

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE AND MANAGEMENT **CONTENTS**

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.	
1.	FINANCIAL LIBERALIZATION IN SINGAPORE, 1999-2003: THE EFFECT OF FIVE-YEAR LIBERALIZATION PROGRAM ON SINGAPORE'S BANKING SECTOR SHAHZAD GHAFOOR & UZAIR FAROOQ KHAN		
2.	DEVELOPING VALUES IN ORGANIZATION: A REFLECTION ON ORGANIZATIONAL VIRTUOUSNESS APPROACH HAMIDEH SHEKARI, MOHAMAD ALI AFSHARI & SAID MEHDI VEYSEH		
3.	INFLUENCE OF EDUCATIONAL LEVELS ON FERTILITY DECISIONS AMONGST FEMALES PARTICIPATING IN LABOUR FORCE IN ADO-ODO/OTA LOCAL GOVERNMENT AREA OF OGUN STATE NIGERIA MOSES AYOKUNLE AKANBI & OGBARI MERCY EJOVWOKEOGHENE		
4.	OCCUPATIONAL ROLE STRESS AMONG WOMEN EXECUTIVES IN UNITED ARAB EMIRATES DR. SANGEETHA VINOD & DR. IPSHITA BANSAL		
5.	SOCIAL RISK MANAGEMENT AS A POVERTY REDUCTION STRATEGY IN NIGERIA ONAFALUJO AKINWUNMI KUNLE, PATRICK OMORUYI EKE, AKINLABI BABATUNDE HAMED & ABASS OLUFEMI ADEBOWALE	30	
6.	A STUDY ON FACTORS INFLUENCING THE JOB SATISFACTION OF LECTURERS EMPLOYED IN SELF FINANCING ARTS COLLEGES, SOUTH INDIA DR. S.KAYALVIZHI & K.CHOKKANATHAN	34	
7.	AN ANALYSIS OF INVESTOR'S PERCEPTION REGARDING MUTUAL FUND SONU V GUPTA, PRAKASH CHAWLA & SANDHYA HARKAWAT	38	
8.	IMPACT OF BRAND IMAGE ON CUSTOMER COMMITMENT & LOYALTY IN INDIA DR. MALHAR KOLHATKAR & DR. NIRZAR KULKARNI	42	
9.	PROBLEMS OF FRUIT PROCESSING INDUSTRY IN ANDHRA PRADESH - A CASE STUDY OF SELECT UNITS IN CHITTOOR DISTRICT K. SREENIVASA MURTHY & HIMACHALAM DASARAJU		
10.	SHAREHOLDERS MARKET WEALTH EFFECT AROUND STOCK SPLIT ANNOUNCEMENTS –AN EMPIRICAL SECTORAL EVIDENCE FROM INDIAN STOCK MARKET SURESHA B & DR. GAJENDRA NAIDU		
11.	IDENTIFYING THE DIMENSIONS OF ORGANIZATIONAL CULTURE & THEIR PERCEIVED RELATIVE IMPORTANCE IN THE MIND OF THE MEMBERS OF THE ORGANIZATIONS – A CASE OF FOUR INDIAN ORGANIZATIONS DR. SITANATH MAJUMDAR & KAUSHIK KUNDU		
12.	STRESS - A CHALLENGE FOR MARKETING EXECUTIVES DR. E. RAJA JUSTUS & DR. C. SATHYA KUMAR		
13.	A STUDY ON FACTORS CRITICAL IN SELECTION OF HUMAN RESOURCE FOR NEW PRODUCT DEVELOPMENT IN ACHIEVING QUALITY, COST AND DELIVERY - WITH REFERENCE TO SELECTED AUTOMOBILE INDUSTRIES DR. MU.SUBRAHMANIAN & V. KUMAR		
14.	INDECISIVENESS IN DECISION MAKING: A PERSPECTIVE STUDY OF MANAGING INDECISIVENESS – A CLASSICAL INDIAN CASE STUDY DR. S. P. RATH, DR. SHIVSHANKAR K. MISHRA, PROF. BISWAJIT DAS & PROF. SATISH JAYARAM		
15.	A DEMOGRAPHIC STUDY OF PROBLEMS FACED BY INDIAN SHIPPING AGENTS (WITH SPECIAL REFERENCE TO LUDHIANA – PUNJAB) SANJEET KAUR & BHAGAT SINGH		
16.	HUMAN RESOURCE MANAGEMENT AND KNOWLEDGE MANAGEMENT: A SYNTHESIS OF RESEARCH AND MANAGERIAL IMPLICATIONS AJAY SOLKHE	98	
17.	APPLICATION OF Z SCORE ANALYSIS IN EVALUATING THE FINANCIAL HEALTH OF PHARMACEUTICAL COMPANIES- A CASE STUDY DR. D. MAHESWARA REDDY & DR. C. R. REDDY	104	
18.	ENTREPRENEURSHIP & EMERGING FORM: A STUDY ON FINGERLING PRODUCTION OF SELECTED VILLAGES OF BARPETA DISTRICT OF ASSAM BIDYUT JYOTI BHATTACHARJEE	108	
19.	COMPOSTING: A TOOL TO SAVE EARTH AND GO GREEN YOGESH MEHTA, SRISHTI JOSHI & ASHWINI MEHTA	113	
20	RELEVANCE OF BRAND PERSONALITY TO TOURISM DESTINATIONS RESHMA FARHAT & DR. BILAL MUSTAFA KHAN	116	
21	ANALYSIS OF FACTORS INFLUENCING EMPLOYEES' PRODUCTIVITY, IN RELATION TO WORKPLACE ENVIRONMENT VIKAS CHADDHA & RAVI PANDEY		
22	EXPLORING THE IMPORTANCE OF EMOTIONAL INTELLIGENCE IN RETAILING ABHIRUCHI SINGH		
23	WOMEN ENTREPRENEUR- A NEW BEGINNING NISHA RATHORE	130	
24	A REVIEW ON PERSONALITY MAGNETISM LEADERSHIP BEHAVIOR R. GOPINATH	132	
25	VODAFONE TAX DISPUTE: A SAGA	138	
	SHASHWAT AGARWAL REQUEST FOR FEEDBACK	141	

