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SYNERGIES IN BUSINESS VALUATION

**DR. REVATHI IYER
DEAN (ACADEMICS)
KIRLOSKAR INSTITUTE OF ADVANCED MANAGEMENT STUDIES
YANTRAPUR HARIHAR**

ABSTRACT

Since the 1980s, conventional wisdom has been that most acquisitions do not succeed. In 1987, Michael Porter of Harvard University observed that between 50% and 60% of acquisitions were failures; several other studies support this conclusion. Mercer Management Consulting noted that between 1984 and 1994, 60% of the firms in the "Business Week 500" that had made a major acquisition were less profitable than their industry. In 2004, McKinsey calculated that only 23% of acquisitions had a positive return on investment. Boston Consulting Group, in 2007, suggested that acquisitions transfer value from the acquirer's shareholders to those of the target. Results vary depending on the type of acquisition, the similarity of the two protagonists, the industry, involved international or domestic competition, etc. but the overall trend remains the same, even though there are major difficulties in measuring acquisition performance. Usual methods such as: measuring the stock market reaction; valuing the entity after acquisition; determining abnormal returns, synergies & economies of scale, are all unable to isolate the individual impact of the acquisition from those multitude of events that occur all the time in business.

A STUDY ON THE VARIOUS ISSUES OF TRAINING OF ASSAM POLICE PERSONNEL

**DR. SANJIB RAJ
ASST. PROFESSOR
ASSAM INSTITUTE OF MANAGEMENT
GUWAHATI**

**DR. AJANTA B. RAJKONWAR
PROFESSOR & DEAN
FACULTY OF MANAGEMENT & COMMERCE
DIBRUGARH UNIVERSITY
DIBRUGARH**

ABSTRACT

Police training is one of the most important organisational interventions done to improve the effectiveness of police personnel. Moreover there is an ever increasing challenge to improve the functioning of the police organization at all times due to drastic changes taking place locally and globally. This study had been conducted on Assam Police to understand the importance given by Assam Police organization to the various components of policing in the content of the training programmes and training infrastructure for Assam Police personnel.

A STUDY OF GREEN BANKING INITIATIVES IN SELECTED PUBLIC AND PRIVATE SECTOR BANKS IN INDIA

**KARTHIK
ASST. PROFESSOR
KLE SOCIETY'S J G COLLEGE OF COMMERCE
HUBBALLI**

**DR. D.V. HONAGANNAVAR
ASSOCIATE PROFESSOR & PRINCIPAL
KLE SOCIETY'S J G COLLEGE OF COMMERCE
HUBBALLI**

ABSTRACT

A place where the Lifeblood of any economic activity is available and is also the major economic agent, acting as one of the emerging sectors in today's Indian economy are the Financial Institutions such as Banking sector. As the things are getting mechanized by every now and then, and are focusing on saving planet and going green. The concept of 'Green' is given more importance. So, an initiative measures are taken to promote greenery in banking sector through coining a term as 'Green Banking'. The concept of green banking helps to create cleaner and greener future as Green Banking has direct impact on the environment. The present study is an attempt to know the initiatives taken by the Indian banks in the area of Green banking. This paper also tells about the ways to go green through 'Green Banking'.

**STUDY OF CO-OPERATION IN ECONOMIC DEVELOPMENT AND PROCEDURE OF
SELF HELP GROUPS IN CHHATTISGARH STATE**

**RANJIT KUMAR
RESEARCH SCHOLAR
COMMERCE DEPARTMENT
DURGA MAHAVIDYALAYA
RAIPUR**

**DR. OP CHANDRAKAR
PRINCIPAL
GOVERNMENT SATGURU GHASIDAS P.G. COLLEGE
KURUD**

ABSTRACT

The main objective of the study was to evaluate the income of women Self Help Group, employment and Health Services in Raipur district. The investigator selected 20 females from 4 self help groups from Raipur district of Chhattisgarh State. The investigator administered a self made questionnaire on the selected sample from the population. The collected data was analyzed on statistical basis and percentile method was applied to obtain the results. The findings of the present research study revealed that in the area of Education, Employment and Health Services of women of Self Help Group the condition is yet to be improved. It was not found satisfactory. In this way the hypothesis of the present study were accepted.

OCTAPACE CULTURE: A PREDICTOR OF FACULTY PERFORMANCE

SUVARNA LAPALIKAR
ASST. PROFESSOR
ST. PAUL INSTITUTE OF PROFESSIONAL STUDIES
INDORE

DR. KAMLESH BHANDARI
PROFESSOR
P.M.B. GUJARATI COMMERCE COLLEGE
INDORE

ABSTRACT

The present study aims in making a survey on the impact of OCTAPACE Culture with respect to professional higher education institutes in Indore city. For imparting quality education in colleges, faculty members are considered to be the most important and valuable assets. The eight variables of HRD climate therefore plays a vital and essential role in maintenance and development of employees, which would lead to higher satisfaction in their job. OCTAPACE in form of Human resource development is a continuous process to ensure the development of employee's competencies, dynamism, motivation and effectiveness in a systematic and planned way. In this study total 500 faculty were selected and through questionnaire they were asked about the culture exist in their organizations. For the analysis, correlation and regression were applied. The findings reveal that there is a significant impact of OCTAPACE culture on faculty performance.

**INFRASTRUCTURE MANAGEMENT IN IT PARKS WITH SPECIAL REFERENCE TO
TECHNOPARK, TRIVANDRUM**

R. JOLLY ROSALIND SILVA
RESEARCH SCHOLAR
DEPARTMENT OF CORPORATE SECRETARYSHIP
SCHOOL OF MANAGEMENT
ALAGAPPA UNIVERSITY
KARAIKUDI

DR. A. MORARJI
PROFESSOR
DEPARTMENT OF CORPORATE SECRETARYSHIP
SCHOOL OF MANAGEMENT
ALAGAPPA UNIVERSITY
KARAIKUDI

ABSTRACT

Infrastructure is the baseline and key driver for overall development of a country. It is an admitted fact that the level of economic development of a country directly depends on the development of infrastructure. To sustain this economic growth there must be a matching infrastructure. Poor infrastructure causes higher supply costs and delays for businesses. Technopark's aim is to create infrastructure and provide support required for the development of high-technology companies. Renowned as the Country's first IT Park and one of the largest one in India in terms of built up space, Technopark was reputed as greenest IT Park established in 1990. It aims to provide all the infrastructure and support facilities needed for IT/ITES. The study was conceived to analyze how Technopark, Trivandrum, supports the IT companies functioning in Technopark, in retaining its operational viability by providing continuous and world class infrastructure. The data for the study were collected from both primary and secondary sources. Statistical tools such as Chi-square test, Fried Mans Rank Test, correlation one way Anova were used to verify the hypothesis.

A DESCRIPTIVE STUDY ON REASONS FOR EMPLOYEE ATTRITION BEHAVIOR IN HOTELS AND RESTAURANTS OF LUCKNOW CITY: OWNERS/ MANAGERS PERSPECTIVE

DR. GAURAV PANDE
PROFESSOR
SCHOOL OF MANAGEMENT
BBD UNIVERSITY
LUCKNOW

LEON CHUNG
RESEARCH SCHOLAR
SCHOOL OF MANAGEMENT
BBD UNIVERSITY
LUCKNOW

ABSTRACT

Service sector is one of the largest sector in the global economy, that contributes monetary wise as well as in terms of job opportunities and infrastructure development. It is classified into Economic services like trade and hospitality; transportation activities, storage and communication; banking and insurance services then Social services like health, education and administration. Travel and tourism a part of hospitality industry consists of tourist destinations, tourist attraction, travel brokers, transportation, accommodation and travel related services. Accommodation includes lodging, establishments that serve food and beverages, in form of hotels, restaurants, resorts, guest house, apartments, camps and destination themed parks. Globally travel and tourism provides employment to 292 million people i.e.1 in every 10 job, same ratio is in India. Hotels and restaurant is totally service oriented and non-tangible asset which means main focus is on employees. Performance of the organization is related to the employee's performance; therefore, attrition of employees leads to loss for the organization in monetary as well demotivates other employees. Main aim of the paper is to find out the reasons for attrition in hotels and restaurants of Lucknow City, Uttar Pradesh, India. Method used is descriptive research, data collection is via secondary data and primary data collection through questionnaire using the technique scheduling. Population unit are the owner/ manager of hotel and restaurant of Lucknow City, Uttar Pradesh, India. Main reason are long working hours, odd working hours, salary, family problem and health issues of employees.

PURCHASING BEHAVIOUR OF RURAL CONSUMERS IN SOUTH INDIA WITH REFERENCE TO FMCG

DR. K. VENKATA JANARDHAN RAO
PROFESSOR
KAKATIYA UNIVERSITY
WARANGAL

SRIVALLI J
RESEARCH SCHOLAR
JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY
HYDERABAD

ABSTRACT

Unlike urban markets, rural markets are difficult to predict and possess special characteristics. The featured population is predominantly illiterate, have low income, characterized by irregular income and flow of income fluctuating with the monsoon. Rural markets face the critical issues of distribution, understanding the rural consumer, communication and poor infrastructure. The rural consumer expects value for money and owing to has unsteady and meager status of weekly income; increasing the household income and improving distribution or the viable strategies that have to be adapted to tap the immense potential of the market. This study is done with the objective of identifying the impact of marketing strategies on FMCG (Convenience products) through their purchases. The correlation between the purchases based on product, price and promotion in the selected villages will be done. The study is done through sample survey by interview method. And the Convenient products like tooth pastes, bath soaps, shampoos are selected for this study. Findings will indicate the bases for purchases, and the marketing strategies adopted will also be studied. Brand preference is the key determinant in our study.

PRICE BEHAVIOUR OF GOLD AND SILVER AT MCX WITH SPECIAL REFERENCE TO GOODWILL COMMODITIES, PUDUCHERRY

R. MENAHA
RESEARCH SCHOLAR
DEPARTMENT OF MANAGEMENT
PRIST UNIVERSITY
PUDUCHERRY CAMPUS
PUDUCHERRY

DR. S. POUGAJENDY
HEAD
MBA DEPARTMENT
PRIST UNIVERSITY
PUDUCHERRY CAMPUS
PUDUCHERRY

ABSTRACT

This project “The Study on price behavior of Gold and Silver at MCX (With Special Reference to Good Will Commodities)” is helpful to Know the Price Movement of Gold and Silver and also know the price Fluctuation factors of Gold and silver. The study helps to the existing investor for the trading in commodities market and this can be extended for the new investors. It helps the person who wants to know about the technical analysis in commodities market. The article should be movable of value, something which is bought or sold and which is produced or used as the subject or barter or sale. In short, commodity includes all kinds of goods. In this study, the companies are selected based on the Commodities founded in 2008, is India’s best commodity House and the Largest Distribution Network, providing a wide range of financial services and investment solutions. The purpose of this study the price details of two commodities from Multi Commodity Exchange MCX were taken and their price movement are computed and studied. The commodities which are selected from commodity market are Gold and Silver. Gold is the oldest precious metal known to man and for thousands of years it has been valued as a global currency, a commodity, an investment and simply an object of beauty. Silver (Chemical symbol-Ag) is a brilliant grey-white metal that is soft and malleable. Silver’s unique properties include its strength, malleability, ductility, electrical and thermal conductivity, sensitivity, high reflectance of light, and reactivity. The daily prices of above mentioned commodities were taken for a period of Six months from 1st October 2016 to 30th March 2017.

CONSTRUCTION OF OPTIMAL EQUITY PORTFOLIO WITH APPLICATION OF SHARPE SINGLE INDEX MODEL: A COMPARATIVE STUDY ON FMCG AND AUTO SECTORS

T. MALLIKHARJUNARAO
RESEARCH SCHOLAR

DEPARTMENT OF COMMERCE AND BUSINESS ADMINISTRATION
ACHARY NAGARJUNA UNIVERSITY
NAGARJUNA NAGAR

DR. S. ANITHADEVI
HEAD
DEPARTMENT OF MANAGEMENT STUDIES
TJPS COLLEGE
GUNTUR

ABSTRACT

Indian securities market is an exceedingly unpredictable and sensitive market where portfolio construction is exceptionally critical to get great returns. Accordingly the primary concentration of this research is to build an ideal value portfolio with the assistance of Sharpe index model. In this study, FMCG and AUTO sectors have been thought about for building the ideal portfolios. Thirty companies have been selected and excess return to beta ratio has been calculated and ranked the companies based on that ratio. Ideal portfolios built for FMCG sector and AUTO sector independently and thought about both the portfolios as far as portfolio return and risk. The cut-off point was ascertained in view of the most astounding worth and cut-off point should be used to calculate the proportion of money to be invested in each stocks. This exploration discoveries and proposals would be useful to investors for putting resources into FMCG and AUTO sector and to choose which sector could give most elevated return at low risk.

ADVERTISEMENTS SHOWING CHILDREN: AN ETHICAL PERSPECTIVE**DR. D. MEHTA****READER****FMS****PT. JAWAHARLAL NEHRU INSTITUTE OF BUSINESS MANAGEMENT****VIKRAM UNIVERSITY****UJJAIN****DR. NAVEEN K MEHTA****ASSOCIATE PROFESSOR & I/C HEAD****DEPARTMENT OF ENGLISH****SANCHI UNIVERSITY OF BUDDHIST - INDIC STUDIES****BARLA-RAISEN****ABSTRACT**

Advertisements that portray children influence market very highly. Marketers are using children in their commercial advertisements to push their sales. Children are forcing the adults buy. So, grabbing adult's attention through children has become a sound strategy for majority of manufacturers. Advertisements targeted at children are considered unethical as children are not capable of processing the given information. Consumption of unhealthy products like fast food and tobacco products lead to bad health. Most of the advertisements are viewed as offensive, indecent, vulgar, repulsive, and against public decency. More particularly, it affects children negatively. The present paper makes an attempt to study ethical issues pertaining to use of children in advertisements and authors have also proposed a model, may be very useful for Advertising Industry, Marketers, Corporate sector organizations fighting for protecting children's causes and other stakeholders of the society, to deal with such a sensitive issue in future times.

**THE EFFECTS OF HUMAN RESOURCE OUTSOURCING ON ORGANISATIONAL
PERFORMANCE****(A CASE STUDY OF POST BANK KENYA LTD.)**

CLIFFORD G. MACHOGU
ASSOCIATE PROFESSOR
COMMERCE DEPARTMENT
MURANG'A UNIVERSITY OF TECHNOLOGY
KENYA

JOHN WEKESA WANJALA
LECTURER
HUMSN RESOURCE DEPARTMENT
MURANG'A UNIVERSITY OF TECHNOLOGY
KENYA

RICHARD JUMA OTIENO
SR. LECTURER
LIBERAL STUDIES DEPARTMENT
MURANG'A UNIVERSITY OF TECHNOLOGY
KENYA

JAMES KIBE
STUDENT
COMMERCE DEPARTMENT
MURANG'A UNIVERSITY OF TECHNOLOGY
KENYA

ABSTRACT

The study finds out that outsourcing has become a strategic human resource approach in our current competitive business environment. Companies involved in the practice need to stick to their core competencies and go for strategic outsourcing to reduce cost and become more effective in their customer service. A company's business success could be determined on how well it manages its outsourcing relationship. In general, organizations outsource to achieve cost reductions and/or to be able to focus on their core business. They also resort to outsourcing as a way to achieve more efficient, effective and competent functions in their processes. One of the fastest growing changes currently adapted by organizations is to outsource non-essential but critical functions to a large scale service provider, which is commonly referred to as Business Process Outsourcing or BPO. As the trends in outsourcing are evaluated, it is realized that the benefits of outsourcing far outweigh its disadvantages. Even as profits from the organization activities and Return on Investments increase year after year, it cannot solely be attributed to outsourcing. Other factors like commitment, team work, reward recognition and employee involvements all play a critical role in the overall performance of the organizations. Institutions that integrate these factors with outsourcing achieve performance enhancement.

**AN EXTENDED STUDY ON THE OFFENCES UNDER NEGOTIABLE INSTRUMENTS
ACT WITH SPECIAL REFERENCE TO CHEQUE BOUNCING**

DR. I. FRANCIS GNANASEKAR
ASSOCIATE PROFESSOR
ST. JOSEPH COLLEGE (AUTONOMOUS)
TIRUCHIRAPALLI

S.M.MOHAMED MISKEEN
RESEARCH SCHOLAR & SECRETARY
RABIAMMAL AHAMED MAIDEEN COLLEGE FOR WOMEN
TIRUVARUR

ABSTRACT

A legal fiction has been created by which, a civil wrong, viz., cheque bouncing (unpaid cheque) has been made a criminal offence, by an amendment, made in 1988 in the Negotiable Instruments Act 1881. Section 138 of the said Act mandates severe punishment of imprisonment up to two years or fine of double the amount of cheque amount or both., this is a penalty payable by the defaulter in addition to the debt payable. However, the law provides adequate protection to honest persons who inadvertently or negligently issued cheques without ensuring sufficient credit balance in his/her bank account. On the other hand, an unscrupulous person, who does not consider dishonour of cheque, is a dishonour to his credibility. In this article, the researcher have analysed and presented the important aspects of who one is legally competent persons to file a criminal complaint against the person of the offence one committed u/s 138 of the Act.

**CRITICAL EVALUATION OF THE RECRUITMENT PROCESS OF BUSINESS
DEVELOPMENT EXECUTIVE AT PRIVATE SECTOR BANK, PUNE**

SHIKHA SINDHU
ASST. PROFESSOR
INDIRA SCHOOL OF BUSINESS STUDIES
TATHWADE

NATASHAA KAUL
ASST. PROFESSOR
INDIRA SCHOOL OF BUSINESS STUDIES
TATHWADE

ABSTRACT

The report is to study the effectiveness of the recruitment and selection process followed in a Private Bank. The primary objective of the study was to understand the satisfaction of the level of the HR and the B.D.Es towards the recruitment process followed in the bank. The secondary objectives were to understand the selection criteria for B.D.Es and to identify the areas of improvements in the selection process for them. The researcher has used descriptive research and has used questionnaires as a tool from B.D.Es and schedules from HRs for primary data collection and various magazines and booklets of the bank for secondary data collection. The researcher has found that the recruitment process of the bank for B.D.Es is very cost ineffective. It is spending a lot of money in recruitment as it interviews much more people as compared to the number of vacancies. Even the back out percentage after being offered the job is quiet high. The researcher also observed a number of loop holes in the recruitment process followed in the bank which includes: no pre determination of the interview panel, HR and the B.D.Es are having different opinion towards the recruitment policy followed in the organization, back out percentage after being offered the job is very high. The researcher has recommended some measures to improve the recruitment process like considering the location preference, and improvement in recruiting process etc.

DEVIATIONS OF INVESTMENT INSTRUMENTS PORTFOLIO FROM IRDA GUIDELINES IN LIFE INSURANCE

MONA JINDAL
ASST. PROFESSOR
S.S.D WOMEN'S INSTITUTE OF TECHNOLOGY
BATHINDA

ABSTRACT

The Indian life insurance industry has undergone through major ups and downs after liberalization, privatization and globalization. This policy lead to the opening up of the Indian economy to the private entrepreneurs, which attracted some private and international players in the insurance sector also. Thus, introduction of private players in the industry have made lot of changes and have added value to the industry. This paper focuses on the behaviour of various investment instruments of private life insurance companies for the period from 2002 to 2014 and their deviation from the set IRDA guidelines. The sample for this study includes 5 Indian life insurers and it analysis the data of 13 years from 2001-2002 to 2013-2014. The study uses descriptive analysis for in-depth analysis of the various instruments of investment for top five private life insurance company's.

DEMONETIZATION AND ITS IMPACT

**DR. YASHODA
ASST. PROFESSOR**

**SMT. INDIRA GANDHI GOVERNMENT FIRST GRADE WOMEN'S COLLEGE
SAGAR**

ABSTRACT

The Government has decided to discontinue the legal tender character of high denomination bank notes of Rs. 500 and Rs. 1000. Such notes will not be legal tenders from midnight of November 8, 2016. This decision is being taken to curb financing of terrorism through the proceeds of fake Indian currency notes and for eliminating black money.

**PROFITABILITY AND LIQUIDITY RATIOS ANALYSIS: AN EMPIRICAL STUDY OF
PANYAM CEMENTS & MINERAL INDUSTRIES LTD.**

B R MURTHY
ASST. PROFESSOR
GOLDEN VALLEY INTEGRATED CAMPUS (GVIC)
ANGALLU POST

M KALPANA.
ASST. PROFESSOR
GOLDEN VALLEY INTEGRATED CAMPUS (GVIC)
ANGALLU POST

S PURNACHANDRA RAO
RESEARCH SCHOLAR
RAUALA SEMA UNIVERSITY
KURNOOL

ABSTRACT

All organizations are performing profit orientation or not, irrespective of the level of investment and nature of business. The organizations are periodically measure their performance for knowing achievement of the profit states through financial statement. The financial statement indicates the firm operations relating to Liquidity, profitability and financial position. The effective management of liquidity and profitability operations supports to sound financial states of the firm. In this study to analyze firm financial statement, this study result will give an idea about the performance of Panyam Cements and Mineral Industries Ltd.

MARINE TRADE MEDIATOR'S SATISFACTION TOWARDS PRIVATE CONTAINER FREIGHT STATION SERVICES IN TUTICORIN

SENTHIL KUMAR S
PH. D. RESEARCH SCHOLAR IN MANAGEMENT
ALAGAPPA UNIVERSITY
KARAIKUDI

DR. JEBA PRIYA
ASST. PROFESSOR
DEPARTMENT OF MANAGEMENT STUDIES
GOVERNMENT ARTS COLLEGE
PARAMAKUDI

ABSTRACT

Indian port has shown substantial improvements in the last one-decade by way of port facilities and cargo handling. With the emergence of large private investments, the cargo handling capacity at minor ports has increased, commensurate with the cargo traffic volumes. Minor ports in India had a capacity to handle about 230 million tonnes of cargo and the traffic handled was about 220 million tonnes during the year 2007-08. As per the times of India on January 28th 2011, The total cargo handling capacity of Indian ports are crossed more than 1 billion tonnes. It is denoted that, there is a wide scope and opportunity in the field of international trade related activities like customs house agent, freight forwarding agents, logistics, warehousing, minor port, dry port, private Container Freight station etc... warehousing and storage is a major chunk of logistics in India. The private CFS have storage spaces. So, they are also considered and treated as a warehouse industry components. The private CFS is facilitating to the all international traders in related to air and seaport. The increased global competition in international trade has made it imperative that we pay much greater attention to developing world class infrastructure at our ports and support the shipping industry in facing these challenges. Ports handle around 95% of India's total trade in terms of volume and 70% in terms of value. Massive investment is expected for developing new port facilities through private sector participation to meet this huge demand, Shippers and consignees also responded to the opportunities and benefits in containerization. One popular method of shipment is to use containers obtained from carriers or private leasing companies. For this purpose, Government of India has specially framed export import policy to facilitate International Trade related areas like artificial seaport, airport, container yard, CONCOR, timber yard and Container Freight Station (CFS) etc. The CFS formalities in export and import are complicated like carting order, preparation of checklist, admission chit/ID card, de-loading, customs inspection, stuffing, fumigation, putting OTL, Liners formalities and preparation of gate pass.

A STUDY ON SATISFACTION OF BANKING CUSTOMERS TOWARDS ONLINE SERVICES

HELNA K PAUL
GUEST LECTURER
ST ALOYSIUS COLLEGE
ELTHURUTH

NOUFAL C K
M. Phil. RESEARCH SCHOLAR
UNIVERSITY OF CALICUT
THENJIPALAM

FASNA P P
M. PHIL. RESEARCH SCHOLAR
UNIVERSITY OF CALICUT
THENJIPALAM

ABSTRACT

As everything turns to its online format the service sector was also forced to render their services through online. The prime service sector called banking sector had no other way but to go with these waves. The very busy world have no time to keep their money safe or to keep look on through. So the banks run behind their customers through internet to serve them. But the customers being king of the market, always need more from their service provider to serve them. The study reveals the association of various dimensions of online service quality towards satisfaction of the online banking customers. A sample of thirty has taken for the study. The sample was operationally defined as those who regularly use online banking services. Structured questionnaire was used to collect the primary data. The satisfaction was measured in relation to the following dimensions of online service quality: Efficiency, Assurance, Privacy, Contact and aesthetic code. The results reveals that the online banking customers are satisfied with the services rendered. An interaction through this online methods could help to improve the e-CRM which would be the most innovative way to keep in touch with customers and thus maintaining them.

FINANCIAL INCLUSION Vs. FINANCIAL EXCLUSION: AN OVERVIEW

**LAVANYA K.N.
RESEARCH SCHOLAR
REVA UNIVERSITY
KATTIGENAHALLI**

ABSTRACT

This research paper aims to define Financial Inclusion from various corners. Financial inclusion as a measure must comprehend its concept, significance, structure, object and outcome by analysis of financial exclusion. Formation of strategies is for effective financial inclusion or to reason the presence foundation of financial exclusion. Dimensions in society about the financial services are being understood nearly by the twist in the problems of financial exclusion. Financial exclusion shows the probability of people being excluded from financial services.

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With sincere regards

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