



INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE AND MANAGEMENT

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	A CROSS-SECTIONAL STUDY OF ACCEPTANCE OF MENTORING FOR PROFESSIONAL DEVELOPMENT IN EDUCATIONAL INSTITUTIONS IN GULF COUNTRIES <i>DR. IMRAN HAMEED & DR. NAZIA RASOOL QAZI</i>	1
2.	ROLE OF USER FEES IN ETHIOPIA: A CASE STUDY OF JIMMA UNIVERSITY SPECIALIZED HOSPITAL, SOUTH WEST ETHIOPIA <i>DR. DEVI NAIR & KORA TUSHUNE</i>	6
3.	EXPORT GROWTH OF NON – OIL SECTOR IN OMAN: THE ERA OF LIBERALIZATION <i>DR. THRESIAMMA VARGHESE</i>	13
4.	CORPORATE SOCIAL RESPONSIBILITY: ORGANIZATIONAL COMMITMENT IN THEORY & PRACTISE <i>DR. QADAR BAKHSH BALOCH, IMRAN ULLANH KHAN & SHAHED JAN</i>	17
5.	CORPORATE GOVERNANCE AND PERFORMANCE OF PAKISTANI LISTED COMPANIES - A CASE STUDY OF SUGAR SECTOR <i>QAISER RAFIQUE YASSER</i>	23
6.	STATE OF FLEXIBLE CAREERS FOR THE WOMAN PROFESSIONAL IN INDIA <i>SAUNDARYA RAJESH</i>	31
7.	WHAT DRIVES THE PERFORMANCE OF COMMERCIAL BANKS IN ETHIOPIA? <i>DR. DEEPAK KAPUR & ABEBAW KASSIE GUALU</i>	38
8.	NEEDS ASSESSMENT OF EMOTIONAL INTELLIGENCE IN BUSINESS EDUCATION <i>KRISHNA PRIYA & DR. K. S. CHANDRASEKAR</i>	43
9.	CREDIT MANAGEMENT OF INDIAN COMMERCIAL VEHICLE INDUSTRY <i>N. VELMATHI & DR. R. GANESAN</i>	48
10.	EVALUATION OF PASSENGER SATISFACTION AND SERVICE QUALITY IN INDIAN RAILWAYS - A CASE STUDY OF SOUTH CENTRAL RAILWAY USING RAILQUAL <i>M. DEVI PRASAD & DR. B. RAJA SHEKHAR</i>	53
11.	A STUDY OF TERTIARY EDUCATION AND SHIFTS IN GLOBALLY MOBILE STUDENTS <i>DR. Y. V. REDDY & D. M. DESHPANDE</i>	58
12.	DIMENSION OF FINANCIAL PERFORMANCE OF CEMENT UNITS IN SOUTH INDIA - AN EMPHICAL STUDY (Z SCORE ANALYSIS) <i>DR. R. SRINIVASAN & C. U. TIRIPURA SUNDARI</i>	64
13.	AN EMPIRICAL ANALYSIS OF FINANCIAL LEVERAGE, EARNINGS AND DIVIDEND: A CASE STUDY OF MARUTI SUZUKI INDIA LTD. <i>DR. SANJAY J. BHAYANI & DR. BUTALAL AJMERA</i>	69
14.	SERVICES MARKETING DYNAMICS – AN EXAMINATION OF SPORTS SPONSORSHIP STRATEGIES OF U. K. MARKET <i>DR. S. P. RATH, DR. BISWAJIT DAS & CHEF. ANANT BHAMKAR</i>	73
15.	NPA'S SIDE EFFECT AND IT'S CURATIVE MANTRA <i>DR. B. CHANDRA MOHAN PATNAIK, DR. IPSEETA SATPATHY & AROOP KUMAR MOHAPATRA</i>	77
16.	THE ROLE OF EMOTIONAL INTELLIGENCE IN SELF DEVELOPMENT OF DOCTORS AN EMPIRICAL STUDY <i>M. N. R. MANOHAR & A. V. SATYANARAYANA RAO</i>	81
17.	RISK MINIMIZATION IN SPOT AND DERIVATIVE MARKET <i>DR. SUBRATA MUKHERJEE & DR. SAMIR GHOSH</i>	87
18.	IMPORTANCE-PERFORMANCE ANALYSIS (IPA) TO EXPLORE ORGANIZATIONAL CLIMATE – EMPIRICAL EVIDENCE <i>SUBASHINI R & SAMUEL S</i>	93
19.	GOA TOURISM: MYTHS AND REALITIES <i>DR. HIRANMOY ROY</i>	98
20.	SPIRITUALITY AND MANAGEMENT <i>V. NITHYANANTHAN & DR. B. KALPANA</i>	103
21.	ORGANIZATIONAL HEALTH: EXAMINING WORKPLACE PRACTICES AND WELL-BEING <i>DR. R. PRABHAKARA RAYA & P. SIVAPRAGASAM</i>	107
22.	EMPLOYEE SIXTH PAY COMMISSION: ESTIMATION OF JOB SATISFACTION AMONG CENTRAL GOVERNMENT <i>DR. RAJESH KUMAR SHASTRI & MALAVIKA SINHA</i>	111
23.	PRODUCTIVITY CHANGE IN THE INDIAN HEALTH INSURANCE BUSINESS: A MALMQUIST TOTAL FACTOR PRODUCTIVITY ANALYSIS <i>DR. SUMNINDER KAUR BAWA & RUCHITA</i>	115
24.	THE IMPACT OF CAPITAL ADEQUACY REQUIREMENTS ON PROFITABILITY OF PRIVATE BANKS IN INDIA - A CASE STUDY OF J&K, ICICI, HDFC AND YES BANK <i>DR. KHALID ASHRAF CHISHTY</i>	122
25.	AN EMPIRICAL STUDY ON EFFECT OF WELFARE MEASURES ON EMPLOYEES' SATISFACTION IN INDIAN RAILWAYS <i>DR. ASIYA CHAUDHAY & ROOHI IQBAL</i>	130
	REQUEST FOR FEEDBACK	138