CHIEF PATRON

PROF. K. K. AGGARWAL

Chancellor, Lingaya's University, Delhi Founder Vice-Chancellor, Guru Gobind Singh Indraprastha University, Delhi Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

PATRON

SH. RAM BHAJAN AGGARWAL

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

CO-ORDINATOR

DR. SAMBHAV GARG

Faculty, M. M. Institute of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

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

Dean (Academics), Tecnia Institute of Advanced Studies, Delhi

CO-EDITOR

DR. BHAVET

Faculty, M. M. Institute of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

EDITORIAL ADVISORY BOARD

DR. AMBIKA ZUTSHI

Faculty, School of Management & Marketing, Deakin University, Australia

DR. VIVEK NATRAJAN

Faculty, Lomar University, U.S.A.

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. SATISH KUMAR

Director, Vidya School of Business, Meerut, U.P.

PROF. ROSHAN LAL

Head & Convener Ph. D. Programme, M. M. Institute of Management, M. M. University, Mullana

PROF. ANIL K. SAINI

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

DR. ASHOK KHURANA

Associate Professor, G. N. Khalsa College, Yamunanagar

DR. TEJINDER SHARMA

Reader, Kurukshetra University, Kurukshetra

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, Government F. G. College Chitguppa, Bidar, Karnataka

MOHITA

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadhola, Yamunanagar

ASSOCIATE EDITORS

PROF. NAWAB ALI KHAN

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

PROF. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity University, Noida

DR. V. SELVAM

Divisional Leader – Commerce SSL, VIT University, Vellore

DR. PARDEEP AHLAWAT

Reader, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

S. TABASSUM SULTANA

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

TECHNICAL ADVISOR

AMITA

Lecturer, E.C.C., Safidon, Jind

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

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the area of Computer, Business, Finance, Marketing, Human Resource Management, General Management, Banking, Insurance, Corporate Governance and emerging paradigms in allied subjects. The above mentioned tracks are only indicative, and not exhaustive.

