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TO EVALUATE THE IMPACT OF TRANSFORMATIONAL LEADERSHIP ON ORGANIZATIONAL LEARNING

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ABSTRACT

The transformational leadership approach addresses the research on how the transformational leadership behaviors affects the learner's result of cognitive learning, enthusiastic learning and learner's sense of leader trustworthiness and communication satisfaction. A layout of the philosophy, including examining strategies, instrumentation and data aggregation methodology were presented, along with the systems used for data examination. Many straight relapses were used to break down the organizations among the characterized variables. In order to determine learner outcomes on transformational leadership practices MLQ was used. The questionnaire was sent electronically to 125 employees of selected organizations in Hyderabad City, India. The hypothesis was evaluated using SPSS. Finding of this study revealed that transformational leadership behaviors (idealized impact, intellectual incitement and Attributed charisma) are more gigantic pointers of individual learning outcomes like cognitive learning, communication satisfaction and learning sense of leader trustworthiness in instruction setting.

**PROBLEMS AND PROSPECTS OF TOURISM INDUSTRY IN INDIA – WITH SPECIAL
REFERENCE TO UTTAR PRADESH****DR. CHANCHAL CHAWLA****ASST. PROFESSOR****TEERTHANKER MAHAVEER INSTITUTE OF MANAGEMENT AND TECHNOLOGY****TEERTHANKER MAHAVEER UNIVERSITY****MORADABAD****DR. VIPIN JAIN****PRINCIPAL****TEERTHANKER MAHAVEER INSTITUTE OF MANAGEMENT AND TECHNOLOGY****TEERTHANKER MAHAVEER UNIVERSITY****MORADABAD****ABSTRACT**

The tourism/excursion industry has developed as brace of the largest and quickest developing financial segments universally. It's commitment to the worldwide GDP and business has expanded altogether. The excursion/tourism industry in India has developed as twosome of essential drivers of development along with the service industry in India. Excursion/Tourism in India is a sunrise enterprise, an occupation originator, a noteworthy wellspring of remote trade for the nation and a pecuniary endeavour that helps neighbourhood and legion corporations. Increased salary tiers and evolving methods of life, development on differing tourism/excursion offerings and arrangement or pecuniary aid through the legislature are holding a quintessential portion in shaping the journey and tourism/excursion zone within India. In any case, the division is confronting difficulties, for example, absence of good quality tourism foundation; worldwide concerns in regards to wellbeing and security of travellers, unique traveller impose structures crosswise over different states and setback of sufficiently prepared and talented labor. Coordinated endeavours by all partners, for example, the central and the regimen governments, non-public area and the communities elsewhere are appropriate for feasible advancement and support of the excursion/tourism division in the nation. The current study has been an undertaking to highlight the precept possibilities and problems of tourism in Uttar Pradesh. The advancement of tourism within the regimen amid the globalization period has additionally been broken down on the basis of a few optional facts. The results shows the prospects that are mostly liked for excursion/tourism in Uttar Pradesh.

USING ANT LION ALGORITHM FOR PORTFOLIO OPTIMIZATION ON THE BASIS OF TIME PERIOD OF INVESTMENT

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ABSTRACT

Recently, the authors have applied a new nature inspired computing i.e. Antlion Algorithm (ALO) to portfolio optimization. ALO mimics the hunting mechanism of antlions in nature and can be used as an optimization technique to solve various problems in management and engineering. The stocks of top 50 Indian Companies listed on Bombay Stock Exchange (BSE) have been selected on the basis of market capitalization. In this paper, we further present findings on the use of ALO as applied to stocks listed on BSE. It is noted from the presented findings that technique can be used to make future predictions.

SAVINGS BEHAVIOR IN UNAKOTI DISTRICT OF TRIPURA: A CASE STUDY

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ABSTRACT

Savings is an important aspect of the socio-economic development of rural households. Under present developing countries like India, savings can play a vital role for upgrades standard of living of marginal peoples. Present study entitled "Savings Behavior in Unakoti District of Tripura" is an empirical study on small savings and investment of rural households in Unakoti District of Tripura. The study shows that collection of small savings and investment in the District are optimistic. Income levels of the rural households are despondent but people have habit to save in small savings scheme. Savings environment are establishing very smoothly.

MONEY AND OUTPUT: IMPACT ON PRICE LEVEL IN INDIA DURING 1970-71 TO 2012-13

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ABSTRACT

This paper aims to examine the relationship among the macro economic variables like real gross domestic product (GDP), broad money (M_3) and price level (WPI) has been examined for the Indian economy using time series data for the pre and post reform period 1970 to 2013. Three variants of the price equation specified in logarithmic form have been estimated following a partial adjustment mechanism. Various tests conducted on the price equation show that the behaviour of price is well explained by changes in output and broad money. Results show that Static and dynamic price equation technique established that increase in money supply has been a quite an important factor in the emergence of inflationary situation in India as well this indicates that an increase of GDP may be effective in reducing the price level in India. This paper suggest that a rise in the real output accompanied by a control of money supply would reduce the price level.

ROLE OF CUSTOMER RETENTION STRATEGIES IN RETAILING SECTOR**DR. K.V.S.N. JAWAHAR BABU****HEAD****DEPARTMENT OF TOURISM MANAGEMENT****VIKARAMA SIMHAPURI UNIVERSITY****NELLORE****S. KALESHA MASTHANVALI****RESEARCH SCHOLAR****DEPARTMENT OF MANAGEMENT****BHARATHIAR UNIVERSITY****COIMBATORE****ABSTRACT**

As the \$4.5 trillion U.S. retail industry evolves from being product centric to focusing on consumer relationships, customer retention has become a key metric of success. Brand loyalty is no longer something to be won once and relied on forever. Today, you have to win your customers repeatedly with every interaction. The 20th century product economy was based on discrete, anonymous transactions. Retail was about inventory, shelving and cost-plus pricing. Companies had minimal insight into who was actually buying their products, or how they were using them. But, in today's Subscription Economy, the customer is king and customer retention must top every retail company's priorities. Consumers value outcomes and unique experiences – they want easy shopping customized to their individual needs, curate choices, easy payments, and guaranteed satisfaction. And they want all of these to be delightfully smooth experiences – both online and in-store. In many ways, today's Subscription Economy is about rediscovering the value of ongoing, commercial relationships. We used to know the names of the people who sold us things. Retail needs to rediscover those relationships. The recipe for customer retention is simple – retail has to become relentlessly customer-focused.

GENDER DIVERSITY: WOMEN ON BOARD AND CORPORATE SOCIAL RESPONSIBILITY

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ABSTRACT

The term CSR identifies with the proceeding with the responsibility of an organization to carry on decently and dependably towards the general public and the earth inside which it works while adding to financial intensity and advance. This review examines the relationship between board sex assorted qualities and different measurements of CSR. Today CSR is viewed as an important apparatus to make sex correspondence at where you work. Equality and differences in the work environment are the fundamental mainstays of CSR. The organizations are progressively tending to the sexual orientation uniformity plan and including it inside their CSR programs, in light of lack of gifted work and a development in the cooperation of ladies in the workforce. The consideration of a sexual orientation point of view in CSR can assume a dynamic part in accomplishing sex fairness in the work environment through exercises, activities, systems and approaches that give rise to access to openings for work to female representatives and accommodate correspondence of the treatment of ladies in the work environment. Also, this article analyzes whether CSR evaluations intervene the connections among board asset assorted qualities, sexual orientation creation, and corporate notoriety

GLOCAL FASHION: IMPACT OF GLOBALIZATION ON INDIAN GARMENT AND TEXTILE SECTOR

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ABSTRACT

With the expansion of western colonialism and development of foreign trades, Indian fashion has been continually improving to perfection. There has been both positive and negative impact of globalization on social and cultural values in India. globalization is providing new panorama of dressing up as well as employment and thereby bringing happiness in the lives. The fusion of various fashions and styles, multiplicity of apparel fashion is enriching the cultural heritage of this country. When global fashion becomes the local, it is referred as "glocalization". A beautiful synthesis of traditional and western costumes is emerging as the new style statement of Indian youth. India is a developing economy, with a growing population of youth and technological advancement, which is opening doors for newer and diversified trends in wardrobe. Increase in the number of shopping malls, advent of brands, popularity of designer clothing, boom in the number of fashion institutes, initiation of fashion shows, boutiques, emergence of fashion houses, globalization of Indian attire, use of synthetic fibers, improvement in professional management skills, rising demand for readymade garments, availability of superior quality at rational value, high competitiveness, installation of new technology in garment and textile production, sustainable and ethical consumerism, fair trade - supply chain transparency, eco-friendly fashion and green wardrobe, use and throw concept are the major impact of globalization on Indian garment and textile sector. All these arenas have their own distinctive influence – good or bad - on Indian society and fashion industry.

SUCCESSFUL ATTRIBUTES OF FINANCIAL SERVICES TARGETED FOR WOMEN CUSTOMERS

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ABSTRACT

With the growth of education and economy, women have come out of the peripheries of family and they are performing very well in all fields. They are breaking all the myths of world like women can't do this or that. They are taking all their decisions with intelligence and proving their caliber and intelligence. They are taking their own decisions by analyzing to their best. So if the financial services providers want to target women as customer segment they will have to add some special attributes to their services by adding colors of their interest. Present study is an attempt to identify the attributes a woman looks into an advisor before investing in any financial product or service. The objective of the research paper is to examine the most successful attributes used by the financial advisors from banks in providing financial services to women customer. The validity of any research is based on the methods of collection of data and analysis of data collected. The researcher have collected data through primary sources. The Primary data have been collected through a structured and carefully developed questionnaire from 220 educated working women in NCR in the age group of 25 years to 45 years with respect to their opinion about financial advisors. The exploratory factor analysis is applied on collected data.

**PILGRIMAGE TOURISM IN THE REALM OF FOREIGN TRADE CONCERNING
ENVIRONMENTAL FACTOR
(A CASE STUDY OF KANGLA SHRINE)**

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ABSTRACT

Religious tourism, also commonly referred to as faith tourism, is a type of tourism, where people travel individually or in groups for pilgrimage, missionary, or leisure purposes. According to the World Tourism Organization, an estimated 300 to 330 million pilgrims visit the world's key religious sites every year. Manipur has the advantage of acting as India's 'Gateway to the East' through Moreh town, which is the only feasible land route for trade between India and Myanmar and other Southeast Asian countries. On 20th November 2004, the Kangla Fort was handed over by the Indian Prime Minister Manmohan Singh to the state government of Manipur. At present, the fort is open for visitors and is a major tourist attraction of the state. A visit to the Kangla Fort is a must for art lovers and historians as this ancient fort holds immense archaeological, religious and historical significance. Every year around 7 million pilgrims visit the Shrines in India, which is influencing the socio-economic environment of the region, and the present paper is throwing light on the economic impact of the pilgrimage tourism. Over the years pilgrim tourism has been recognized as one of the most vibrant natural sectors of economy. Surroundings, cleanliness and ethnic culture always provide the spiritual aura. Today, pilgrimage tourism is one of the largest and dynamically developing sectors of external economic activities. Its high growth and development rates, considerable volumes of foreign currency inflows actively affect various sectors of economy, which positively contribute to the social and economic development of the country as a whole. Foreign trade concern with globalization and its impact on tourism industry, recent trends in global tourism and its impact on Indian tourism industry and trends in global industry and its impact on the State concerned.

CORPORATE SOCIAL RESPONSIBILITY IN INDIA & THE LAW

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ABSTRACT

Corporate social responsibility is the persisting commitment by the business to contribute to the environment by indulging in activities to contribute to the improvement of the workforce and the families including the local community and the society. A company is a part of the society, and it has a certain duty and responsibility towards the employees, residents and the shareholders of the entire community. Hence, it is a really important that the corporation renders its services in the development of the society, and essential for healthy conduction of business. The ongoing scenario to make corporate social responsibility compulsory has drawn lot of stark criticism from the corporations. The present paper dwells comprehensively upon the concept of CSR, from its inception as philanthropy till its journey to a form where now it is mandatory to be sensitive about CSR in businesses with special reference to the provisions of the Companies Act, 2013.

A REVIEW OF HIGHER EDUCATION ISSUES, CHALLENGES AND RESPONSES IN INDIA

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ABSTRACT

Higher education institutions are large, complex, adaptive social systems like all other human organizations. Over the last decade, Higher Education around the world is facing a number of challenges and potential threats to effective learning and teaching support. Though the data show a massive growth in the number of students' enrolment in colleges/universities, holistic view reveals that still only a meagre of the total population has access to higher education. Globalization and privatization are imposing new challenges but the nations are still entangled in solving the basic problems of accessibility to higher education for all. In the wake of the transition from elitist to mass education, universities worldwide are under pressure to enhance access and equity, on the one hand, and to maintain high standards of quality and excellence, on the other. However, the relevant literature on higher education challenges is scattered over many textbooks, conferences and journals. This paper provides a comprehensive presentation of all those challenges found in the literature in a structured way. Also this study will identify how technology and data infrastructures could provide responses to address those challenges in a world where students are changing, their learning styles are changing, and the technologies to accommodate their needs are changing.

**WEST BENGAL FINANCIAL CORPORATION: THE REGIONAL LEADER IN
FINANCING TO MICRO, SMALL AND MEDIUM ENTERPRISES (MSME): A
CRITICAL EVALUATION**

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ABSTRACT

The Micro, Small and Medium Enterprises (MSME) considered as a growth engine of Indian economy. By its less capital intensive and high labour absorption nature, this sector has made significant contributions to employment generation and also to rural industrialization. However, lack of access to finance and timely credits as well as escalating cost are cited as important reasons for underutilization of the manufacturing capabilities of MSME. State Financial Corporations have been established to provide various types of financial and non-financial assistance to this sector. West Bengal Financial Corporation (WBFC) was setup in the year 1954 with the objective of providing financial assistance to MSME in the state of West Bengal. In this paper, an attempt has been made to analyze the performance of WBFC. Paper is based on secondary data and simple statistical tools and techniques have been used to analyses the data.

CUSTOMER SATISFACTION OR DISSATISFACTION SURVEY ON BANKING SECTOR AFTER INCREASE OF SERVICE CHARGES FROM 01-04-2017

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ABSTRACT

There are many research papers on customer satisfaction on banking industry in India. This paper tries to find views of bank customers of Mancherial town after increase of service charges of PSU Banks w.e.f.01-04-2017. Primary data collected from 100 bank customers of different banks are used for this purpose. Data was analyzed using computers and statistical tools. The sample size is taken by random sampling method. Objectives of this research study to find out impact on banks after increase of service charges and also to know satisfaction level of customers after increase of service charges. Findings of the study are customer expressed dissatisfaction over increase of service charges. They particularly dissatisfied with charges on cash deposits and ATM withdrawal after permissible limits. 56% of respondents believe that use of Debit and Credit cards is best method to face increased charges.

ATTRITION IN GARMENT INDUSTRIES: A STUDY FROM HUMAN RESOURCE MANAGEMENT PARADIGM

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ABSTRACT

The current study focuses on attrition rate in the garment industries and the role of Human Resource Managers in combating it. The quest here is to assess the factors that lead to high rates of voluntary employee turnover among the garment industry workers. The study found that multiple factors contributed to employee turnover in different rates in different companies. The effect of turnover was witnessed across the various levels of employees. The major factor perceived to contribute to employee turnover was remuneration, high production expectations and lack of individual respect accorded to the workers in the course of daily working scenarios. The study used primary data collected through a questionnaire administered to 106 employees in garment industries located in Bangalore district

GROWTH AND CHALLENGES IN RETAILING: AN INDIAN EXPERIENCE

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ABSTRACT

Changing consumer's preferences, availability of variety products and services, availability of foreign goods and services, increase in income level, changing in life style of urban and metro population and its impact on rural population and other factors affected greatly on consumers' expectations and buying behavior. Today's consumers are awaked and learned one. They are demanding wide range and unique merchandise products and services with consistent quality under one roof. The retail industry in India is one the sunrise sector in the economy and it becomes one of the most dynamic growing sectors in recent times. Opening new business will have positive impact on the economy as it provides employment opportunities. Retailing is one of the important sectors in the world economy. It is going through a transition phase not only in India but in the whole world. It involves a direct communication with the consumer and the co-ordination of business activities from end to end- right from the concept or design stage of a product to its delivery and post-delivery service to the customer. The industry has contributed to the economic growth of many countries and it is definitely one of the fastest growing and developing industries in the world economy.

LEADERSHIP STYLES ACROSS ORGANISATIONAL TYPES: A COMPARATIVE STUDY IN ADMINISTRATIVE AND FINANCIAL ORGANISATION

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ABSTRACT

The primary purpose of the present investigation was to examine leadership across two organisation types and two job categories. 100 adult employees (50 from administrative organisations and 50 from financial organisations) were randomly sampled for the study. Half of the participants in each organisation type were assistants and the other half of the participants were supervisors. Thus, the study adopted a 2 (organisation type) X 2 (job category) factorial design. The participants were individually administered a leadership style questionnaire developed by J.B.P.Sinha. It may be indicated that the questionnaire measures several dimensions include paternalistic, nurturant task, nurturant, task oriented, dependency, fascist, personalised, and status conscious styles. The sub-groups (assistants in administrative organisation, supervisors in administrative organisations, assistants in financial organisations and supervisors in financial organisations) were compared with respect to each of the leadership style dimensions. The result indicated that the employees in administrative organisations indicated higher scores than the employees in financial organisations with respect to each of the dimensions. Furthermore, assistants indicated greater score than the supervisors on nurturant task, nurturant, task oriented, bureaucratic, dependency styles. On the contrary, supervisors revealed higher scores than the assistants with respect to fascist and status conscious leadership patterns. The higher score of employees in administrative organisation was explained in terms of importance attached to control and supervision in administrative organisations. Similarly higher scores of supervisor on the dimension of fascist and status conscious dimension was conceivable in terms of the greater power and authority associated with supervisors. The role of socio-demographic features was accordingly explained. The findings of the study were explained in the light of current theories. The implications of the study were pointed out and the directions for the future research were outlined.

EMPLOYEE ENGAGEMENT, CUSTOMER ENGAGEMENT AND FINANCIAL PERFORMANCE

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ABSTRACT

The very own purpose of this study is to know the impact of employee engagement and customer engagement on the financial performance of service industry especially private banking sector of India. Particularly this study is made on the selected ten private banks in India and emphasizes on three major relationships i.e. (1) Relationship between employee engagement and financial performance, (2) Relationship between customer engagement and financial performance, (3) Relationship between employee engagement and customer engagement. This study involves the review of nine papers and used 5 point Likert scale questionnaire to collect the data from the target respondents such as customers, employees and branch managers of selected private banks. T-test has been used as statistical tools to empirically test the proposed hypothesis and relationships between the above constructs. The major findings of this study states that employee engagement has relationship with financial performance, customer engagement has relationship with financial performance, and employee engagement has no relationship between customer engagement.

INFLUENCE OF VARIOUS ASPECTS ON THE CHOICE OF INVESTMENT INSTRUMENTS BY THE HOUSEHOLDS

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ABSTRACT

Households are that sector of the economy, which is always the net saver. In India, the savings of the household sector form the base for the economic activities, which are undertaken by the other sectors of the economy. The household investors are uncertain while deciding whether they should invest in safe instruments and settle for lesser returns or try to invest in risky securities to earn increased return. The present study is an attempt to identify the aspects, which influence the choice of the instruments. It was found that the area and occupation has a major influence of the choice of the investment option, followed by district and education. Age and residence type significantly influenced only the decisions of investing in Bank Instruments, Provident fund and Bullion. Family type had the least influence on the choice of investment instrument. The advice of agent had a major influence in the choice of investment instrument followed by safety and advice of family and friends. The least influential aspect was returns that the investment options generate.

THE ROLE OF SFCs IN THE INDUSTRIAL GROWTH OF THE STATES WITH SPECIAL REFERENCE OF DELHI FINANCIAL CORPORATION

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ABSTRACT

In any of the developing and/or developed country, financing and industrial growth/development are one of the most important segment which are overall responsible for the growth of the country and its states and so on closely inter-linked, as without adequate financing, organizations are not in position to take a single decision with pragmatic approach. Financial needs are main source for every developing activity of the organization and as such require on every step. In India, there are various financial institutions at nation and state level to provide financial assistance to the different category Industries and for their different financial needs. State Financial Corporations (SFCs) are state level financial institutions established under State Financial Corporation Act, 1951 and their activities are confined within the territory of the state. SFCs mainly established to provide financial and other assistances to those Entrepreneurs/organizations, which falls under the purview of SFCs, as it has salient features, different to the other financial institutions. The main object of SFCs are to provide assistance to micro, small and medium enterprises (MSMEs) and not to large scale industries, as it falls out of the purview of financing these segment of entrepreneurs. At present, there are 18 State Financial Corporations (SFCs), in India and they are playing very pivotal and active role for the industrial growth/development of the state. SFCs offer various types of financial assistance under its different schemes, so that each and every organization can have financial assistance, as per their specific needs and requirements. SFCs provide loan to Prop/Partnership firms, Private Limited/ Public Limited companies/Co-operative Societies and Trusts.

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