INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT



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., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A

as well as in

Registered & Listed at: Index Copernicus Publishers Panel, Poland

Circulated all over the world & Google has verified that scholars of more than 1388 Cities in 138 countries/territories are visiting our journal on regular basis.

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	MARKET INTELLIGENCE - AN EMPIRICAL STUDY OF MARKET BEHAVIOR OF AGRICULTURAL COMMODITY S. P. BHARDWAJ, ASHOK KUMAR & K. N. SINGH	1
2.	CONSTRUCTING A MULTI-CRITERIA CO-BRANDING STRATEGY MODEL FOR FAUCET INDUSTRY DR. CHAO-CHAN WU, MENG-CHEN CHANG & DR. HAO WANG	7
3.	IMPACT OF ORGANIZATIONAL CLIMATE ON ORGANIZATIONAL LEARNING HAMID REZA QASEMI & SAEED BONYADI	16
4.	BPO INDUSTRY IN INDIA: B2B MARKET TRANSFORMATION DR. VIJU MATHEW	22
5.	DETERMINANT FACTORS THAT ATTRACT INTERNATIONAL TOURISTS TO VISIT ETHIOPIA DR. GETIE ANDUALEM IMIRU	27
6.	NON FINANCIAL FACTOR OF MEASURING ORGANIZATIONAL PERFORMANCE BRINGS LONG TERM FINANCIAL CAPABILITY: AN EXPERIENCE FROM BANGLADESH MD. MONIRUZZAMAN SARKER, MD.SAHABUDDIN & NAFISA KASEM	39
7.	PREDICTORS OF WILLINGNESS TO ADOPT CUSTOMER RELATIONSHIP MANAGEMENT IN NIGERIAN ORGANIZATIONS: A FRAMEWORK APPROACH EKAKITIE-EMONENA, SUNNY.	42
8.	COMPARISON OF VALUE-RELEVANCE OF CASH FLOW AND OPERATING PROFIT IN EXPLANATION OF COMPANIES STOCK RETURN WITH CONSIDERING INFORMATION ASYMMETRY: EVIDENCE FROM TEHRAN STOCK EXCHANGE	47
9.	ROYA DARABI, B.ZANGANE & SHAHIN SAHRAEI CUSTOMER SATISFACTION SURVEY OF TRAINING AND DEVELOPMENT PROGRAMS FOR HUMAN RESOURCE DEVELOPMENT DEPARTMENT OF MANUFACTURING ORGANIZATIONS MANOJ MEHTA & GEETA DAWAR	52
10.	ACCESSING THE INTERNATIONAL CAPITAL MARKETS WITH DEPOSITARY RECEIPTS DR. M. L. GUPTA & DR. SIMMI KHURANA	61
11.	A STUDY ON THE MARKETING PRACTICES OF THE KOVILPATTI CO-OPERATIVE MILK SUPPLY SOCIETY LTD. M. SEKAR & M. SHUNMUGA SUNDARAM	63
12.	IMPACT OF ORGANIZATION CULTURE ON EMPLOYEE MOTIVATION AND JOB PERFORMANCE NIDHI MAITHEL, DR. D. S. CHAUBEY & DEEPAK GUPTA	68
13.	VALIDITY OF EFFICIENT MARKET HYPOTHESIS IN THE INDIAN STOCK MARKET DR. RASHMI SONI	74
14.	ANALYSIS OF PERCEPTIONS OF INVESTORS TOWARDS MUTUAL FUNDS: AN EMPIRICAL INVESTIGATION DR. S. O. JUNARE & FRENA PATEL	81
15.	CUSTOMERS' EXPERIENCE WITH SMALL SCALE RETAIL STORES – AN EMPIRICAL STUDY DR. K. RAMA MOHANA RAO & DR. K. RATNA MANIKYAM	86
16.	INDIAN SPICES EXPORTS: THEIR GROWTH AND INSTABILITY DR. D. SRINIVASA RAO	90
17.	STOCK PRICE RESPONSES TO THE ANNOUNCEMENT OF BUYBACK OF SHARES IN INDIA DR. ISHWAR P & DR. I. B. CIRAPPA	95
18.	INVESTOR BEHAVIOR TOWARDS MUTUAL FUND SCHEMES: AN EMPIRICAL STUDY SHAFQAT AJAZ & DR. SAMEER GUPTA	103
19.	MULTICHANNEL STRATEGY – A COMPETITIVE ADVANTAGE TOOL OF ORGANISED RETAILERS P. SATHISH CHANDRA & DR. G. SUNITHA	109
20.	STUDY OF SAVING PATTERN AND INVESTMENT PREFERENCES OF INDIVIDUAL HOUSEHOLD IN INDIA MEENAKSHI CHATURVEDI & SHRUTI KHARE	115
21.	DEVELOPING INFRASTRUCTURE FOR PROMOTION OF RURAL TOURISM IN THE STATE OF WEST BENGAL: A STUDY ON KAMARPUKUR DR. DILLIP KUMAR DAS & NILANJAN RAY	121
22.	PROFITABILITY AND LIQUIDITY MANAGEMENT OF FMCG COMPANIES IN INDIA: A COMPARATIVE STUDY BETWEEN HINDUSTAN UNILEVER LIMITED (HUL) AND ITC LIMITED DR. BHASKAR BAGCHI & DR. BASANTA KHAMRUI	128
23.	A COMPARATIVE STUDY ON BUYING BEHAVIOR OF RURAL AND URBAN CUSTOMERS IN SELECTED DISTRICT OF GUJARAT ARATI. TRIVEDI & PARIMAL. CHAVDA	131
24.	RETAILING STRATEGIES FOR CUSTOMER SATISFACTION: COMPARATIVE STUDY OF MORE AND FOOD WORLD A. SANDHYA RANI	135
25.	DIRECT MARKETING OF AGRICULTURAL PRODUCTS - A STUDY OF RYTHU BAZAARS (FARMERS' MARKET) IN ANDHRA PRADESH DR. K. RAJI REDDY & DR. H. SATEESH	137
26.	NEED FOR A PARADIGM SHIFT IN MANAGEMENT TEACHING THROUGH PROFESSIONAL DEVELOPMENT OF FACULTY AFREEN NISHAT A. NASABI	142
27.	CUSTOMERS' SATISFACTION ON CORE BANKING: A STUDY WITH SPECIAL REFERENCE TO A NATIONALIZED BANK IN THIRUNELVELI BIJU K, D. DEVANDHIRAN & SREEHARI R	146
28.	A STUDY ON CUSTOMER SATSIFACTION OF GOODKNIGHT PRODUCTS IN ERODE, TAMILNADU N.S.SUGANYA, P. SENTHILKUMAR & K.VISNUPRIYA	153
29.	ASSOCIATION BETWEEN DIVIDEND DECISION AND FINANCIAL PERFORMANCE: AN EMPIRICAL ANALYSIS SANJEEV LALHOTRA	157
30.	AN EMPIRICAL INVESTIGATION OF CAPITAL BUDGETING PRACTICES IN INDIA PREETI ARORA	166
	REQUEST FOR FEEDBACK	170