Anybody can submit the soft copy of his/her manuscript **anytime** in M.S. Word format after preparing the same as per our submission guidelines duly available on our website under the heading guidelines for submission, at the email addresses, **info@ijrcm.org.in** or **infoijrcm@gmail.com**.

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1.	COVERING LETTER FOR SUBMISSION:			
		Dated:		
	The Editor			
	IJRCM			
	Subject: Submission of Manuscript in the Area of	(Computer/Finance/Marketing/HRM/General Management/other, please specify)		
	Dear Sir/Madam,			
	Please find my submission of manuscript titled '	for possible publication in your journal.		
	I hereby affirm that the contents of this manuscript are original. Furthermore It has neither been published elsewhere in any language fully or partly nor is it under review for publication anywhere.			
	I affirm that all author (s) have seen and agreed to the submitted	version of the manuscript and their inclusion of name(s) as co-author(s).		
	Also, if our/my manuscript is accepted, I/We agree to comply v contribution to any of your journals.	with the formalities as given on the website of journal & you are free to publish our		
	Name of Corresponding Author:	and the same of th		
	Designation:			
	Affiliation:	 (株) (株) 		
	Mailing address:			
	Mobile & Landline Number (s):			
	E-mail Address (s):			
2.	INTRODUCTION: Manuscript must be in English prepared on a	s standard A4 size namer setting. It must be prepared on a single space and single		

- column with 1" margin set for top, bottom, left and right. It should be typed in 12 point Calibri Font with page numbers at the bottom and centre of the every page.
- 3. MANUSCRIPT TITLE: The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.
- 4. AUTHOR NAME(S) & AFFILIATIONS: The author (s) full name, designation, affiliation (s), address, mobile/landline numbers, and email/alternate email address should be in 12-point Calibri Font. It must be centered underneath the title.
- 5. **ABSTRACT:** Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain background, aims, methods, results and conclusion.
- 6. **KEYWORDS**: Abstract must be followed by list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.

- 7. **HEADINGS**: All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 8. SUB-HEADINGS: All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
- 9. MAIN TEXT: The main text should be in a 8 point Calibri Font, single spaced and justified.
- 10. **FIGURES &TABLES:** These should be simple, centered, separately numbered & self explained, and titles must be above the tables/figures. 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.
- 11. **EQUATIONS**: These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
- 12. **REFERENCES**: The list of all references should be alphabetically arranged. It must be single spaced, and at the end of the manuscript. The author (s) should mention only the actually utilised references in the preparation of manuscript and they are supposed to follow **Harvard Style of Referencing**. The author (s) are supposed to follow the references as per 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 italics. 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 parentheses.
- Use endnotes rather than footnotes.
- The location of endnotes within the text should be indicated by superscript numbers.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

Book

- 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.

Contributions to book

 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

• Chandel K.S. (2009): "Ethics in Commerce Education." Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–22 June.

Unpublished dissertations and theses

Kumar S. (2006): "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.

Website

 Kelkar V. (2009): Towards a New Natural Gas Policy, Economic and Political Weekly, Viewed on February 17, 2011 http://epw.in/epw/user/viewabstract.jsp