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories Indexed & Listed at: [Ulrich's Periodicals Directory](#) ©, [ProQuest, U.S.A.](#), [The American Economic Association's electronic bibliography, EconLit, U.S.A.](#), [Open J-Gate, India](#) as well as in [Cabell's Directories of Publishing Opportunities, U.S.A.](#)

Circulated all over the world & Google has verified that scholars of more than eighty-one 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

www.ijrcm.org.in

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. 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. KULBHUSHAN CHANDEL

Reader, Himachal Pradesh University, Shimla

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. Gadholi, 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, Matrusr Institute of P.G. Studies, Hyderabad

TECHNICAL ADVISOR

AMITA

Faculty, E.C.C., Safidon, Jind

MOHITA

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

FINANCIAL ADVISORS

DICKIN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL

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

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to 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 like Accounting Education; 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; Monetary Policy; Portfolio & Security Analysis; Public Policy Economics; Real Estate; Regional Economics; Tax Accounting; Advertising & Promotion Management; Business Education; Business Information Systems (MIS); Business Law, Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labor 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; Public Administration; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism, Hospitality & Leisure; Transportation/Physical Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Digital Logic; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Multimedia; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design. 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, infoijrcm@gmail.com or info@ijrcm.org.in.

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. **COVERING LETTER FOR SUBMISSION:**

DATED: _____

THE EDITOR

IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF _____.

(e.g. Computer/IT/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 with the formalities as given on the website of journal & you are free to publish our contribution to any of your journals.

NAME OF CORRESPONDING AUTHOR:

Designation:

Affiliation with full address & Pin Code:

Residential address with Pin Code:

Mobile Number (s):

Landline Number (s):

E-mail Address:

Alternate E-mail Address:

2. **INTRODUCTION:** Manuscript must be in British English prepared on a standard A4 size paper 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 8 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 italic & 11-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 the background, aims, methods, results & conclusion in a single para.
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.
 - The location of endnotes within the text should be indicated by superscript numbers.

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.

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, 19–22 June.

UNPUBLISHED DISSERTATIONS AND THESES

- 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.

WEBSITE

- Garg, Bhavet (2011): Towards a New Natural Gas Policy, Economic and Political Weekly, Viewed on July 05, 2011 <http://epw.in/user/viewabstract.jsp>

DIMENSION OF FINANCIAL PERFORMANCE OF CEMENT UNITS IN SOUTH INDIA - AN EMPIRICAL STUDY (Z SCORE ANALYSIS)

DR. R. SRINIVASAN

HEAD

**DEPARTMENT OF CORPORATE SECRETARYSHIP
BHARATHIDASAN GOVERNMENT COLLEGE FOR WOMEN
PUDUCHERRY**

C. U. TIRIPURA SUNDARI

PROJECT ASSISTANT (U.G.C. - MAJOR)