CHIEF PATRON

PROF. K. K. AGGARWAL

Chancellor, Lingaya's University, Delhi
Founder Vice-Chancellor, GuruGobindSinghIndraprasthaUniversity, Delhi
Ex. Pro Vice-Chancellor, GuruJambheshwarUniversity, 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, MaharishiMarkandeshwarUniversity, Mullana, Ambala, Haryana

ADVISORS

DR. PRIYA RANJAN TRIVEDI

Chancellor, The Global Open University, Nagaland

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., HaryanaCollege of Technology & Management, Kaithal

PROF. S. L. MAHANDRU

Principal (Retd.), MaharajaAgrasenCollege, Jagadhri

EDITOR.

PROF. R. K. SHARMA

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

CO-EDITOR.

DR. BHAVET

Faculty, M. M. Institute of Management, MaharishiMarkandeshwarUniversity, Mullana, Ambala, Haryana

EDITORIAL ADVISORY BOARD

DR. RAJESH MODI

Faculty, YanbuIndustrialCollege, Kingdom of Saudi Arabia

PROF. SANJIV MITTAL

UniversitySchool of Management Studies, GuruGobindSinghl. P. University, Delhi

PROF. ANIL K. SAINI

Chairperson (CRC), GuruGobindSinghl. P. University, Delhi

DR. SAMBHAVNA

Faculty, I.I.T.M., Delhi

DR. MOHENDER KUMAR GUPTA

Associate Professor, P.J.L.N.GovernmentCollege, Faridabad

DR. SHIVAKUMAR DEENE

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

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

PROF. V. SELVAM

SSL, VIT University, Vellore

DR. N. SUNDARAM

Professor, VITUniversity, Vellore

DR. PARDEEP AHLAWAT

Reader, Institute of Management Studies & Research, MaharshiDayanandUniversity, Rohtak

S. TABASSUM SULTANA

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

TECHNICAL ADVISOR

AMITA

Faculty, Government M. S., Mohali

MOHITA

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

Weinvite 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; Management 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 and 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 infoijrcm.org.in.

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

THE EDITOR URCM	DATED:
Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF	
(e.g. Finance/Marketing/HRM/General Management/Economics/Psycho	ology/Law/Computer/IT/Engineering/Mathematics/other, please specify)
DEAR SIR/MADAM	
Please find my submission of manuscript entitled '	' for possible publication in your journals.
,	nore, it has neither been published elsewhere in any language fully or partly,
under review for publication elsewhere.	
under review for publication elsewhere. I affirm that all the author (s) have seen and agreed to the submitted versic	on of the manuscript and their inclusion of name (s) as co-author (s).
I affirm that all the author (s) have seen and agreed to the submitted version	
I affirm that all the author (s) have seen and agreed to the submitted version. Also, if my/our manuscript is accepted, I/We agree to comply with the	
I affirm that all the author (s) have seen and agreed to the submitted version. Also, if my/our manuscript is accepted, I/We agree to comply with the contribution in any of your journals.	
I affirm that all the author (s) have seen and agreed to the submitted version. Also, if my/our manuscript is accepted, I/We agree to comply with the contribution in any of your journals. NAME OF CORRESPONDING AUTHOR:	on of the manuscript and their inclusion of name (s) as co-author (s). If formalities as given on the website of the journal & you are free to puble
I affirm that all the author (s) have seen and agreed to the submitted version. Also, if my/our manuscript is accepted, I/We agree to comply with the contribution in any of your journals. NAME OF CORRESPONDING AUTHOR: Designation:	
I affirm that all the author (s) have seen and agreed to the submitted version. Also, if my/our manuscript is accepted, I/We agree to comply with the contribution in any of your journals. NAME OF CORRESPONDING AUTHOR: Designation: Affiliation with full address, contact numbers & Pin Code: Residential address with Pin Code: Mobile Number (s):	
I affirm that all the author (s) have seen and agreed to the submitted version. Also, if my/our manuscript is accepted, I/We agree to comply with the contribution in any of your journals. NAME OF CORRESPONDING AUTHOR: Designation: Affiliation with full address, contact numbers & Pin Code: Residential address with Pin Code: Mobile Number (s): Landline Number (s):	
I affirm that all the author (s) have seen and agreed to the submitted version. Also, if my/our manuscript is accepted, I/We agree to comply with the contribution in any of your journals. NAME OF CORRESPONDING AUTHOR: Designation: Affiliation with full address, contact numbers & Pin Code: Residential address with Pin Code: Mobile Number (s):	

- New Manuscript for Review in the area of (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/
 Engineering/Mathematics/other, please specify)
- C) There is no need to give any text in the body of mail, except the cases where the author wishes to give any specific message w.r.t. to the manuscript.

The sender is required to mention the following in the **SUBJECT COLUMN** of the mail:

- d) The total size of the file containing the manuscript is required to be below 500 KB.
 e) Abstract alone will not be considered for review, and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.
- 2. MANUSCRIPT TITLE: The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.
- 3. 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.
- 4. **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. Abbreviations must be mentioned in full.

- 5. **KEYWORDS**: Abstract must be followed by a list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.
- 6. MANUSCRIPT: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. 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 every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
- 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 follow the following sequence:

INTRODUCTION

REVIEW OF LITERATURE

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESES

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

FINDING

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

SCOPE FOR FURTHER RESEARCH

ACKNOWLEDGMENTS

REFERENCES

APPENDIX/ANNEXURE

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed 5000 WORDS.

- 10. **FIGURES &TABLES**: These should be simple, crystal clear, centered, separately numbered &self explained, and **titles must be above the table/figure**. **Sources of data should be mentioned below the table/figure**. It should be ensured that the tables/figures are referred to from the main text.
- 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. 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 the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
- Use (ed.) for one editor, and (ed.s) for multiple editors.
- When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc, in chronologically ascending order.
- Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
- The title of books and journals should be in 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, Nigeria.

CONTRIBUTIONS TO BOOKS

Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

• Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–22 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, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

MULTICHANNEL STRATEGY - A COMPETITIVE ADVANTAGE TOOL OF ORGANISED RETAILERS

P. SATHISH CHANDRA

ASSOCIATE PROFESSOR

WARANGAL INSTITUTE OF MANAGEMENT

(A UNIT OF ITM GROUP OF BUSINESS SCHOOLS, MUMBAI)

WARANGAL

DR. G. SUNITHA
ASST. PROFESSOR
SCHOOL OF MANAGEMENT
NATIONAL INSTITUTE OF TECHNOLOGY
KAZIPET

ABSTRACT

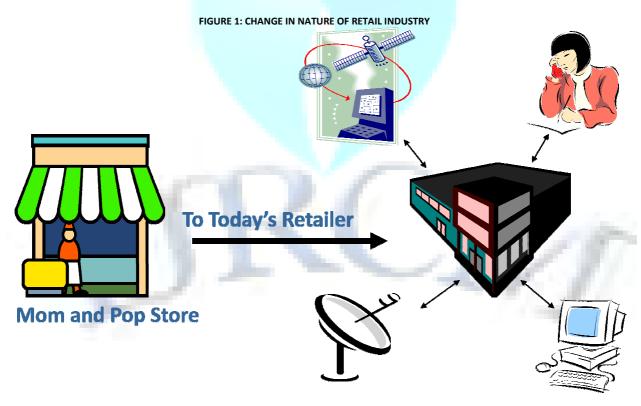
Multichannel retailing is the set of activities involved in selling merchandise or services to consumers through more than one channel. Multichannel retailers dominate today's retail landscape. Retailers are increasingly leveraging their presence across channels – catalogue, web, stores and kiosks, to increase their share of the customer's wallet and expand across consumer segments. Recent studies on consumer shopping behaviour indicate that multichannel shoppers show a significantly higher value and frequency of purchase than single channel shoppers. While there are many benefits of operating multiple channels, these retailers also face many challenges. In this article, we discuss the key issues concerning multichannel retailing, including the motivations and constraints of going multichannel, the challenges of crafting multichannel retailing strategies and opportunities for creating synergies across channels, increasingly, retailers are turning towards multichannel retailing to grow their market share and present a uniform and seem less shopping experience and branding across channels. However, enabling integration and synchronization of organisational structure, processes, operations and systems are significant challenges to realize the multichannel retailing based on client experience and recommendations for building a customer centric retail enterprise.

KEYWORDS

Digitization, e-tailing, Multichannel, Social Shopping Trends, Strategy.

INTRODUCTION

ultichannel retailing is the set of activities involved in selling merchandise or services to consumers through more than one channel (See Figure 1). This definition distinguishes multichannel retailing from multimedia marketing that typically involves the use of multiple channels to simply communicate with customers. Multichannel retailers are firms that engage in multichannel retailing and whose primary source of revenue is retailing activities. Multichannel then refers to the delivery of customer propositions via multiple channels with at least some degree of cross channel integration in management, information and service, i.e. in a consistent and coordinated way across all channels

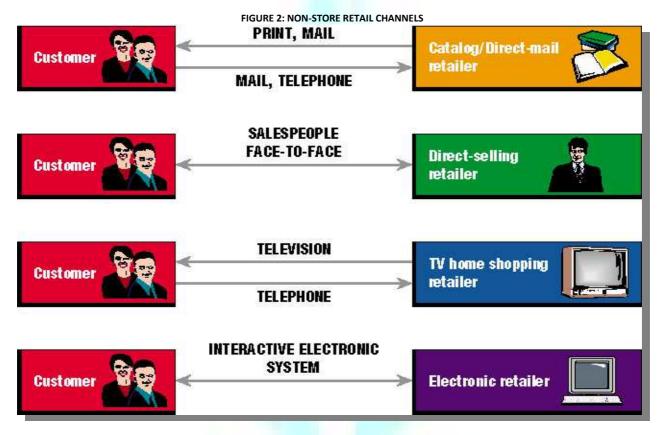


Several unique aspects of the retailing business make multichannel operations more complex and challenging. In general, retailers have to manage a large number of stock-keeping units (SKUs) in their assortment of products (usually not manufactured by the firm), make decisions and frequent modifications on many retail mix elements for each SKU, interact with numerous and often diverse groups of end users, deal with a large number of vendors, and be responsible for the logistic process of selling and delivering products to their end users. In addition to the operational complexities, the potential benefits afforded to

customers are also significantly greater, as we will discuss, than simply using multiple channels to communicate with customers. These factors call for a comprehensive review of issues concerning multichannel retailing.

While emerging technology has been a key enabler, multi-channel growth is essentially driven by consumers. According to Shop.org, 34% of consumers today use at least three channels when shopping. Research has found them to spend up to 10 times more, to generate 25 to 50% more profit and demonstrate greater loyalty than their single-channel counterparts. The core driver then is customer demand. The other major driver is cost saving through efficiency and effectiveness. Managing channels separately may not only impair customer relationships but also result in cost increases resulting from running separate ordermanagement and customer service operations, multiple warehouses and fulfillment systems, and buyers and merchandisers duplicating effort across the different channels.

Multichannel is also driven by strategic 'Competitive Advantage' and differentiation opportunities, and regulatory pressures around ensuring that all customers are able to access products and services on offer. Multichannel retailing is not a new phenomenon, and a retailer can start from any one channel and move to other channels later. For example, Sears became a multichannel retailer in 1925 when it opened its first store to complement its catalog channel which was launched in 1886. Many retailers followed Sears lead selling merchandise through both store and non-store channels (See Figure 2: Non-store Channels), these channels mainly operated as separate businesses and were not integrated. To a large extent, the emergence of integrated multichannel retailing was driven by the rapid expansion of the Internet as a new selling channel. In the mid- 1990's, the Internet was viewed as a disruptive transformational technology with respect to the retail industry. Futurists envisioned consumers abandoning stores and buying most products and services over the Internet. They predicted that store-based retailers would be replaced by Internet-savvy entrepreneurs who could harness this new technology to provide superior offerings to consumers.



ADVANTAGE OF NON-STORE RETAILING EVOLUTION

Fifteen years later, the Internet appears to be more of a facilitating technology in many domains, enabling traditional store-based retailers to complement their store offering with online channels, to improve their operational efficiency, and to enhance the benefits provided to customers. These traditional retailers have evolved into multichannel operators, and they now dominate the Internet retailing space. Retail organizations are facing many new challenges and opportunities in the multichannel retailing environment. There are also many questions to be answered by marketing researchers and industry practitioners. What motivates retailers to go multichannel and what constraints, opportunity to create synergy across channels? And how will multichannel retailing evolve over time?

NEED OF THE STUDY

Ultimately, the search for improved financial performance motivates traditional single channel retailers (store based, catalog, TV home shopping, or Internet-based retailers) to evolve into multichannel operators. While the decision to sell through additional channels prompts concerns about cannibalization and negative spillover, research indicates that operating multiple channels can have a positive effect on financial performance. Three major needs for which retailers are adopting multichannel are:

- 1) TO ACCESS TO NEW MARKETS: The market for store-based retailers is typically limited to the local trading areas of their stores. Thus, adding non-store channels (e.g. Internet, catalogs, mobile phones) enables retailers with limited locations to exploit economies of scope by expanding their markets without building additional stores.
- 2) TO CREATE CUSTOMER SATISFACTION AND LOYALTY: By using a combination of channels, retailers can better satisfy their customers' needs by exploiting the benefits and overcoming the deficiencies of each channel. For example, the store channel provides certain unique benefits, including: the potential to use all five senses when evaluating products, personal service, the option of cash payment, entertainment and social experiences, and immediate acquisition.
- 3) TO CRAFT A COMPETITIVE ADVANTAGE: The opportunities for multichannel retailers to develop a strategic advantage arise from their abilities to develop resources that are not easily detected or duplicated by competitors, such as (1) propriety customer information and (2) tacit knowledge for providing a seamless customer interface. These resources can build customer loyalty and reduce costs. It is difficult for many store-based retailers to develop extensive customer purchase history databases because of their inability to link customers to transactions when the customers pay in cash or use third-party credit cards.

OBJECTIVES OF THE STUDY

> To explore the prospects of Multi-channel retailing adoption of Organized Retailers.

To depict the implications in adopting the Multichannel strategy in Retail operations.

MOTIVATIONS AND CONSTRAINTS FOR GOING MULTICHANNEL

Another strategic resource possessed by effective multichannel retailers is the tacit knowledge associated with integrating multiple channels. Consumers desire a seamless experience when interacting with multichannel retailers. For example, they want to be able to buy a product through the retailer's Internet or catalog channels and pick it up or return it to a local store; find out if a product offered on the Internet channel is available at a local store; and, when unable to find a product in a store, determine if it is available for home delivery through the retailer's Internet or catalog channels.

BENEFITS OF MULTICHANNEL ADOPTION

There are a huge number of both organizational and customer related benefits to be gained from implementing a multi-channel strategy. Here's a few:

ORGANIZATIONAL BENEFITS

- 1) Increased revenue and growth opportunities more touch points into target market thus, better responsiveness and sensitivity to changing environments
- 2) Competitive advantage over pure-plays particularly around immediacy, education opportunities for complex products and easy e-merchandise returns.
- 3) Organizational efficiency and effectiveness opportunities through sharing of processes, technology and information

CUSTOMER RELATED BENEFITS

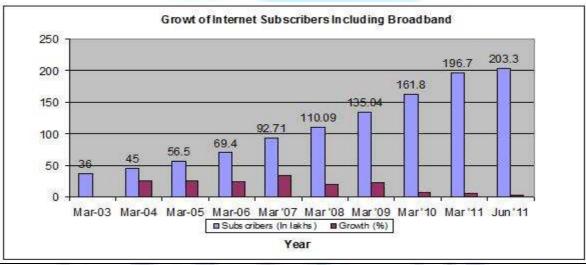
- 1) Better and wider customer interaction with a greater variety of information available for improved understanding of customers and identification of opportunities for increasing value per customer (business intelligence)
- 2) Better customer experience, better understanding of customer's thus reducing churn and increasing loyalty.
- 3) Opportunity to leverage and improve brand perception

Customers themselves also benefit from increased choice in interaction opportunities and the ability to switch channels as convenient.

CONSTRAINTS FOR EXPANDING TO MULTICHANNEL

While many retailers have become multichannel operators, some have intentionally shunned this strategy so far (e.g. Amazon.com, Netflix, and Blue Nile). There are three key reasons that have kept these retailers from pursuing multichannel: (1) consumer access to broadband Internet service, (2) operational difficulties of integration, and (3) costs of multichannel offering.

BROADBAND INTERNET ACCESS: In the early stages of Internet development, the benefits of operating multiple channels by adding an online channel were questionable because of the limited Internet access among the public, particularly broadband access. This has now become less of a concern in the United States, where Internet access is almost universal among the target segments of most retailers. In 2008, 73% of the adults in the U.S. and over 85% of adults between 19 and 49 with family income over \$50,000 used the Internet. When it comes to India the percentages are less but encouraging.



GRAPH 1: GROWTH OF INTERNET SUBSCRIBERS IN INDIA

Source: ISPAI-2011 (Internet Service Providers Association of India)

OPERATIONAL DIFFICULTIES: While there appear to be demand synergies for multichannel offerings (Customers prefer to interact with a retailer anytime, anywhere through multiple, seamless interfaces), operational synergies may be difficult to achieve since unique skills and resources are needed to effectively manage each channel. For example, retail distribution centers (DCs) supporting a store channels are designed to move merchandise cartons from inbound to outbound trucks with minimal handling. With cross-docking, the cartons often remain in the DC for less than a day.

In contrast, the DCs supporting a catalog and/or Internet channel are designed to receive merchandise in cartons and then break the cartons down to individual items for picking, repacking, and shipment to individual customers. These channels also require different packaging to accommodate shipments of individual items as opposed to cartons. Skills for allocating merchandise and managing inventories in a channel with thousands of stores are much more demanding than the skills required managing inventory in a few DCs. The channels may have different target markets requiring unique merchandise and pricing. Due to these operational differences, many multichannel retailers have separate organizations for each channel and even outsource channel management, which further increases the challenges in achieving demand synergies.

COSTS OF MULTICHANNEL OFFERING: For some catalog and/or Internet channel retailers, the costs of opening stores with national coverage may be prohibitive. In addition to the initial investment, these non-store retailers may face considerable inefficiencies in building a store channel due to their lack of knowledge and experience in evaluating locations, negotiating leases, maintaining stores, tailoring the assortment to local markets, and selecting, training, and managing a large workforce. These factors may explain why few non-store retailers have added a store channel to their operations.

Retailers providing high levels of personal services also may be reluctant to add non-store channels or sell their high-end merchandise in non-store channels because of concerns about the negative impact on their brand image. At a basic level, any commercial transaction that involves a direct sale to a consumer at any point of time may be termed as retailing. It can be the selling of apparel, books, music, footwear, grocery items or other things. Such a retail trade could take place in a shopping mall, a mom-and-pop store, a department store, or in a friendly neighborhood grocery shop. Most of such retail trades that can be done

through the brick-and-mortar retailing route can be successfully replicated over the Internet as well. In the traditional sense, the term Retailing referred to the final transaction between a business and a customer (B2C).

POTENTIAL SYNERGIES DUE TO MULTICHANNEL ADOPTION

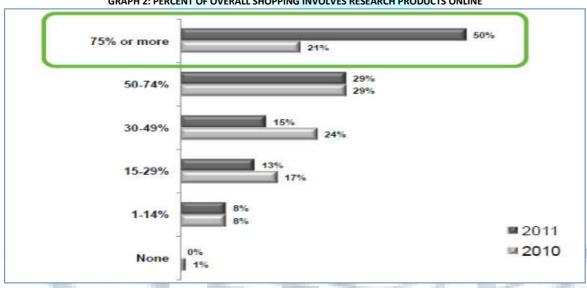
- 1) CROSS-CHANNEL CUSTOMER COMMUNICATION AND PROMOTIONS. One of the most common synergies is the use of one channel to promote another. This extends beyond the potential of multiple channels to increase the efficiency of advertising (e.g., television advertising can drive traffic to stores, telephone centers, or Web sites). In many categories, customers may "shop" in one channel and buy in another. In some cases this behavior is anticipated (e.g., automobile purchases), but in other instances customers may encounter unexpected questions and require person-to-person interactions (phone centers) or inspection (stores). Especially when conversion and up-sell rates differ among channels, retailers may desire to direct customers to another channel to complete the purchase. Routinely, multichannel retailers may be able to gather information on customers or purchase patterns in one channel to improve sales in another. For example, online sales may yield information on the conversation rates between display and sales for various products that inform the choice of products for valuable in-store display space. Since online displays and conversions are often faster, easier, and cheaper to manipulate and monitor, the entire channel may be made more productive with information sharing of this nature. The executives interviewed also reported that budget- and credit-conscious consumers often use the Internet channel to establish the affordability of products available from stores, agents, or telephone and their own credit-worthiness.
- 2) CROSS-CHANNEL PRICE COMPARISONS. In some cases, companies have established a presence in multiple channels to complement the pricing strategy of the other channels. For example, showcase stores, such as those maintained by Nike, Sony, and Levi's have helped to establish reference prices for other channels. When the same companies begin to sell online, direct to consumer, the prices they charge in this channel may help control the threat of double
- 3) DIGITIZATION: Digitization of products such as operating manuals, bills, warranty documents, and registrations and using the Internet to distribute and/or process them can reduce personnel costs in all channels. In addition, the production and distribution of these products through online channels increases the convenience for customers and frees up service personnel for more profitable and higher value-added customer interactions.
- 4) SHARED COMMON PHYSICAL ASSETS AND OPERATIONS. Spreading fixed costs across channel scan create economies of scale and scope. A cross-channel return policy also creates cross-selling opportunities, because retailers can encourage customers to shop in the stores when they come to return online and catalog orders. However, these increases in revenues and retention may take time to materialize and, given the costs required to support additional channels, in the short run, customer profits may decline.

DISCUSSION: SOCIAL SHOPPING TRENDS - SHAPING THE FUTURE OF E-COMMERCE

Consumers are spending more time researching, across more sources, expecting certain social tools in the process. Consumers use 'Facebook' for sharing and discovery, not for research On-site deployment of social tools has the greatest impact on e-commerce sales. Explore consumer utilization of social media across a range of merchants and channels to understand perception, interest and propensity to buy based on that engagement.

- Understand the consumer's level of interest in community across the web and its implication on researching and shopping behavior.
- Trend customer reviews and social shopping to monitor changing and evolving consumer behavior.

Today's shopper is savvy with almost black belt certification in researching product and pricing. There is a method to their madness where they are willing to make a significant investment in time when the reward reaped is finding the right product at the right price. (See Graph 2: Percent of Overall Shopping involves research products online). In 2011, it can be observed that more than 75% of shoppers, research products online, increased to 50% out of total product they purchase, which is 21% in the year 2010, according to recent 'e-tailing Group Survey'.



GRAPH 2: PERCENT OF OVERALL SHOPPING INVOLVES RESEARCH PRODUCTS ONLINE

Source: The e-tailing Group Annual Merchant Survey-2011, release

E-TAILING – which comprises buying consumer items including electronic products, home appliances, personal products such as apparels and jewellery and other accessories - is currently worth Rs.2050 crore, and is expected to grow by 32% to Rs.2700 crore by next year(See Graph 3: E-tailing Growth Trend). Another segment that could witness humangous growth opportunity is online financial services including Net Banking, utility bills payment, insurance and other services. The financial service segment is estimated to be worth Rs.2000 crore currently, but is expected to log 34% growth by Dec 2011.



RECOMMENDATIONS

A well-integrated multi-channel format enables consumers to examine goods at one channel, buy them at another channel, and finally pick them up at a third channel. Multichannel retailing offers synergies, as it can result in an increased customer base, added revenue, and higher market share. Common characteristics of a well-integrated retail strategy include: highly-integrated promotions, product consistency across channels, an integrated information system that shares customer, pricing and inventory data across multiple channels, a process that enables store pick-up for items purchased on the Web or through a catalog, and the search for multi-channel opportunities with appropriate partners.

A good place to start a multi-channel journey is by considering Flint and Spieler's four stage process (Source - IBM white paper on Multi-Channel Customer Management: The Benefits and Challenges) shown in Figure 2.



CONCLUSION

One important point to emphasize is that multi-channel done right needs to be holistic. Rather than being viewed as many separate mini-businesses or business units competing with each other and cannibalizing sales from one another, the winning picture is one of a retailer integrating channels to support and promote one another to affect a better overall customer experience. An increasingly common example is that of a traditional brick and mortar retailer with an on-line channel. While the physical store is the bread and butter of the brand, when properly employed and nurtured the Internet can be a truly powerful ally in reinforcing brand awareness and keeping customers close and informed.

Embedding real multi-channel practices will take time as it involves both a cultural and technological shift for any organization. And strongly recommending when making early stage investment and ROI decisions around multi-channel retailing, is aim to focus on long-term value and competitive advantage rather than short-term profit. In other words, think longer term when developing your business case, and have the patience to see it through. It will pay off.

REFERENCES

- 1. Balasubramanian, Sridhar, Rajagopal Raghunathan, and Vijay Mahajan (2005), "Consumers in AMultichannel Environment: Product Utility, Process Utility, and Channel Choice." Journal of Interactive Marketing, 19 (2), pg.no;12-30.
- 2. Chiang, Wei-Yu Kevin, Dilip Chhajed, and James D. Hess (2003), "Direct Marketing, Indirect Profits: A Strategic Analysis of Dual-Channel Supply-Chain Design," Management Science, 49 (1), pg.no:1-20.
- 3. Clark T H and J H Hammond (1997), "Reengineering channel Reordering processes to improve total Supply-Chain Performance", Production and Operations Management 6(3), pg no.248-265.
- 4. Dholakia, Ruby Roy, Miao Zhao, and Nikhilesh Dholakia (2005), "Multichannel Retailing: A Case Study of Early Experiences," Journal of Interactive Marketing, 19 (2), pg.no:63-74.

- 5. Falk, Tomas, Jeroen Schepers, Maik Hammerschmidt, and Hans Bauer (2007), "Identifying Cross-Channel Dissynergies for Multichannel Service Providers," Journal of Service Research, 10 (November), pg.no:143-160.
- 6. Fisher. M. L (1997), "What is the Right Supply Chain for your product?", Harvard Business Review. 75(2): pg.no:105-116.
- 7. Greenwald, J and W. Cole (1996), "Reinventing Sears", Time 148(28), pg.no:52-55.
- 8. Gulati, Ranjay and Jason Garino (2000), "Get the Right Mix of Bricks and Clicks," Harvard Business Review, 78 (3), pg.no:107-114.
- 9. Krugar R.M (1999), "Click and Mortar", Discount Merchandiser, 39(10), pg.no:25-31.
- 10. Kumar. V and Rajkumar Venkatesan (2005), "Who Are the Multichannel Shoppers and How do They Perform? Correlates of Multichannel Shopping Behavior," Journal of Interactive Marketing, 19 (2), pg.no:44-61.
- 11. Neslin, Scott. A, Dhruv Grewal, Robert Leghorn, Venkatesh Shankar, Marije L. Teerling, Jacquelyn S. Thomas, and Peter C. Verhoef (2006), "Challenges and Opportunities in Multichannel Management," Journal of Service Research, 9 (2), pg.no: 95-112.
- 12. Wolfnbarger, and M. C. Gilly (2001), "Shopping Online for Freedom, Control and Fun", California Management Review, 43(2), pg.no:34-55.
- 13. Zwass Vladimir (1996), "Electronic Commerce: Structures and Issues," International Journal of Electronic Commerce, 1 (3), pg.no:3-23.
- 14. Swapna Pradhan (2009), "Retailing Management" 3rd Edition, Tata McGraw Hill, New Delhi.
- 15. Michel Levy, Barton A Weitz & Ajay Pandit (2008), "Retailing Management" 6th Edition, Tata McGraw Hill, New Delhi.
- 16. Aberdeen (2005), "The Multi-Channel Retail Benchmark Report," Aberdeen Group, Inc., December 2005.
- 17. Bagge, Danny (2007), "Multichannel Retailing: The Route to Customer Focus," white paper, IBM Global Business Services.
- 18. Ernest & Young (2001), "The Multi-channel Imperative" Stores, 83(2), pg.no:17-21.
- 19. http://www.ispai.in/Stat1-InternetSubsIncludingBroadban.php (accessed on 23.02.2012, 3.15pm)
- 20. http://www.indianretailer.com/article/multichannel/eretail/latest/ (accessed on 24.02.2012 4pm)
- 21. http://trak.in/tags/business/2011/03/17/indian-e-commerce-market-2011-online-travel-bookings-dominate/ (accessed on 28.02.2012, 6.30pm)
- 22. https://www.mckinseyquarterly.com/Retail_Consumer_Goods/The_value_proposition_in_multichannel_retailing_2800 (accessed on 28.02.2012, 8.00pm)
- 23. www.trai.gov.in



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

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.