RELEVANCE OF BRAND PERSONALITY TO TOURISM DESTINATIONS

RESHMA FARHAT
RESEARCH SCHOLAR
DEPARTMENT OF BUSINESS ADMINISTRATION
ALIGARH MUSLIM UNIVERSITY
ALIGARH – 202 002

DR. BILAL MUSTAFA KHAN
ASST. PROFESSOR
DEPARTMENT OF BUSINESS ADMINISTRATION
ALIGARH MUSLIM UNIVERSITY
ALIGARH – 202 002

ABSTRACT

Destination personality has become a viable metaphor for building destination brands and in providing a unique identity for tourism places. It is about combining all things associated with the 'place' (i.e., its products and services from various industries -- agriculture; tourism; sports; arts; investment; technology; education, etc.) that collaborate under one brand. This paper aims to understand and explain the areas of caution when competing in an international market in tourism and the role played by brand personality in selection of a destination place. The concepts of tourism destination were being analyzed by reviewing of literature on destination, place, product/brand and destination branding. There is a strong fit with the conceptual model suggesting that destinations can use this as a basis for continuity in strategy of tourism branding. Based on the literature review, a concept for destination branding strategy was recommended. Since this study is based on the existing literature, it was found that brand personality has great relevance to destination personality and it has positive impact on perceived destination image and the behavioral intentions of the tourists. This paper reveals the concept of relevance of brand personality to tourism destination and depicts steps essential for creating a successful branding strategy which can be applied in a real world context to maximize returns for the destination. At the conceptual level, although the importance of destination personality has been acknowledged, to the best of our knowledge, very less empirical research has yet identified its dimensions. This conceptual analysis would further help the managers and researchers in the world of marketing to probe into the concept of association between the brand personality and destination branding on a major level in order to build a better tourism destination.

KEYWORDS

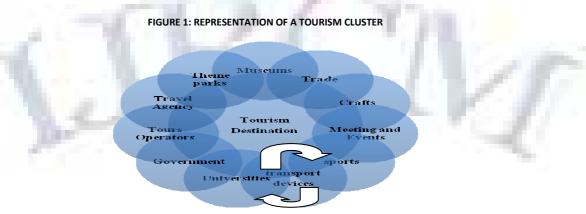
Destination personality, destination branding, branding, brand personality.

INTRODUCTION

n today's increasingly competitive tourism market, destination branding can be an affective technique for building successful site images and marketing programs. Although the historical roots of branding can be traced back to the late 19th century with the development of branded consumer products such as Gillette and Quaker Oats (Low and Fullerton 1994), researchers have only recently considered branding as a "hot topic" of toady with many contemporary books discussing this concept (D. Aaker and Joachimsthaler 2000; D. Aaker 1996; Bedbury and Fenichell 2002; Carpenter, Glazer, and Nakamoto 1994; Kania 2001; Kapferer 1997; Upshaw 1995).

In the world of generic marketing literature, branding of goods and services is well documented, but the application of branding techniques to places, in particular to tourism destinations, is still in its infancy (Gnoth, 1998; Pritchard and Morgan, 1998). In 1998, tourism destination branding started to gain visibility with destination branding the focal topic at that year's Travel and Tourism Research Association's Annual Conference. Since then, this concept of tourism branding has been further explored in the aptly titled book, *Destination Branding* (Morgan, Pritchard, and Pride 2002). In this study, branding theories are being applied to tourism destinations, and it very well examines the relationship between destination image and destination personality.

Maria, C.; Estevao, S. and Ferreira, J., Joao (2009) presented a figure of tourism cluster based on the existing studies on tourism. As per the authors elaboration, we can verify that there are no substantial differences between the cluster's definition in a general scope, and the cluster's concept when applied to the tourism industry. The tourism cluster, as are clusters in general, is defined as a geographical concentration in a region of companies and institutions inter-related. The figure 1 is shown below.



Source: Maria, C.; Estevao, S. and Ferreira, J., Joao (2009)

It can be accepted that tourism reveals itself as one of the activities with the greatest potential in the world. For its growth potential and as a product that can be only consumed locally, this sector has a prominent role as a local development strategy. This research aimed to reveal various concepts of competitiveness of a tourism for the development of the nation. The study is based on existing literatures which rely on secondary data that can be easily obtained. The theoretical

aspects covered here can help in understanding the basic concepts and the competitiveness of tourism. It may help to identify gaps and the potential for competitive development, which will assist the competent entities in its management.

Also the study reveals that very limited research has been devoted to tourism brands and brand constructs in promoting tourist attractions. Hence, aim of this research is to provide an approach to build an effective destination brand. It is backed by some of the research objectives as:

- 1. To understand the concept of tourism destinations.
- 2. To understand the tourism branding,
- 3. To analyse that whether tourism destinations perceived to possess personalities, &
- 4. To understand the various underlying dimensions of destination personality

BACKGROUND OF THE STUDY

BRANDING DEFINED

Place branding (also known as destination branding, place marketing or place promotion) is a relatively new umbrella term encompassing nation branding, region branding and city branding. In simple terms, brand represents the connection that is made between a buyer and a brand (Schultz and Barnes 1999). Today's consumers have more product choice but less decision making time than ever before. Consequently, a brand that can help simplify decisions, reduce purchase risk, create and deliver expectations is invaluable (Keller 2003).