**BHARATHIDASAN GOVERNMENT COLLEGE FOR WOMEN
PUDUCHERRY**

ABSTRACT

The industrial growth of industrial output for the year 2010-11 is found to be 8.6 percent and that of the manufacturing sector registers a growth of 9.1 percent. The cement industry is one of the key industries in India. The production and consumption of cement to a large extent indicate country's progress. It is a capital-intensive industry, which means that competition is confined mainly to a small group of large industrial houses. The economic progress can be achieved by increasing the production coupled with improvement in the ways and means of productivity. This industry has recorded continuous growth since planning began. The government has a complete control over the Production, distribution and price of cement and this has dampened the Growth of the cement industry. The involvement of corporate managers, executives in decision making process would augment financial performance of the cement sectors in south India. Managers in cement industries have a variety of tools at their disposal to analyze the impact of alternative courses of action on costs, revenues, and profits. In this study, the Z-score uses multiple corporate income and balance sheet values is used to measure the financial health of Fourteen south Indian Cement industries. Three modes (Altman, Springate and Fulmer Model) of z-score are used in the present study in order to Measure the 'Fiscal-Fitness' of these companies. According to all three methods, few companies that are rated as failure from the sample of fourteen south Indian companies are: Rain Commodities Ltd. and Zuari Cement Ltd.

KEYWORDS

Cement sector, corporate failure, financial distress, financial health, productivity, Z-score.

INTRODUCTION

The considerations involved in the economic performance and achievement of the nation are wealth of the country, Gross Domestic Product (GDP), national income, per capita income and standard of living. Corporate sector play a vital role in contributing GDP. It is evinced that, the recent data on industrial production shows an improvement in the industrial growth over the previous year. Growth in the industrial sector was buoyant during the first two quarters (April- June, July-September) of 2010. The manufacturing sector, in particular, showed a remarkable robustness, growing at rates of 12.6 percent and 9.9 percent respectively, during these two quarters. Thereafter industrial output growth has begun to moderate. This compares with global trends as global manufacturing continued to rebound post crisis till the first half of 2010 and has thereafter moderated. India's post recovery industrial output growth has been largely driven by a few sectors such as the automotive sector along with a revival in cotton textiles, leather, food products, and metal products. A higher base effect had adverse impact on the industrial growth rate in the Q3 (October-December 2010) and accordingly may moderate the industrial sector's contribution to the gross domestic product (GDP) in Q3 of the current financial year.

Manufacturing growth rate declined to 5.1 per cent in Q1 (October-December) of 2010. This is a moderate performance compared to the peak growth of 16.8 per cent achieved during Q4 (January-March) of the last financial year. Within the manufacturing sector, the capital goods segment has been the main driver of growth though it has shown extreme volatility as it registered a growth of 3.5 percent in Q1 of 2009-10 and surged up to 45.7 per cent during Q4 of the last financial year and continued to be in double digit till Q2 and moderated further to 3.8 per cent during Q3 of the current financial year. The manufacturing sector, which has a weight of 79.36 per cent in the IIP, is its key driver. Manufacturing output growth has dipped from a peak of 18 per cent in April 2010 to 1.0 per cent in December 2010, as a result of which IIP growth has also come down from 16.6 per cent in April 2010 to 1.6 per cent in December 2010. However, this slowdown is in a large part driven by the base effect. Despite wide fluctuations, the April-December 2010 cumulative growth rate has remained at a robust 9.1 per cent for the manufacturing sector and 8.6 per cent for the industrial sector, investment intentions indicated in the Industrial Entrepreneur Memorandums (IEMs) filed are lead indicators of likely investment flow to industry and of entrepreneurs' perception. The investment intentions also provide the sectoral preferences of investors and shifts in these preferences over time. During 2001-09, overall investment indicated in the IEMs filed increased at an average annual rate of 35.5 per cent. There was, as expected, a decline in investment intentions in 2009, but investment intentions in 2010 (January-November) indicate revival of business sentiment and an improvement in entrepreneurs' perception. Metals, machinery, cement, chemicals, and the auto sector continue to dominate as the preferred industries. This is consistent with the growth of these industries

In line with the above, The Indian cement industry is number two in the world behind China and has left behind developed markets such as the US and Japan. With just a meager per capita consumption of 28 kg in the 1980's, now it has risen to 99 kg in the 2000's and further in 2010 it has reached to 164kg. This sounds like an impressive growth but in terms of per capita consumption, India is still well behind the global average and this process of catching up with international averages will drive future growth in the Indian cement industry.

With huge investments planned in the Indian Infrastructure both by government and private sector, booming housing construction and expansion in corporate production facilities is likely to fast forward the growth in the Indian cement industry. For cement companies based in India, South-East Asia and the Middle East there are potential and lucrative export markets. Low cost technology and extensive restructuring have made some of the Indian cement companies the most efficient across global majors. Despite some consolidation, the industry remains somewhat fragmented and merger and acquisition possibilities are strong. Investment norms including guidelines for foreign direct investment (FDI) are investor-friendly. All these factors present a strong case for investing in the Indian market.

Of all the other sectors, the production growth slowed down compared to growth logged in last year. There was a strong slippage in the production of crude petroleum during these four months. Manufacturing inflation so far has been benign compared to overall inflation. Point to point manufactured products inflation rate for the month of December 2010 was 4.46 per cent as compared to 3.61 per cent a year ago. But the domestic prices of minerals, mineral oil, electricity, and other inputs (except coal) are on the rise partly due to the hardening of international commodity prices. Persistent high inflation is also leading to rise in average wages and this may impact labour-intensive industries such as textiles and leather etc. In the short to medium term, rising input costs may undermine the competitiveness of some sectors and also dampen domestic and foreign demand. Overall production of the six core industries, namely crude oil,

petroleum refinery products, coal, electricity, cement, and finished steel, has marginally gone up so far during this financial year but there is a huge gap in terms of the required capacity addition needed to catch up with the projected demand in some sectors. While this is the general state of the economy in India in the pre and post global melt-down, the Indian cement industry accounts for approximately 1.3 per cent of GDP and employs over 0.15 million people.

From the glowing picture of India's current trends in various sectors, it is clear that corporate India should make use of the resources effectively in order to manage the situation without any difficulty. No doubt, economic affluence largely depends on the efficiency of the corporate sector. Hence it is imperative to evaluate the performance of corporate sector. The performance of a company can be analyzed in many ways. It can be judged in respect to market place, technology adoption, competitiveness, environmental protection and strategic positioning. The performance of a company in the above area would naturally reflect the financial stability and growth of the respective company. Financial statements are the summary of various financial activities which provide information in convenient form. By analyzing these financial statements and evaluating the relationship between the various components, a firm's financial position and performance could be easily interpreted. Financial performance is the operating efficiency of a company in terms of the financial parameter. The financial efficiency of a corporation can be measured in terms of solvency, stability, liquidity, capitalization, turnover ability, coverage ability, profitability, leverages, cost of capital and operating cycle. Being cement industry one of the core manufacturing sectors, it is essential to know the extent to which the sector was affected by the global financial crisis. If the financial stability is not significantly affected, then it is equally important to know the various attributes that account for the cement sector withstanding ability amidst this global recession.

STATEMENT OF THE PROBLEM

In terms of distribution of industries in manufacturing sector, the cement industry is one of the most significant industries. It is the third highest contributor in terms of excise duty over Rs.4000 crores in a year. Sales taxes yield around Rs. 3500 crores to state governments. Royalties, Octroi and other Cesses add another Rs.1800 crores. The industry employs a work force of over 2 lakh persons and supports a further compliment of 12 lakh people engaged indirectly. The cement industry is selected for research due to several important reasons. Cement is a basic core product, essential for building our nation and its growth is intrinsically linked with the overall growth of the economy and more importantly with the growth of the infrastructure sector. The lack of adequate roads, port, power, and other infrastructure could prove to be a big hindrance to the rapid growth of the country.

The profitability of the business depends on the cost incurred for the production of goods. If the cost increases, the profit of the business is reduced and ultimately the business may go to the liquidation stage. Moreover the future development programme of the company can be designed according to the expenses and investment level. Future budgeting planning is based on the cost aspect of the companies. Therefore, the analysis of the cost structure of the selected cement companies in India gets importance in the present day context.

The efficiency of the business is measured by the amount of profit generated during the particular financial year. The profit of a business may be measured by the studying the profitability of investment in it. Hence, an attempt has been made to study the profitability of cement companies in India. Corporate liability is a vital factor in business. If sufficient liability is not maintained, the enterprise is technically involved and at least faces the financial embarrassment of renegotiating its obligations to creditors. The present study also aims to analyze the liquidity position of the selected cement companies.

In the company form of organization the real owners are the equity shareholders. They invest their money in equity shares of a company with the primary motive of achieving good capital appreciation and regular and stable return, (i.e., dividend.) The investor's objectives are purely based on the profitability and financial performance of the company. So, investors before taking their investment decisions consider several factors which influence the corporate performance. For measuring the corporate financial performance, accounting profitability measures and shareholders' value based measures are to be considered. Accounting profitability measures include Return on Investment (ROI), Return on Equity (ROE), Earning per Share (EPS), Return on Capital Employed (ROCE) and Dividend per Share (DPS) and shareholders' value based measures include Economic Value Added (EVA) and Market Value Added (MVA). Hence an attempt has been made to study the value creation of selected cement companies in India to its shareholders.

The sample companies will be selected on the basis of size of the company. Several variables can be used as the measure the firm's size. Some of them are net profit, total assets, gross profit, total share capital and net sales. Each variable cannot represent the exact firm size in isolation to other variables. That is each variable has its own limitations. The great advantage of the total assets as a measure of the firm size is that this variable can represent the overall size of the firm compared to other variables. Moreover, figures for total assets are readily available from company's balance sheets, which the entire firms have to publish. Based on this, the size has been determined on the basis of the investment in total assets of a company during the end of the study period. **Those companies which have invested more than Rs.1000 crore in total assets during the last year of the study period have been selected for the present study.**

The Z-score analysis is used in many fields to predict corporate defaults and an easy-to-calculate control measure for the financial distress status of companies in academic studies. One specific case study by M. SelvamW et.al., (2004) was done to study the financial health on cement industry. The study predicts the financial health of India Cements Ltd using 'Z' score - the altman model for a period of five years. Another case study by Mansur.A.Mulla (2002) uses the Z score analysis for Evaluation of Financial Health of Textile Mills. On the above background, this paper is employed to evaluate the financial health of 14 south Indian cement industries. The rest of the paper is organized as follows: - Section 2 presents the methodology of the study. Empirical results and discussion are presented in Section 3. Finally, the concluding remarks are presented in Section 4.

METHODOLOGY

This study is mainly based on the secondary data. The required data was collected from PROWESS database of Centre for Monitoring Indian Economy (CMIE). Companies having Assets greater than 1000 Crores as on 2009, is chosen as the sample size. For the period 2005 to 2009 fourteen companies are chosen as samples they are: A C C Ltd., Chettinad Cement Corpn. Ltd., Dalmia Bharat Sugar & Inds. Ltd., Heidelberg Cement India Ltd., India Cements Ltd., Jaiprakash Associates Ltd., Kesoram Industries Ltd., Madras Cements Ltd., My Home Inds. Ltd., Orient Paper & Inds. Ltd., Penna Cement Inds. Ltd., Rain Commodities Ltd., Ultratech Cement Ltd., and Zuari Cement Ltd. The Financial Health of Cement industry in South India is analysed using the Z-Score Financial Analysis Tool.

Z-SCORE FINANCIAL ANALYSIS TOOL

A common statistical way of standardizing data on one scale so a comparison can take place is using a z-score. The z-score is like a common yard stick for all types of data. Each z-score corresponds to a point in a normal distribution and as such is sometimes called a normal deviate since a z-score will describe how much a point deviates from a mean or specification point. Z-score means statistical measure that quantifies the distance a data point is from the mean of a data set. In a more financial sense, Z-score is the output from a credit-strength test that gauges the likelihood of bankruptcy. The formula may be used to predict the probability that a firm will go into bankruptcy within two years. Z-scores are used to predict corporate defaults and an easy-to-calculate control measure for the financial distress status of companies in academic studies. The Z-score uses multiple corporate income and balance sheet values to measure the financial health of a company.

The z-score represents a point in time. As such, the z-scores should be examined over time. Consistently low scores each year are more of a concern than a onetime low score. The Z score has proven successful in the real world. It correctly predicted 72% of bankruptcies two years prior to the event. Z score profiles for failing businesses often indicate a consistent downward trend as they approach bankruptcy.

ESTIMATION OF THE FORMULA

The Z-score is a linear combination of four or five common business ratios, weighted by coefficients. The coefficients were estimated by identifying a set of firms which had declared bankruptcy and then collecting a matched sample of firms which had survived, with matching by industry and approximate size (assets). Altman applied the statistical method of discriminant analysis to a dataset of publicly held manufacturers. The estimation was originally based on data from

publicly held manufacturers, but has since been re-estimated based on other datasets for private manufacturing, non-manufacturing and service companies. From about 1985 onwards, the Z-scores gained wide acceptance by auditors, management accountants, courts, and database systems used for loan evaluation (Eidleman). The formula's approach has been used in a variety of contexts and countries, although it was designed originally for publicly held manufacturing companies with assets of more than \$1 million. Later variations by Altman were designed to be applicable to privately held companies (the Altman Z'-Score) and non-manufacturing companies (the Altman Z''-Score). All developers of prediction models warn that the technique should be considered as just another tool of the analyst and that it is not intended to replace experienced and informed personal evaluation. Perhaps the best use of any of these models is as a "filter" to identify companies requiring further review or to establish a trend for a company over a number of years. If, for example, the trend for a company over a number of years is downward then that company has problems, that if caught in time, could be corrected to allow the company to survive. Three modes of this z-score are used in the present study in order to Measure the 'Fiscal-Fitness' of a company. They are: Altman Model, Springate Model and Fulmer Model.

1. ALTMAN MODEL (U.S. - 1968)

The Z-score formula for predicting bankruptcy was published in 1968 by Edward I. Altman, who was, at the time, an Assistant Professor of Finance at New York University. He is the dean of insolvency predictors. He was the first person to successfully use step-wise multiple discriminate analyses to develop a prediction model with a high degree of accuracy. This can also be called as a company failure or bankruptcy prediction method. A company's Z score is a positive function of five factors:

(net working capital) / (total assets) (retained earnings) / (total assets) (EBIT) / (total assets) (market value of common and preferred) / (book value of debt) (sales) / (total assets).

Although the weights are not equal, the higher each ratio, the higher the Z score and the lower the probability of bankruptcy. Also called Zeta. Using the sample of 66 companies, 33 failed and 33 successful, Altman's model achieved an accuracy rate of 95.0%. Altman's model takes the following form -:

$$Z = 1.2A + 1.4B + 3.3C + 0.6D + .999E \dots\dots\dots(1)$$

Where, A = Working Capital/Total Assets
B = Retained Earnings/Total Assets
C = Earnings before Interest and Taxes/Total Assets
D = Market Value of Equity/Book Value of Total Debt
E = Sales/Total Assets

if $Z < 2.675$; then the firm is classified as "failed"

PRECEDENTS

Altman's work built upon research by accounting researcher William Beaver and others. In the 1930s and on, Mervyn and others had collected matched samples and assessed that various accounting ratios appeared to be valuable in predicting bankruptcy. William Beaver's work, published in 1966 and 1968, was the first to apply a statistical method, t-tests to predict bankruptcy for a pair-matched sample of firms. Beaver applied this method to evaluate the importance of each of several accounting ratios based on univariate analysis, using each accounting ratio one at a time. Altman's primary improvement was to apply a statistical method, discriminant analysis, which could take into account multiple variables simultaneously.

2. SPRINGATE (CANADIAN - 1978)

This model was developed in 1978 at S.F.U. by Gordon L.V. Springate, following procedures developed by Altman in the U.S. Springate used step-wise multiple discriminate analyses to select four out of 19 popular financial ratios that best distinguished between sound business and those that actually failed. The Springate model takes the following form -:

$$Z = 1.03A + 3.07B + 0.66C + 0.4D \dots\dots\dots(2)$$

Where, A = Working Capital/Total Assets
B = Net Profit before Interest and Taxes/Total Assets
C = Net Profit before Taxes/Current Liabilities
D = Sales/Total Assets

if $Z < 0.862$; then the firm is classified as "failed"

This model achieved an accuracy rate of 92.5% using the 40 companies tested by Springate. Botheras (1979) tested the Springate Model on 50 companies with an average asset size of \$2.5 million and found an 88.0% accuracy rate. Sands (1980) tested the Springate Model on 24 companies with an average asset size of \$63.4 million and found an accuracy rate of 83.3%.

3. FULMER MODEL (U.S. - 1984)

Fulmer (1984) used step-wise multiple discriminate analysis to evaluate 40 financial ratios applied to a sample of 60 companies -30 failed and 30 successful. The average asset size of these firms was \$455,000.

The model takes the following form -:

$$H = 5.528 (V1) + 0.212 (V2) + 0.073 (V3) + 1.270 (V4) - 0.120 (V5) + 2.335 (V6) + 0.575 (V7) + 1.083 (V8) + 0.894 (V9) - 6.075 \dots\dots\dots(3)$$

Where, V1 = Retained Earning/Total Assets
V2 = Sales/Total Assets
V3 = EBT/Equity
V4 = Cash Flow/Total Debt
V5 = Debt/Total Assets
V6 = Current Liabilities/Total Assets
V7 = Log Tangible Total Assets
V8 = Working Capital/Total Debt
V9 = Log EBIT/Interest

if $H < 0$; then the firm is classified as "failed"

Fulmer reported a 98% accuracy rate in classifying the test companies one year prior to failure and an 81% accuracy rate more than one year prior to bankruptcy.

EMPIRICAL RESULTS AND DISCUSSION

1. ALTMAN MODEL (U.S. - 1968)

The Altman Z-Score has become one of the most accepted and tested predictors of bankruptcy potential for a firm. The result of the Financial Health of Cement industry in fourteen South Indian companies using the Z-Score Financial Analysis Tool is presented in table 1.

TABLE 1: ALTMAN Z-SCORE ANALYSIS FOR 14 SOUTH INDIAN CEMENT INDUSTRIES

Company Name	2005	2006	2007	2008	2009
A C C Ltd.	1.63	2.39	2.28	1.81	1.73
Chettinad Cement Corpn. Ltd.	2.68	2.53	2.72	2.43	2.65
Dalmia Bharat Sugar & Inds. Ltd.	1.98	2.14	2.04	2.10	2.03
Heidelberg Cement India Ltd.	-5.79	1.93	2.68	1.97	2.00
India Cements Ltd.	4.07	1.86	2.13	1.70	1.52
Jaiprakash Associates Ltd.	2.59	2.29	2.09	2.00	1.96
Kesoram Industries Ltd.	2.57	2.70	3.05	2.84	2.73
Madras Cements Ltd.	2.29	2.24	2.67	2.66	2.50
My Home Inds. Ltd.	2.51	2.32	2.79	3.51	2.71
Orient Paper & Inds. Ltd.	15.11	8.14	4.39	3.45	2.65
Penna Cement Inds. Ltd.	2.70	2.93	3.26	2.92	2.63
Rain Commodities Ltd.	-0.07	1.92	1.38	2.18	1.95
Ultratech Cement Ltd.	1.83	2.36	2.66	2.43	2.08
Zuari Cement Ltd.	0.82	1.11	0.86	1.62	1.41

Source: computed from PROWESS

A firm is considered to be financially safe if the Z-score is greater than 2.99 and a firm can be said to perform marginally if the Z-score lies between 2.71 and 2.98. The chance of bankruptcy is expected in next two years for the firms which has the Z-score to lie between 1.8 and 2.70 and a firm is graded as financially weak if the Z-score falls below 1. Hence, from the above table the following result can be inferred: i.e., for the companies like the Kesoram Industries Ltd., My Home Inds. Ltd., Orient Paper & Inds. Ltd. and Penna Cement Inds. Ltd., performs better than other companies.

And the companies which are considered to perform slightly better are the Ultratech Cement Ltd. and A C C Ltd. The companies which have the chance of bankruptcy in next two years are listed below: Dalmia Bharat Sugar & Inds. Ltd., Heidelberg Cement India Ltd., India Cements Ltd.,(from 2006 onwards) Jaiprakash Associates Ltd., Madras Cements Ltd., and Chettinad Cement Corpn. Ltd. Finally, the companies which are graded as financially weak are the Rain Commodities Ltd. and Zuari Cement Ltd.

2. SPRINGATE (CANADIAN - 1978)

The result of the Springate model for the fourteen South Indian companies is presented in table 2.

TABLE 2: SPRINGATE MODEL FOR 14 SOUTH INDIAN CEMENT INDUSTRIES

Company Name	2005	2006	2007	2008	2009
A C C Ltd.	1.09	1.95	1.75	1.43	1.46
Chettinad Cement Corpn. Ltd.	1.13	1.29	1.72	1.50	0.51
Dalmia Bharat Sugar & Inds. Ltd.	0.62	0.87	1.01	1.28	0.77
Heidelberg Cement India Ltd.	0.40	1.31	1.92	1.39	1.53
India Cements Ltd.	0.34	0.53	1.47	1.39	1.05
Jaiprakash Associates Ltd.	0.84	1.03	0.65	0.59	0.63
Kesoram Industries Ltd.	1.05	1.18	1.71	1.73	1.32
Madras Cements Ltd.	0.84	1.06	1.76	2.02	1.63
My Home Inds. Ltd.	2.49	1.11	1.57	4.03	3.52
Orient Paper & Inds. Ltd.	0.92	1.19	2.29	2.90	2.04
Penna Cement Inds. Ltd.	1.00	1.19	1.94	2.11	1.94
Rain Commodities Ltd.	-0.49	1.20	0.55	1.29	1.50
Ultratech Cement Ltd.	0.41	1.13	2.02	1.96	1.69
Zuari Cement Ltd.	-0.01	0.68	0.15	1.27	1.00

Source: computed from PROWESS

According to the Z- score model the companies which are considered to be failed are listed below: Dalmia Bharat Sugar & Inds. Ltd., Jaiprakash Associates Ltd.(for most of the years),Rain Commodities Ltd.and Zuari Cement Ltd.(for first few years).

3. FULMER MODEL (U.S. - 1984)

The result of the Fulmer model for the fourteen South Indian companies is presented in table 3.

TABLE 3: FULMER MODEL FOR 14 SOUTH INDIAN CEMENT INDUSTRIES

Company Name	2005	2006	2007	2008	2009
A C C Ltd.	14.31	1.43	1.09	0.93	1.09
Chettinad Cement Corpn. Ltd.	0	1.39	1.38	0.11	-0.58
Dalmia Bharat Sugar & Inds. Ltd.	26.67	-0.62	-0.16	-0.17	-0.37
Heidelberg Cement India Ltd.	26.86	-1.19	3.86	1.49	1.45
India Cements Ltd.	10.24	-0.64	-0.04	0.29	0.16
Jaiprakash Associates Ltd.	22.80	0.31	0.58	0.64	1.24
Kesoram Industries Ltd.	54.35	0.29	1.17	1.77	0.17
Madras Cements Ltd.	31.92	-0.56	0.33	0.10	-0.01
My Home Inds. Ltd.	20.04	-1.21	-0.37	0.09	0.04
Orient Paper & Inds. Ltd.	60.16	0.72	0.08	0.45	0.00
Penna Cement Inds. Ltd.	15.70	-0.87	0.99	1.60	0.48
Rain Commodities Ltd.	0	0	-1.28	-1.01	-0.47
Ultratech Cement Ltd.	16.70	0.09	0.81	1.01	0.72
Zuari Cement Ltd.	0	0	0	0	0

Source: computed from PROWESS

The companies which have negative score are considered to be failure firms. Accordingly, Dalmia Bharat Sugar & Inds. Ltd., Rain Commodities Ltd.and Zuari Cement Ltd is considered to be failure firms. Also, it can be noted that few companies for at least one or two year have negative score.

CONCLUDING REMARKS

Insolvency prediction has long been confined to academics, with most of the published material restricted to business and accounting journals specializing in esoteric and complicated subjects. A possible reason why insolvency prediction models have not gained greater use in the business community is because it has been difficult to calculate the results. With the wide spread use of personal computers and the internet, the utilization of an insolvency prediction model is now practical and available to all. All the three models reviewed here give weights to financial ratios used to best differentiate or discriminate between failed and successful companies. Fourteen south Indian Cement industries are taken as the sample size to compute this methodology. According to all three methods, few companies that are rated as failure from the sample of fourteen south Indian companies are: Rain Commodities Ltd. and Zuari Cement Ltd.

The possible reasons for a company to be rated as failure may be excess debt and excess working capital, that may weaken the financial health of that particular company.

Based on the above results few suggestions may be (i) avoid excess working capital which may help to improve the operating profit. (ii) the target must be fixed, and the sales must be achieved accordingly. And (iii) maximum utilization of the available capacity. All these may help to keep a company (or the entire cement industry) financial fit.

REFERENCES

1. Altman, I. Edward., (1968), "Financial Ratios, Discriminant Analysis and Prediction of Corporate Bankruptcy". *Journal of Finance*, Vol.9, PP.589-609.
2. Botheras, Donald A., (1979), "Use of a Business Failure Prediction Model for Evaluating Potential and Existing Credit Risk". Unpublished M.B.A. Research Project, Simon Fraser University.
3. Fulmer, John G. Jr., Moon, James E., Gavin, Thomas A., Erwin, Michael J., (1984), "A Bankruptcy Classification Model For Small Firms". *Journal of Commercial Bank Lending*, pp. 25-37.
4. Mansur, A. Mulla. (2002), "Use of Z Score Analysis for Evaluation of Financial Health of Textile Mills- A Case Study". *Abhigyan*. Vol. XIX, No.4, pp.37-41.
5. Pandey, I. M., (1979), "Financial management". Vikas Publishing House, New Delhi.
6. Prasanna Chandra., (1995), "Financial Management: Theory and Practice". 3rd ed. Tata McGraw Hill, New Delhi.
7. R.K Sahu. (2002), "A Simplified Model for Liquidity Analysis of Paper Companies", *The Management Accountant*, Vol.37, No.11, PP .805-808.
8. Sands, Earl G., Gordon L.V. Springate, and Turgut Var., (1983), "Predicting Business Failures". *CGA Magazine*, pp. 24-27.
9. Sands, Earl Gordon, (1980), "Business Failure Prediction and the Efficient Market Hypothesis". Unpublished M.B.A. Research Project, Simon Fraser University.
10. Selvam, M., Vanitha, S., & Babu (2004), "A study on financial health of cement industry- "Z score analysis", *The Management Accountant*, Vol.39, No.7, pp.591-593.
11. Springate, Gordon L.V., (1978), "Predicting the Possibility of Failure in a Canadian Firm". Unpublished M.B.A. Research Project, Simon Fraser University.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce and 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-mails i.e. **infoijrcm@gmail.com** or **info@ijrcm.org.in** 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 an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator