphy. Economic LLS 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

CONTENTS

	CONTENTS					
Sr. No.	TITLE & NAME OF THE AUTHOR (S)					
1.	ROLE OF HR PRACTICES, JOB SATISFACTION, AND ORGANIZATION COMMITMENT IN EMPLOYEE RETENTION SWAPNA ROSE & DR. RAJA K.G	1				
2.	ROLE AND PERFORMANCE OF SELF HELP GROUP IN PROMOTING WOMEN EMPOWERMENT DR. S. CHITRA & DR. A. IRIN SUTHA	4				
3.	IMPACT OF INTERNET USAGE RISKINESS, ATTITUDE TOWARDS WEBSITE SAFETY, ONLINE SHOPPING CONVENIENCE ON ONLINE PURCHASE INTENTION DR. UPASNA JOSHI SETHI & RAJBIR SINGH SETHI	11				
4.	A STUDY ON WOMEN CONSUMERS' SERVICE EXPECTATIONS AT A BEAUTY PARLOUR WITH SPECIAL REFERENCE TO MUMBAI CITY VIDYA B. PANICKER & DR. KHALIL AHMAD MOHAMMAD	15				
5.	BOLSTERING STARTUPS AND INCUBATORS CENTERS THROUGH INDUSTRY-ACADEMIA PARTNERSHIP DR. RAMESH SARDAR	20				
6.	MEASURING CUSTOMER SATISFACTION USING ATM CARD IN BANGLADESH: AN APPLICATION OF EXPECTANCY-DISCONFIRMATION THEORY REBEKA SULTANA REKHA, DR.MD. AMIRUL ISLAM & MD IKBAL HOSSAIN	24				
7.	CORPORATE ACQUISITION IN AUTOMOBILE SECTOR: A GROWTH DRIVER AND CHALLENGES NARESH KUMAR GOEL, ANINDITA CHATTERJEE & KULDEEP KUMAR	31				
8.	IMPACT OF COMPENSATION PACKAGE ON EMPLOYEE RETENTION BABU MICHAEL, DR. ANDREW FRANKLINE PRINCE & ANNEY CHACKO	36				
9.	LIQUIDITY PERFORMANCE ANALYSIS OF FMCG COMPANIES: A STUDY OF TEN LEADING FMCG COMPANIES IN INDIA DR. A. N. TAMRAGUNDI & PURUSHOTTAM N VAIDYA	41				
10.	A STUDY ON ENTREPRENEURIAL DEVELOPMENT AMONG THODA TRIBE IN NILGIRIS DISTRICT MYTHILI.L & DR. C. BEULAH VIJAYARANI	45				
11.						
12.	A STUDY ON FACTORS DETERMINING THE SELECTION OF HIGHER EDUCATIONAL INSTITUTIONS AFTER SCHOOLING AMONG STUDENTS IN INDIA K. MOHANASUNDARAM & S. DHARMENDRAN	54				
13.	THE IMPACT OF OWNERSHIP STRUCTURE ON THE EXTENT OF VOLUNTARY DISCLOSURE: A REVIEW OF THE EMPIRICAL LITERATURE QADRI AL JABRI & DR. DAW TIN HLA	57				
14.	Z SCORE EVALUATION OF PHARMACEUTICAL COMPANIES PRITISH BEHERA	64				
15.	REFORMS IN INDIRECT TAXATION IN INDIA T. ADILAKSHMI	69				
16.	HR PRACTICES AND ITS IMPACT ON EMPLOYEE JOB SATISFACTION IN IT COMPANIES: A CASE STUDY OF BANGALORE IT COMPANIES K. PAVAN & DR. T.L. NARASIMHA REDDY	74				
17.	THE RELATIONSHIP BETWEEN PORTFOLIO PERFORMANCE AND ASSET ALLOCATION POLICY - EQUITY MUKESH JINDAL	78				
18.	SUCCINCT GLIMPSE OF MGNREGA IN HIMACHAL PRADESH KHEM RAJ	82				
19.	THE IMPACT OF CELEBRITY ENDORSEMENT ON BRAND POSITIONING: AN EMPIRICAL RESEARCH SWAROOP KUMAR	85				
20.	A STUDY ON INCOME EARNERS OF NORTH LAKHIMPUR TOWN AND THEIR PERSPECTIVE TOWARDS HEALTH INSURANCE SRI PANKAJ SAHU	89				
	REQUEST FOR FEEDBACK & DISCLAIMER	93				

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

1.

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).

aninetines lok arbwiss	IUN UT MANUSCKIPI
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/Co	mputer/IT/ Education/Psychology/Law/Math/other, please
<mark>specify</mark>)	
DEAR SIR/MADAM	
Please find my submission of manuscript titled 'your journals.	
I hereby affirm that the contents of this manuscript are original. Furt fully or partly, nor it is under review for publication elsewhere.	hermore, it has neither been published anywhere in any language
I affirm that all the co-authors of this manuscript have seen the sub their names as co-authors.	mitted version of the manuscript and have agreed to inclusion o
Also, if my/our manuscript is accepted, I agree to comply with the f discretion to publish our contribution in any of its journals.	ormalities as given on the website of the journal. The Journal has
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	:

* 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, Co-ordinator, Reader, sor, 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.

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

Landline Number (s) with country ISD code

F-mail Address

Nationality

Alternate E-mail Address

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. <u>pdf.</u> <u>version</u> 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 <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. 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

THE IMPACT OF CELEBRITY ENDORSEMENT ON BRAND POSITIONING: AN EMPIRICAL RESEARCH

SWAROOP KUMAR RESEARCH SCHOLAR DEPARTMENT OF APPLIED ECONOMICS & COMMERCE PATNA UNIVERSITY PATNA

ABSTRACT

Celebrity endorsement has been a tried and tasted strategy of the marketers in order to break the clutter of commercials and, at the same time, make it noticeable to the audience. Use of celebrity in commercials has certain obvious advantages as some values of celebrities like attention; recall and persuasive appeal are added instantly. However, celebrity endorsement has increased ten times during 2005 to 2015 (www.Tamindia.com). According to a survey, currently sixty per cent of the entire commercials in India featured a celebrity. This has resulted in the cluttering of the celebrities. Thus, the very purpose for which this promotional strategy was devised is being defeated now. Another differentiation strategy in the hands of marketers is Brand positioning. It refers to creating a distinct favourable image of the brand and crafting a desired position of the brand vis-à-vis competitors in the minds of consumers. The question arises as to whether any relationship exists between celebrity endorsement and brand positioning and how far these celebrities are effective in positioning the brands they endorse? After all, employment of a celebrity entails a heavy outlay which any company can ill afford to squander away. This paper aims at finding the answers to these questions.

KEYWORDS

Celebrity, Celebrity endorsement, brand, brand positioning, Celebrity value.

INTRODUCTION

elebrity endorsement began in India in the early fifties. Some bigger companies from their global experience introduced the concept of celebrity endorsement. HLL has used Hindi film stars to endorse their beauty soap 'Lux' since the fifties in their famous campaign Filmy Sitaron Ka Soundarya sabun.

The introduction of TV in India and events like ASIAD in 1982 and World-Cup cricket victory in 1983 ushered in the era of celebrity endorsement in India in a big way. The late eighties saw the beginning of celebrity endorsement in advertising in India. Hindi film and TV stars as well as sports personalities began encroaching on territory that was until then the exclusive domain of models. There was a spurt in advertising featuring stars like Tabassum (Prestige Pressure Cooker), Jalal Agha (Pan Parag), Kapil Dev (Palmolive Shaving Cream) and Sunil Gavaskar (Dinesh Suitings). Of course, probably the first Ad. to cash in on star power in a strategic, long term, mission statement kind of way was for Lux soap, a brand which has, perhaps as a result of this, been among the top three in the country for much of its lifetime. Detergents, on the other hand, ran the whole gamut of Lalitajee-the antithesis of a celebrity to Shekhar Suman stepping into the lives of ordinary housewives. (Blonnet. April 2003)

Ohanion has defined a celebrity as "A person who is widely recognized in the society where attributes like attractiveness, extraordinary lifestyle or special skills are just examples and specific common characteristics cannot be observed." It can be said that within a corresponding social group, celebrities generally differ from the social norm and enjoy a high degree of public awareness. Today's celebrities are larger figures from movies (Amitabh Bachchan, Shah Rukh khan, Priyanka Chopra), television (Mukesh Khanna, Shweta Tiwari) and sports (Sachin Tendulkar, M S Dhoni, Sanya Mirza), etc.

McCracken's (1989) defines a celebrity endorser as, "any individual who enjoys public recognition and who uses this recognition on behalf of a consumer good by appearing with it in an advertisement". According to Friedman, "a celebrity endorser is an individual who is known by the public for his or her achievements in areas other than that of the product class endorsed."

According to Art Buchwald (1999), "The use of Celebrity in order to increase the sales and/or recall value of the brand is called Celebrity Endorsement". For example, in the Coca-Cola advertisement, actor Aamir Khan is the celebrity endorser for the product or brand called Coke and this process is referred to as Celebrity Endorsement.

Brand positioning refers to creating a distinct and favourable image of the brand in the mind of consumer and crafting a desired positioning of the brand vis-à-vis competitor's offerings. Positioning has evolved from measurement of consumer perceptions and literature of perceptual mapping (Arnott, 1994). The main aim of the companies is to somehow generate a distinctive space of the brand in the consumers' mind, generally termed as 'positioning' (Ries and Trout, 1981). Positioning is the concept that changed the view of the advertisement and it is not what you do to a product, but it is what you do to the mind of the prospect (Trout & Ries, 2003; Sengupta, 2005; Sagar et. al, 2009). Basically the essence of positioning concept is to position the product or service or to situate or to do mapping of the brand as a distinctive space in the consumers' mind (Sengupta, 2005; Sagar et. al, 2009). Positioning in the view of (Kotler, 1997) is the process of designing the company's products and service image based on consumer perceptions relative to that of competitors. A strong brand always built upon the association of the consumers with the brand (Sagar et. al, 2009).

LITERATURE REVIEW ON CELEBRITY ENDORSEMENT

According to Kaikati (1987), use of celebrities in MARCOMs (Marketing Communications) began in the late Nineteenth Century. However, momentum picked up with the emergence of cinema during 1920s. But, its present day popularity, as per McDonough (1995), owes much to the growth of commercial radio during 1930s and to the commercial television during 1950s. Initially, 'stars' were reluctant to endorse products and brands as they were apprehensive of their image getting jeopardized. However, during 1970s, such trends faded as the number of films and television roles expanded (Thompson,1978). Therefore, trend to utilize celebrity endorsers in MARCOM activities increased sharply. In 1979, celebrity endorsers' use in commercials was estimated as one in every six advertisements (Howard 1979) which rose to one in five in 1988 (Motavalli) and, thereafter, Shimp claimed around 25% of all US based commercials utilize celebrities in 1997. Almost same trend was found in UK as well (a report in *Marketing*, 1996). Therefore, it seems safe to argue that utilising celebrities within commercials has reached such a level that it can be accepted as a fairly common MARCOM strategy.

In India, celebrities were engaged for the first time by Hindustan Lever Limited (HLL) when All India Radio began its commercial services in the year 1951. HLL hired the services of the top actresses of the period to endorse their bathing soap brand 'Lux'. But, the actual and visible growth began only after launching of satellite television services in India in the early 1980s.

Authors like Atkin and Block (1983) observed that celebrities are hired for their qualities like likeability and attractiveness which get transferred to products via MARCOM activities. Langmeyer, Walker and McCracken (1989) share this view. However, author like B. Zafer Erdogam cautioned against the risks and hazards of employing a celebrity to endorse a brand through his paper in the Journal of Marketing (1990) in which he presented a model of pros and cons of celebrity endorsement strategy. Further, Croft, Dean and Kitchen (1996) have drawn the attention of the advertisers towards recent technological innovations which result in increasing consumer power over programmed advertisements.

Hofstede (1984) and Mooij (1994) highlighted the impediments in positioning due to cultural roadblocks of the host countries in case of global marketing such as time, space, language, relationships, power, risk, masculinity, femininity, etc. However, utilization of powerful global celebrities like Cindy Crawford, Linda Evangelista and Pamela Anderson have been able to overcome such roadblocks for Pizza Hut International.

Authors like Cooper (1984), Kaikati (1987), Klebba and Unger (1982), Till and Shimp (1995) have cautioned against the potential hazards of hiring celebrities to endorse a brand. Belch and Belch voiced their concern for the impact of other variables such as brand awareness, recall of copy points and massage arguments,

brand attitude, and purchase intentions apart from mere attention value of the celebrities. Rossiter and Fercy (1987) expressed their apprehension of celebrity overshadowing the brand being endorsed. Authors like Mowen and brown (1981), Graham (1989), Cooper and Tripp et. al. (1994) raised the issue of over exposure of the celebrities due to their multibrand endorsement. They opined that such trends can lead to a serious credibility crisis of the celebrities.

LITERATURE REVIEW ON BRAND POSITIONING

The real basis of positioning is a moot point. Nylen (1990) believe that its roots lie in the studies of 1940 in the literature of marketing-mix, whereas authors like Myers and Tauber (1977). Ries and Trout (1986), Kotler (1997) consider positioning as a new concept which evolved from market segmentation during 1960s and early 1970s. Yet another school of thought (Arnott, 1994) views that positioning has evolved from measurement of consumer perceptions' and literature of perceptual mapping.

However, in relatively recent past, it was the paper by Jack Trout titled 'Positioning is a game people play in today's me-too in the market place' in the publication 'Industrial Marketing', which created a lot of buzz among marketing circles. Further, the concept of positioning was then popularized by Al Ries and Jack Trout in their bestseller book 'Positioning- The Battle for your mind', (McGraw Hill, 1981) in which they defined positioning as "an organized system for finding a window. It is based on the concept that communication can only take place at the right time and under the right circumstances. The main aim of positioning is somehow generating a distinctive space of the brand in the consumers' mind vis-à-vis competing brands.

NEED/IMPORTANCE OF THE STUDY

Though celebrity endorsement has been a sound MARCOM strategy over the years in consumer goods industry, it has some serious risks and hazards. Celebrities, at the end of the day, are human beings and hence susceptible to committing mistakes. For example, the controversies involving film star Salman Khan and cricketer Shrisant are cases in point. Brand celebrity mismatch can lead to failure of the brand or wrong positioning as in the case of 'Maruti Varsa' which was positioned as a family sedan and endorsed by the superstar Amitabh and Abhishek Bachchan. Despite, it failed miserably as the audience didn't believe that stars like Bachchans would ever ride such an economy car.

Employing a celebrity to endorse a brand involves huge amount of money and hence it is pertinent to justify their use specially in case of brand positioning. In order to safeguard from such hazards and provide a framework, it is logical to ascertain the efficacy of celebrity endorsement and its relationship with brand positioning.

STATEMENT OF THE PROBLEM

The rise in celebrity advertisement has been attributed to cluttering of media which has seen an increase in the number of brands advertised on TV from around 3,000 a decade ago to almost 11,500 (India Today – December 2004). It is said that for the same period, the number of commercials being aired is up by over 3,000 per cent (India Today – December 2004). Research conducted by leading Indian research agency IMRB indicated that 86 % of the respondents say the most prominent advertisement that they remember has a celebrity in it (The Economic Times – 28 March, 2008). According to an estimate, the celebrity endorsement market is considered to be worth more than Rs. 10,000 million (\$ 200 million) business (The Economic Times – 3 February, 2010).

Cluttering of the advertisements and the celebrity endorsements has made the task of marketer extremely challenging. Breaking the clutter has become a daunting task. The exponential increase in the number of television channels coupled with the emergence of new media have only added fuel to the fire.

OBJECTIVES

- 1. To propose a model of relationship between celebrity endorsement and brand positioning
- 2. To find out the attention value of the celebrity
- 3. To know the recall value of the celebrity
- 4. To find out the conviction value of the celebrity
- 5. To know the connection value of the celebrity
- 6. To ascertain the persuasive appeal of the celebrity
- 7. To explore relationship between celebrity total value and brand positioning

HYPOTHESES

 H_0 : There is no significant relationship between celebrity's attention value and brand positioning.

H₀: There is no significant relationship between celebrity's recall value and brand positioning.

 H_0 : There is no significant relationship between celebrity's conviction value and brand positioning.

H₀: There is no significant relationship between celebrity's connection value and brand positioning.

 H_0 : There is no significant relationship between celebrity's persuasive appeal and brand positioning.

RESEARCH METHODOLOGY

A descriptive research with the help of a sample survey of 100 consumers was carried out in the city of Patna among consumers above 15 yrs. age. Simple random sampling method was adopted. Primary as well as secondary data were collected. A structured questionnaire was used as an instrument to elicit primary data from the respondents. The questionnaire consisted of part A and part B. Part A solicited demographic data of the respondents whereas part B contained questions on conceptual variables. One question was asked on each variable. A five-point Likert-scale (1 for minimum and 5 for maximum) was used to frame questions. Out of 100 questionnaires, 98 were found valid and two were incomplete. Cronbach alpha was applied to test the reliability and consistency of the questionnaire. Chisquare test was applied to test the hypotheses.

METHOD OF SELECTION OF TV COMMERCIALS

In order to zero in on the required commercials, it was decided to figure out top five celebrities endorsing various brands first. The help of internet was taken for the purpose. But internet revealed data for many years and that's why the most recent list of top ten Indian celebrity endorsers in terms of their brand value was taken from the website with URL http://www.firstpost.com/business/money/brand-wars on April 22, 2016. Out of this list of top ten Indian celebrity endorsers, three male celebrities (i.e., Shahrukh Khan, Ranveer Kapoor and M.S. Dhoni) holding the top three slots and two female celebrities (i.e., Dipeeka Padukone and Katrina Kaif) holding the 7th and 9th positions in the list were selected in order to make it more representative and offer variety.

Once the celebrities were selected, a search was done in order to ascertain the brands endorsed by the aforesaid celebrities. As the scope of the study was limited to the brands of Multinational companies, commercials endorsed by the selected celebrities were segregated on the basis of ownership, i.e., National or Multinational companies. Thereafter, five commercials of multinational companies which were very popular, frequently aired and were most visible on TV during the period of study, i.e., 2014-2016 were picked up on the basis of the frequency, popularity and visibility.

TABLE 1: SELECTED CELEBRITIES AND THEIR COMMERCIALS

SI.	Commercials	Celebrities
1.	Hyundai Xccent	Shahrukh Khan (SRK)
2.	Froto-Lays	Ranveer Kapoor (RK)
3.	Sony Xperia Z1	Katrina Kaif (KK)
4.	Garnier Face Cream	Deepika Padukone (DP)
5.	Reebok Shoes	Mahendra Singh Dhoni (MSD)

TABLE 2: DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Variable	Frequency	Percentage	Cumulative % age
• Gender			
Female	49	50	50
Male	49	50	100
Total	98	100	100
Age-Group			
15-30 yrs.	45	45.91	45.91
31-45 yrs.	28	28.57	74.48
46-60 yrs.	16	16.32	90.80
61yrs. & above	09	09.18	100
Total	98	100	100
Educational Level			
Middle School	15	15.30	15.30
High School	22	22.44	37.74
Graduation	32	32.65	70.39
Post-graduation	22	22.44	92.83
Ph.D.	07	07.14	100
Total	98	100	100
Income-Group			
Up to Rs. 2,00,000 P/A	18	18.36	18.36
Rs.2,00,001-4,00,000 P/A	27	27.55	45.91
Rs.4,00,001-6,00,000 P/A	43	43.87	89.78
Rs. 6,00,001 P/A & above	10	10.20	100
Total	98	100	100
 Occupation 			
Farmer	09	9.18	9.18
Student	25	25.51	34.69
Business	14	14.28	48.97
Govt. Service	10	10.20	59.17
Pvt. Service	18	18.36	77.53
Self-employed	16	16.32	93.85
Retired	16	06.62	100
Total	98	100	100

RESULTS AND DISCUSSION

Celebrity value was taken as independent variable and Brand Positioning as dependent variable for the study. Celebrity value was further classified into five elements, viz., Attention Value (AV), Recall Value (RV), Conviction Value (CV), Connection Value (CNV) and Persuasive Appeal (PA).

TABLE 3: MEAN SCORES OBTAINED BY CELEBRITIES ON THEIR DIFFERENT ATTRIBUTES

Mean	36.84	34.03	34.93	35.09	38.57
Total	184.21	170.16	174.69	175.47	192.89
PA	33.79	32.96	34.42	34.56	34.63
CnV	23.69	25.02	23.32	22.89	25.67
CV	24.46	26.16	23.74	22.86	26.04
RV	89.58	75.00	80.20	82.29	92.70
AV	12.69	11.46	13.01	12.87	13.85
Variable	SRK	RK	DP	KK	MSD

Source: Author

FINDINGS

On the basis of table 3, it was found that the Attention value of M.S. Dhoni is the highest closely followed by Dipeeka Padukone. Katrina Kaif, Shah Rukh Khan and Ranveer Kapoor held third, fourth and fifth positions respectively.

As regards Recall value, M.S. Dhoni again holds the top slot followed by Shah Rukh Khan, Katrina Kaif, Dipeeka Padukone and Ranveer Kapoor in the same order. However, when it comes to Conviction Value, Ranveer Kapoor grabs the first position followed by M.S. Dhoni, Shah Rukh Khan, Dipeeka Padukone and Katrina Kaif respectively.

As far as Connecting with the audience is concerned, again M.S. Dhoni is at the top closely followed by Ranveer Kapoor. Shah Rukh Khan, Dipeeka Padukone and Katrina Kaif held third, fourth and fifth slot respectively.

Once again M.S. Dhoni was found to be most persuasive among all closely followed by Katrina Kaif and Dipeeka Padukone. Shah Rukh Khan and Ranveer Kapoor stood at fourth and fifth place respectively.

Conclusively, M.S. Dhoni holds top slot in terms of Total Celebrity Value followed by Shah Rukh Khan, Katrina Kaif, Dipeeka Padukone and Ranveer Kapoor in the same order.

TABLE 4: RELIABILITY TEST

ID	Variable	Mean	Std. Deviation	N (items)	Cronbach's alpha
AV	Attention value	2.69	1.10	3	0.55
RV	Recall value	3.87	0.80	2	0.73
CV	Conviction value	3.53	0.81	6	0.75
CnV	Connection value	3.45	0.83	5	0.53
PA	Persuasive appeal	3.43	0.83	7	0.77
BP	Brand Positioning	3.72	1.03	5	0.50

Source: author

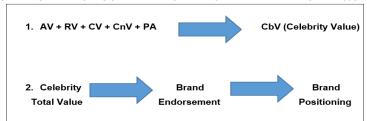
PROPOSED MODELS

Two basic constructs were developed for the purpose of the study. First model describes the relationship between different attributes of the celebrities and celebrity total value. In other words, the collective strength of individual attribute of the celebrities leads to the total celebrity value.

Second model establishes relationship between celebrity total value and brand positioning. As per model II, Celebrity value is transferred through brand endorsement (commercial) which leads to brand positioning. That means, greater the celebrity total value stronger is the positioning.

Therefore, the process of brand positioning involves the interplay of the individual attributes of the celebrity, celebrity total value and endorsement, i.e., the combination of the two models.

FIG. 1: A MODEL DEPICTING CELEBRITY VALUE AND ITS DIFFERENT ELEMENTS AND ASSUMED



Source: Author

HYPOTHESIS TESTING

TABLE 5: RESULTS OF HYPOTHESES TEST

Hypothesis	df	Level of significance	Critical value	Chi-square value	Result	
H ₀₁	4	0.05	0.711	9.71	Rejected	
H ₀₂	4	0,05	0.711	20.15	Rejected	
H ₀₃	4	0.05	0.711	55.09	Rejected	
H ₀₄	4	0.05	0.711	12.91	Rejected	
H ₀₅	4	0.05	0.711	161.54	Rejected	

CONCLUSION

We have checked the significance of association between the celebrity value and brand positioning by developing five hypotheses. All the null hypotheses were rejected which makes alternative hypotheses true. Thus, it can be concluded that

- There is significant relationship between Attention Value of the celebrities and Brand Positioning.
- There is significant relationship between Recall Value of the celebrities and Brand Positioning.
- There is significant relationship between Conviction Value of the celebrities and Brand Positioning.
- There is significant relationship between Connection Value of the celebrities. and Brand Positioning
- There is significant relationship between Persuasive Appeal of the celebrities and Brand Positioning.

Thus, it is concluded on the basis of the above discussion that there is significant relationship between celebrity value and brand positioning. This proves our proposed model.

LIMITATIONS OF THE STUDY

Due to time and resource constraints, the sample size was kept low which may have impact on the precision of the results. On account of the same reason, the sample was taken from Patna only and hence the results cannot be generalized for entire India.

REFERENCES

- 1. Atkin, C. and Block, M. (1983), "Effectiveness of Celebrity Endorsers," Journal of Advertising Research, 23, March, pp. 57-61.
- 2. Hofstede, Geert (1984), Culture's Consequences: International Differences in Work Related Values, Beverly Hills, CA: Sage Publishing Company.
- 3. Howard, Ainsworth (1979), "More Than Just a Passing Fancy," Advertising Age, 50, July 30), p.S-2.
- 4. Kaikati, Jack G. (1987), "Celebrity Advertising: A Review and Synthesis." International Journal of Advertising, 6, No.2, pp.93-105.
- 5. Lane, Randal (1996), "Nice Guys Finish First" Forbes, 158, No. I4, pp.236-242.
- 6. Marketing (1996), "Sex and Stars Put Ads in: News," Marketing, (Feb. 1), p.7.
- 7. McCracken, Grant (1989), "Who is the Celebrity Endorser? Cultural Foundation of the Endorsement Process," Journal of Consumer Research, 16 December, pp.310-321.
- McDonough, John (1995), "Bringing Brands to Life," Advertising Age, Special Collector's Edition, Spring, pp.34-35.
- 9. Motavalli. John (1988), "Advertising Blunder of the Rich and Famous," Adweek January 11), pp. 18-19.
- 10. Petty, Richard E., Cacioppo, John T., and Schuman, David (1983), "Central and Peripheral Routes to Advertising Effectiveness: The Moderating Role of Involvement" Journal of Consumer Research, 10, December, pp.135-146.
- 11. Shennan, Strathford P. (1985), "When You Wish Upon a Star," Fortune, (August 19), pp.66-71.
- 12. Shimp, T. E. (1997), Advertising. Promotion and Supplemental Aspects of Integrated Marketing Communication, 4th Edition. Fort Worth, Texas: The Dryden Press.
- 13. Thompson, J. R (1978), "Celebrities Strike it Big as Endorsers," Industrial Marketing. January). p.85.
- 14. Tom, Gail, Clark, Rebecca, Elmer, Laura, Grech, Edward, Masetti, Joseph, and Sandhar, Hamiona (1992), The Use of Created versus Celebrity Spokesperson in Advertisements," The Journal of Consumer Marketing 9, No.4, pp.45-51.

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, 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 cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.