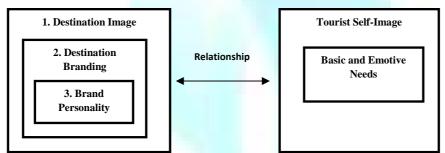
In the context of tourism a geographic location is a destination brand. A destination brand is defined as a 'name, symbol, logo, word or other graphic that both identifies and differentiates the destination; furthermore, it conveys the promise of a memorable travel experience that is uniquely associated with the destination; it also serves to consolidate and reinforce the recollection of pleasurable memories of destination experience' (Kerr 2006, 277).

TOURISM BRANDING

Tourism basically entails a search for that which is extraordinary (Urry, 1990) compared to one's everyday life and environment. A definition proposed by Ritchie and Ritchie (1998, p.17) describes tourism destination brands as: "A name, symbol, logo, word mark or other graphic that both identifies and differentiates the destination; furthermore, it conveys the promise of a memorable travel experience that is uniquely associated with the destination; it also serves to considerate and reinforce the recollection of pleasurable memories of destination experience". Faced with growing global competition where destinations are becoming highly substitutable, destination marketing organisations (DMOs) are in a constant battle to attract travelers" (Pike and Ryan, 2004 in Ekinci, 2006). The political, economic and cultural existence of places outside the tourism context means that tourism destinations have a more comprehensive meaning potential than most other consumer products, and meanings which are closely tied up with the present and historical relations between the country of origin of the tourist and that of the destination" (Therkelsen, 2003).

A tourist destination may be viewed as an amalgam of individual products and experiences that combine to form the total experience of the area visited (Murphy in Ekinci, 2006). Researchers agree that in today's competitive tourism market, destination branding is an effective tactic for building successful tourism images and programs (Morgan & Pritchard, 1999; Morgan, Pritchard, & Piggott, 2003). For the tourist, the product covers the whole set of the experiences "from the moment he leaves home until he returns" (Middleton, 2001:122). Ekinci & Hosany, (2006) specified a distinctive and emotionally attractive destination personality which is shown to have an influence on the perceived image of a place. This in turn, influences on tourists choice behavior. Ekinci (2003) propounded a framework, in which he cleared out the point that the destination image is built on three components: the overall image, the destination brand and, within it, brand personality (marked with numbers 1-3 in Figure 2).

FIGURE 2: DESTINATION IMAGE AND DESTINATION BRANDING



Source: From Ekinci, Y. (2003) in "Using Brand Personality to Differentiate Regional Tourism Destination" by Murphy, L., Moscardo, G., & Benckendorff, P., 2007, Journal of Travel Research (46)8, p. 6.

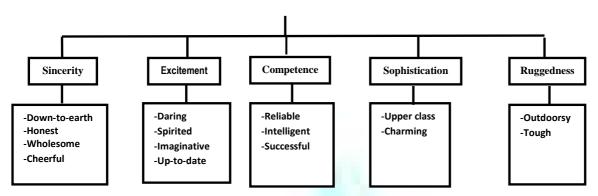
Thus, it is very clear from the above figure that the destination image connected to the tourist's self image. Accordingly, tourism destinations are intangible or abstract because travel experiences cannot be processed or evaluated before purchasing (Awaritefe, 2003). The aim of applying branding in tourism industry is to differentiate a tourism destination from others and creating a unique brand image of a certain place in the minds of target market. The aim of destination branding is to accentuate the singularity of a tourism brand and present a favorable image of the mentioned brand to a target market and so the marketing communications has become important for destinations to promote their brand identity and brand image to target audiences (Fakeye& Crompton, 1991).

BRAND PERSONALITY

Destination branding is about how consumers perceive the destination in their minds. Branding a destination is not just about creating a logo or a slogan. It is about capturing the distinct elements of the destination in the brand and communicating these elements through the brand's components: identity, essence, personality, image, character and culture. Faced with growing global competition where destinations are becoming highly substitutable, destinations are increasingly embracing branding initiatives such as the use of taglines and logos in order to attract visitors and expenditures to their respective destination (Blain, Levy and Ritchie, 2005 in Ekincy, 2006). But Brand personality influences consumer preferences, and although it's considered a metaphor used for understanding customers' perceptions about brands, there is selection of literature concerning destination personality and their image. For some authors brand image is a wider term which also includes its personality. Others consider them similar and reflecting the customers' perception about brands (Ekinci, 2006)

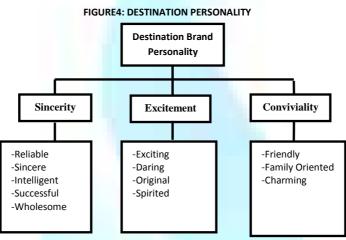
Aaker (1997) has developed a theoretical framework of the brand personality conducted by determining the number and the nature of dimensions of brand personality. This may help to understand the symbolic use of brands in consumer goods and behaviour context. The five personality dimensions are: sincerity, excitement, competence, sophistication and ruggedness (see Figure). Aaker (1997) found 15 facets for these five dimensions: sincerity and excitement each have four, competence has three and both sophistication and ruggedness have two. These facets act as representative traits that provide depth into every dimension.

FIGURE3: A BRAND PERSONALITY FRAMEWORK



Source: "Dimension of Brand Personality" by Aaker, J.L., 1997, Journal of Marketing Research (34)3, p. 352.

According to the authors, it is not surprising that tourists associate these traits to destinations as they are some of the most common themes that destination marketers use in order to characterise destinations in today's travel media.



Source: Thesis titled "Tourism Destination Development in the context of brand Personality and Advertising Message-A case study of Swedish Lapland" by Miiallona Lohela. 2008

This study, which sought to clarify destination branding from a theoretical as well as empirical perspective, is considered timely as the destination branding concept has become an increasingly important topic among destination management organizations. Both researchers and practitioners emphasize the importance of image creation and destination differentiation as integral elements in building a strong destination brand.

DISCUSSION AND IMPLICATIONS

Today Tourism Industry has gained a lot of attention and this sector is growing worldwide. To attract more and more tourists to a destination is the need of a tourism market. Hence various strategies are being adopted among which the concept of personality plays a dominant role in attracting the tourists. Although most of the theoretical and empirical studies have been conducted for the same but still most studies to date have been limited to the destinations on the basis of their perceived images only, differentiation based on personality traits has as yet been underexplored.

In today's competitive environment, creating and managing an appropriate destination personality is of vital importance to the survival and success of tourist destinations. Therefore, here an attempt has been made to explore the consequences of the relationship between the tourists and the destinations personalities. The dimensions of Aaker (Sincerity, Excitement, Competence, Sophistication, and Ruggedness) can be taken as a major source of measuring the dimensions of personality. It creates brand personality by defining the destination's personality in few human characteristics. There can be recognised a strong connection between the brand's core values and brand personality. However, the potential contribution of this study is in the theoretical advancement in the field of tourism research by understanding the concept of correlation between the tourist's personality and destination personality, and investigating the impact of such congruency on tourist's behavior. The model clearly specifies that if a positive relation is built between the personalities of the two then it strongly and positively affects the consumers' attitude towards the destination preference & the tourist's involvement.

The study here will help the destination managers and marketers with the planning of strategic marketing programs, such as how to build a strong and distinct destination personality that is congruent with their targeted tourist markets by adopting proper promotional strategies. Also, the destination marketers should build a unique personality for their places. Thus, many other related areas can be explored as that of the congruency effect, the positioning of tourism destinations using the personality dimensions, etc which can enhance the tourism sector. Finally, the result of this study creates an understanding of what influences tourist's behaviour and the theoretical analysis, here, can aid in designing and implementing suitable marketing strategies for creating and enhancing tourist destination personality to attract particular markets, and designing and promoting tourism destinations.

REFERENCES

Aaker, J.L. (1997). Dimension of Brand Personality. Journal of Marketing research (34)3, 347-356. Aaker, D.A. (1996). Building Strong Brands. Sydney: Free Press. Awaritefe, O. D. (2003). Destination environment quality and tourists' spatial behavior in Nigeria: A case study of third world tropical Africa. *The International Journal of Tourism Research*, 5, 251-268.

Blain, C., S. E. Levy, and B. Ritchie (2005). "Destination Branding: Insights and Practices from Destination Management Organizations." *Journal of Travel Research*, 43 (4): 328-38.Bedbury and Fenichell 2002;

Birdwell, A. E. (1964). "A Study of the Influence of Image Congruence on Consumer Choice." Journal of Business, (January): 76-88.

aprara, G. V., C. Barbaranelli, and G. Guido (2001). "Brand Personality: How to Make the Metaphor Fit?" Journal of Economic Psychology, 2:377-95.

Clarke, J. (2000). "Tourism Brands: An Exploratory Study of the Brands Box Model." Journal of Vacation Marketing, 6 (4): 329-45.

Ekinci, Y., & Hosany, S. (2006). Destination Personality: An application of Brand Personality to Tourism Destinations. Journal of Travel Research (45)2, 127-139. Ekinci, Y. (2006) "Destination Personality: An Application Of Brand Personality To Tourism Destination", Journal of Travel Research, 45(2), 127-139.

Fakeye, P. C., & Crompton, J. L. (1991). Image differences between prospective, first-time and repeat visitors to the lower Rio Grande Valley. *Journal of Travel Research*, 30, 10-16.

Keller, K. L. (2003a). Strategic Brand Management-Best practice cases in branding: Lessons from the world's strongest brands. Upper Saddle River, NJ: Pearson Education.

Kerr, G. 2006. From destination brand to location brand. Brand Management 13 (4-5): 276-83.

Kania, Deborah (2001). Branding.com: Online Branding for Marketing Success. Chicago: American Marketing Association.

Low, George S., and Ronald A. Fullerton (1994). "Brands, Brand Management, and the Brand Manager System: A Critical-Historical Evaluation." *Journal of Marketing Research*, 31: 173–90.

McCracken, G. (1986). "Culture and Consumption: A Theoretical Account of the Structure and Movement of the Cultural Meaning of Consumer Goods." *Journal of Consumer Research*, 13:71-84.

Morgan, Nigel, Annette Pritchard, and Roger Pride, eds. (2002). *Destination Branding: Creating the Unique Destination Proposition*. Oxford, UK: Butterworth-Heinemann.

Morgan, N. J., & Pritchard, A. (1999). Power and politics at the seaside. The development of Devon's resorts in the twentieth century. Exeter: University of Exeter Press.

Morgan, N. J., Pritchard, A., & Piggott, R. (2003). Destination branding and the role of the stakeholders: The case of New Zealand. *Journal of Vacation Marketing*, 9. 285-299.

Paunonen, S. V., D. N. Jackson, J. Trzebinski, and F. Forsterling (1992). "Personality Structure across Cultures: A Multimethod Evaluation." *Journal of Personality and Social Psychology*, 62:447-56.

Pike, S., and C. Ryan (2004). "Destination Positioning Analysis through a Comparison of Cognitive, Affective, and Conative Perceptions." *Journal of Travel Research*, 42 (May): 333-42.Schultz and Barnes 1999

Supphellen, M., and K. Grønhaug (2003). "Building Foreign Brand Personalities in Russia: The Moderating Effect of Consumer Ethnocentrism." *International Journal of Advertising*, 22 (2): 203-26.

Therkelsen A. (2003) "ImaginingPlaces: Image ormation of Tourists and its Consequences for Destination Promotion". Published in:Scandinavian Journal of Hospitality and Tourism, Vol. 3, Nr. 2, 2003. Available on-line at: http://web.ebscohost.com/

Upshaw, L. (1995). Building Brand Identity: A Strategy for Success in a Hostile Market Place. New York: John Wiley. Upshaw 1998; Urry, 1990.



REQUEST FOR FEEDBACK

Esteemed & Most Respected Reader,

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

I would like to take this opportunity to request to your good self to supply your critical comments & suggestions about the material published in this issue as well as on the journal as a whole, on our E-mails i.e. info@ijrcm.org.in or infoijrcm@gmail.com for further improvements in the interest of research.

If your good-self have any queries please feel free to contact us on our E-mail infoijrcm@gmail.com.

Hoping an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator