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# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	<b>DEVELOPMENT OF WOMEN ENTREPRENEURS IN KARNATAKA: SCHEMES AND MEASURES</b> <i>SUNANDA.V.M. &amp; DR. HIREMANI NAIK R.</i>	1
2.	<b>EMPIRICAL ANALYSIS AND FINANCIAL IMPLICATIONS OF THE IMPACT OF OUTAGES ON THE REVENUE LOSS: A CASE OF RELIANCE COMMUNICATIONS</b> <i>MANMEET KAUR CHATHA, SANCHARI DEBGUPTA &amp; BRIG. RAJIV DIVEKAR</i>	2
3.	<b>IMPACT OF DERIVATIVE TRADING ON STOCK MARKET VOLATILITY IN INDIA: A STUDY OF BSE-30 INDEX</b> <i>R KANNAN &amp; DR. T. SIVASHANMUGUAM.</i>	3
4.	<b>THE DYNAMIC OF TRADING VOLUME AND ITS IMPACT ON SECTORAL RETURN AND VOLATILITY: EMPIRICAL ANALYSIS OF THE IDX SECTORAL INDEX</b> <i>WENNY ARIYANTI, DR. NOER AZAM ACHSANI &amp; DR. DWI RACHMINA</i>	4
5.	<b>DIVIDEND SIGNALLING &amp; IMPACT ON SHARE PRICES: AN EVENT STUDY OF INDIAN INFORMATION TECHNOLOGY SECTOR</b> <i>ANJALI RANE &amp; DR. GUNTUR ANJANA RAJU</i>	5
6.	<b>EMPLOYEE RETENTION: A WAY TO SUSTAINABLE ORGANIZATIONAL GROWTH</b> <i>DR. SUNIL D. ZAGADE &amp; ALEKHA CHANDRA PANDA</i>	6
7.	<b>MANAGEMENT OF WORKING CAPITAL IN SMALL AND MEDIUM ENTERPRISES IN SPSR NELLORE DISTRICT, AP</b> <i>K. BHAGYALAKSHMI &amp; DR. P. MOHAN REDDY</i>	7
8.	<b>CONSUMERS INVOLVEMENT IN BUYING GREEN PRODUCTS: A STUDY IN COIMBATORE CITY</b> <i>K. VIDHYAKALA &amp; DR. P. SANTHI</i>	8
9.	<b>STUDY OF INDICATORS AND OSCILLATORS FOR STOCK LISTED ON NSE</b> <i>CHITRA K. DESHPANDE &amp; DR. ZARAJ KASMI</i>	9
10.	<b>ROLE OF TRANSFORMATIONAL AND TRANSACTIONAL LEADERSHIP ON JOB SATISFACTION</b> <i>KAMALPREET KAUR &amp; DR. MAJOR SINGH</i>	10
11.	<b>LABOUR WELFARE MEASURES IN HOTEL INDUSTRIES REFERENCE TO KANYAKUMARI</b> <i>DR. E. MUTHUKUMAR, S. VIDHYA &amp; G. ANEES FATHIMA</i>	11
12.	<b>HUMAN RESOURCE ACCOUNTING &amp; AUDITING</b> <i>HARISH H N, JAGADEESH B P &amp; GIRISHA H.J</i>	12
13.	<b>RISK MANAGEMENT PRACTICES OF MICRO FINANCE INSTITUTIONS: A BRIEF EMPIRICAL LITERATURE REVIEW</b> <i>PAGADALA SUGANDA DEVI</i>	13
14.	<b>ONLINE RECRUITMENT &amp; HUMAN RESOURCE MANAGEMENT: AS CHALLENGE IN THE WORLD</b> <i>MEGHA P. NANHE</i>	14
15.	<b>INTERNATIONAL ENTREPRENEURSHIP: A STUDY WITH REFERENCE TO MICRO, SMALL AND MEDIUM ENTERPRISES IN KERALA</b> <i>DITTY JOHNSON, DR. AMBILY A.S. &amp; DR. SURESH P.R.</i>	15
16.	<b>A STUDY ON: ANALYSIS OF EXPENSES IN RELATION TO BANGALORE CITY</b> <i>PRAMOD A V</i>	16
17.	<b>IMPLICATION OF MGNREGA IN INDIA: AN OVERVIEW</b> <i>KHEM RAJ</i>	17
18.	<b>RELATIONSHIP BETWEEN QUALITY ASSURANCE AND CUSTOMER SATISFACTION IN HOTEL INDUSTRY: A CASE STUDY OF JORDAN HOTEL</b> <i>MAJED MASSAD ALRAWASHDEH</i>	18
19.	<b>IMPACT OF PERFORMANCE OF TANGIBLE AND INTANGIBLE ASSETS ON THE PROBABILITY OF SELECTED COMPANIES</b> <i>MUGDHA S</i>	19
20.	<b>ENTREPRENEURSHIP IN UNITED ARAB EMIRATES: A REVIEW ON INSTITUTIONAL PERSPECTIVE</b> <i>SALEEM MUSHTAQ</i>	20
	<b>REQUEST FOR FEEDBACK &amp; DISCLAIMER</b>	21

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# DEVELOPMENT OF WOMEN ENTREPRENEURS IN KARNATAKA: SCHEMES AND MEASURES

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## ABSTRACT

*An entrepreneurial activity leads to economic growth and helps to reduce poverty, creates middle class and foster stability. Women entrepreneurs are not sufficiently represented among the business community in India. Most women opt for household management after wedding and breadwinning responsibilities are left to the men. In recent days, there has been a shift in this attitude due to urbanization and women empowerment. To boost women into own business and promote women entrepreneurship, the Karnataka Government taken various steps to design and implement the policies to foster Women Entrepreneurship and reap the benefits of its activities. In this paper an attempt is made to understand the schemes offered by government to encourage the Women into venture.*



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# EMPIRICAL ANALYSIS AND FINANCIAL IMPLICATIONS OF THE IMPACT OF OUTAGES ON THE REVENUE LOSS: A CASE OF RELIANCE COMMUNICATIONS

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## ABSTRACT

*On account of the substantial growth in the telecommunication sector of India, the service providers are expected to provide reliable and consistent network services to their customers. On top of that, the service providers have to struggle between managing their revenue which gets affected by increasing number of outages per day. The present study undertakes the case of Reliance Communications and attempts to analyze the impact of outages on their revenue generation. The data on outages per day and average revenue was obtained from three different tower sites of Reliance Communication in the Maharashtra-Pune-Goa circle; 'Very High Revenue Earning Sites', 'High Revenue Earning Sites' and 'Moderate Revenue Earning Sites'. Findings show that revenue loss increases with every unit increase in the outages indicating a strong and positive association between outages and loss in revenue. The study also identifies the tower sites present in this circle which faces heavy losses due to frequent outages.*

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**IMPACT OF DERIVATIVE TRADING ON STOCK MARKET VOLATILITY IN INDIA: A  
STUDY OF BSE-30 INDEX**

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**ABSTRACT**

*Risk and return is a characteristic index of most financial derivatives and capital markets. Variations in the prices of financial and non-financial derivatives are induced, over time, by buy and sell dynamics. The previous two decades have witnessed many-fold raise in the volume of international derivatives due to the wave of globalization and liberalization comprehensive crosswise the world. This has led to quick and random variations in financial assets prices, interest rates and exchange rates, and consequently, to sensational the corporate world to an unwieldy financial risk. In the present very uncertain business scenario, the importance of risk management is to an extent greater than ever before. The appearance of derivatives market is a resourceful feat of financial derivatives that provides an efficient and a lesser amount of costly solution to the problem of risk that is set in the price unpredictability of the underlying asset. In India, the emergence and growth of derivatives market is relatively a recent phenomenon. Since its inception in June 2000, derivatives market has exhibited exponential development both in terms of volume and number of traded contracts. Derivatives trading in India has surpassed cash segment in terms of turnover and number of traded contracts. Some space is constant also to a discussion of the status of Financial Derivatives market and Derivatives stock market volatility segment.*

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# THE DYNAMIC OF TRADING VOLUME AND ITS IMPACT ON SECTORAL RETURN AND VOLATILITY: EMPIRICAL ANALYSIS OF THE IDX SECTORAL INDEX

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## ABSTRACT

*Indonesia capital market is growing rapidly and dynamically, as well as it has an important role for economic growth, together with its challenge for the development of the country. Stock return, volatility and trading volume are important variables for trading activity in capital market as it can provide relevant information to the market. The aim of this study are expected to facilitate investors, portfolio managers, analysts and regulators to understand the relationship of stock returns, trading volume and the effect on return volatility in the sectoral indices in Indonesian Stock Exchange. Vector Autoregression (VAR) model shows that information about trading volume in previous period are significantly positive to the current return in some sectors including property, real estate and building construction sector, consumer goods sector, manufacturer sector, transportation and infrastructure sector, also trade, services and investment sector. While the information of previous return to current trading volume are significantly positive in agriculture sector, trade, services and investment sector, mining sector, property, real estate and building construction sector, as well as manufacturer sector. Exponential Generalized Autoregressive Conditional Heteroscedasticity (EGARCH) model found that in all sectors except agriculture sector, the coefficient of asymmetric term is negatively significant, implying that bad news produces a larger impact on the volatility in the consequent period than good news.*

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**DIVIDEND SIGNALLING & IMPACT ON SHARE PRICES: AN EVENT STUDY OF  
INDIAN INFORMATION TECHNOLOGY SECTOR**

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**ABSTRACT**

*Dividend Policy is an important decision area in the field of corporate finance. A large body of empirical research has documented that in imperfect capital markets with information asymmetries, the announcement of dividend changes affects shareholder value. However, very little research efforts have been made so far on the dividend behavior of IT sector in India. The present study is an attempt in this direction. This study investigated whether the dividend announcements in the forms of interim and final convey any information to the Bombay Stock Exchange. Fulfilling the study, the cumulative abnormal returns and the average abnormal return were calculated by applying the event study analysis on daily data with market model adjustments on 724 dividend announcements of 48 firms during the period 2000 to 2016. This paper utilizes event study methodology to examine stock price reactions of IT Sector surrounding 21 days event window of the announcement. The empirical analysis of IT Sector firms for the period of sixteen years reveals that the dividend announcement signals and investors do react on the basis of information revealed resulting in to impact on share prices. T test conducted statistically signifies impact of dividend announcement on share prices. The Section I, presents theoretical background and literature review. Section II describes the data and methodology. In Section III, we examine empirical results of the relation between dividend announcement and stock prices in Service sector measured in terms of abnormal earning. The t-test is used for analyze statistical significance. Section IV concludes the paper.*

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## EMPLOYEE RETENTION: A WAY TO SUSTAINABLE ORGANIZATIONAL GROWTH

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### ABSTRACT

*Today, attrition is the biggest problem faced by organizations of every sector. Therefore, it becomes imperative to retain employees by implementing proper retention strategies and control this attrition rate. Employee retention strategy involves various steps to retain an employee who wishes to move on. Many schemes have been applied for retention of employees. A single tool cannot made a positive influence on the attrition rate of employees. The best results for employee retention can be achieved by implementing different strategies properly for the suitable growth of organizations. The present study aims at various Employee retention strategy used by various organization to retain their employees.*

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**MANAGEMENT OF WORKING CAPITAL IN SMALL AND MEDIUM ENTERPRISES  
IN SPSR NELLORE DISTRICT, AP**

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**ABSTRACT**

*The District Industrial Centre (DICs) programme was started by the central government in 1978 with the objective of providing a focal point for promoting small and medium industries in a particular area and to make available to them all necessary services and facilities at one place in SPSR Nellore District, DIC was started on 13<sup>th</sup> February 1981 with the main aim of providing all services to the entrepreneurs and artisans for the development of small scale industries. The DIC is playing a major role in promoting small and medium Industrial units, increasing their investment level and generating employment opportunities by utilizing local resources.*

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## CONSUMERS INVOLVEMENT IN BUYING GREEN PRODUCTS: A STUDY IN COIMBATORE CITY

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### ABSTRACT

*Consumer behaviour reflects the totality of consumers' decisions. Product involvement may reflect a persons' view about the product. The study of the consumer decision realizes the challenges faced by marketers in comprehending the consumer mind. Information about consumer involvement on purchase decision of green products will be used to predict their actions in the market. The main objective of this study is to find out the relationship between demographic profile of the respondents and their involvement on green products purchase. This paper also has an objective to identify the relationship between socio-economic profile of the respondents and their purchase behaviour. For the purpose of analysis, data was collected from a sample of 229 respondents from Coimbatore city. The data so collected were tabulated and analyzed by using SPSS 23.0. The analysis results revealed that there was the relationship between socio-economic profile of the respondents and their purchase decision and the respondents' green purchase decision differ in case of involvement in green products.*

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**STUDY OF INDICATORS AND OSCILLATORS FOR STOCK LISTED ON NSE**

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**ABSTRACT**

*The task of mobilization and allocation of savings could be attempted in the old days by a much less specialized institution than the stock exchanges. But as business and industry expanded and the economy assumed more complex nature, the need for 'permanent finance' arose. Entrepreneurs needed money for long term whereas investors demanded liquidity – the facility to convert their investment into cash at any given time. The answer was a ready market for investments and this was how the stock exchange came into being. Stock exchanges are intricacy inter-woven in the fabric of a nation's economic life. Without a stock exchange, the saving of the community- the sinews of economic progress and productive efficiency- would remain underutilized.*



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## **ROLE OF TRANSFORMATIONAL AND TRANSACTIONAL LEADERSHIP ON JOB SATISFACTION**

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PEHOWA**

### **ABSTRACT**

*Effective leadership always plays an important role in the growth and better performance of the organization. Transactional leadership is found importantly related to job success while transformational leadership and job success are found highly related with carrier satisfaction.*

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**LABOUR WELFARE MEASURES IN HOTEL INDUSTRIES REFERENCE TO  
KANYAKUMARI**

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**ABSTRACT**

*Labour welfare is an important aspect of industry life. This study is undertaken to know the satisfaction levels of employees about labour welfare measures in Hotel industries, Kanyakumari. For the purpose of the study, Convenience Random Sampling method is adopted to carry out the study by the researcher. 100 samples are selected covering almost all the departments. This study conducts the chi square and weighted average scores for the study dimensions. A questionnaire is used for present study to know the opinions of the employees on each statement. The results of the research reveal that majority of the employees are satisfied with all the welfare measures provided by the organization.*

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**HUMAN RESOURCE ACCOUNTING & AUDITING**

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**ABSTRACT**

*Human is the core factor and which is required to be recognized prior to any other 'M's But till now an urgent need based modification is required while identifying and measuring data about human resources. In this paper my objective is to identify the extensive use of Lev & Schwartz model of Human resource accounting, in spite of several criticized from various sides regarding its applicability human resource audits are not routine. These are in fact, studies of unusual nature. The manner of conduct can be self-directed surveys, or task force within the organization, or reserved for intervention by outside consultants. Risk & Audit Management also enables risk and audit professionals to simplify the various functions of the legal and regulatory process and gain control, get insight and get the job done quickly and confidently while reducing risk, cutting costs, and establishing a viable long-term strategy for compliance success.*

- *To assess the way of presenting HRA information in the financial statement by selected companies*
- *To identify HRA methods and models (mainly the extensive use of Lev & Schwartz model) which are used to arrive at human resource value.*
- *How human resource are related with the other accounting variables for the purpose of human financial reporting in selected companies.*

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## **RISK MANAGEMENT PRACTICES OF MICRO FINANCE INSTITUTIONS: A BRIEF EMPIRICAL LITERATURE REVIEW**

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**ARSI UNIVERSITY**  
**ASELLA, ETHIOPIA, EAST AFRICA**

### **ABSTRACT**

*In this study an attempt has been made to gather relevant literature in the area of risk management practices of micro finance institutions. Micro finance provides financial help to the unbanked sections of the society. Since microfinance is a system that distributes small loans to poor people in order for them to generate income and start their own small businesses, it has the ability to lessen poverty as well as promote entrepreneurship, social and economic development in poor communities. At the same time microfinance portfolios are exposed to various kinds of risks due to their inherent characteristics. As such the risk management practices of Micro finance institutions plays a vital role in the success and continuation of micro finance business. This study therefore makes an attempt to present meaning and types of microfinance, History of microfinance and micro finance in India and finally empirical literature on risk management practices of microfinance institutions.*

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## ONLINE RECRUITMENT & HUMAN RESOURCE MANAGEMENT: AS CHALLENGE IN THE WORLD

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### ABSTRACT

*Human Resource is the means tools for any organization. Organization have to recruit people with skills, qualifications and experience, if they have to survive and flourish in a highly competitive environment. At the same time, they have to be aware to economic, social, political and legal factors within a country. They need to tap all available internal and external sources of supply to be effective. Internal promotion boost the morale of people and External sources too need to be explored regularly to bring qualified people with innovative ideas. In any organization recruitment of potential staff and bringing them to the organization is a critical job for the HR manager. There are several ways the companies are adopting for recruiting the talents for their organization. It can be done by both internal and external sources, which includes transfer, promotion, press advertisements, educational institutions, etc. E-recruitment is a concept which have been using by many concerns now a days, as the world is getting flatter day by day because of globalization, many new technology and concepts has been derived and huge infrastructural changes has been taking place. Likewise, HRM is also undergone a huge technological advancement. Internet has a great impact on the overall functioning of HR department.*

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**INTERNATIONAL ENTREPRENEURSHIP: A STUDY WITH REFERENCE TO MICRO,  
SMALL AND MEDIUM ENTERPRISES IN KERALA**

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**ABSTRACT**

*The research was conducted to study 'International Entrepreneurship: A study with reference to Micro, Small and Medium Enterprises in Kerala'. International entrepreneurship is an emerging concept and number of studies are undergone based on this concept. International entrepreneurship help increased profit, increased resources procurement, increased marketing functions, increased entrepreneurial activities. The research is helpful for study different types of risk affecting international entrepreneurship, level of innovation needed at international level, importance of motivation and entrepreneurial learning for the success of entrepreneurship and financing aspects of micro and small sector enterprises. Also this research examined homogeneity between Micro and Small scale enterprise in the base of risk, innovation and financial constraint. The study helps to know the international entrepreneurship methods used and to identify what are the factors which affect the international entrepreneurship. Entrepreneurs as sample for data collection, were used to study the international entrepreneurship in micro and small scale industries in Kerala through questionnaire and from the study it is understood that majority of the respondents are thinking that international entrepreneurship is only about marketing side. Still majority of them holding old concept of entrepreneurs and giving more importance to some areas only. There is necessity to provide a proper awareness program to give a holistic picture of the international entrepreneurship.*

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**A STUDY ON: ANALYSIS OF EXPENSES IN RELATION TO BANGALORE CITY**

**PRAMOD A V**

**SR. LECTURER**

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**BANGALORE**

**ABSTRACT**

*India, being the second largest country in terms of population and seventh largest in area square meters with good facilities of all types of soil, resources, mountains etc.... still finds itself in a situation where there is a large income inequality among its population. The paper emphasizes on expenditure pattern of urban population by concentrating on certain areas in one specific city. India is said to be a developing economy since its sovereignty in 1947 with lot of political reforms by devaluation of currency and New Economic Policy still the major issue has been with regard to equal distribution of income and wealth.*

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**IMPLICATION OF MGNREGA IN INDIA: AN OVERVIEW**

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**ABSTRACT**

*Unemployment and poverty both has been the pest of India since long. Their alleviation has been one of the major goals of India's development planning since the beginning of the planning era and the planning process has been sensitive to the needs of rural poor. Poverty and unemployment both are vast threat in our country. The Government of India has launched various poverty alleviation programmes from time to time aimed to provide wage employment, reduction of poverty, and creating adequate livelihood opportunities for the rural household through provision of employment and public services. In India, Poverty is not merely an economic phenomenon but a social one as well. While, poverty is the outcome of multiple deprivations, its measurement has largely dealt with economic deprivation. The poverty alleviation programmes were aimed at tackling the problems of poverty and unemployment directly by helping the weaker sections to increase their income through self-employment and wage paid employment. India has an extensive history and experience in implementing wage employment programmes implemented by the State Governments with Central assistance but the success was not very encouraging. The Government has launched a new programme namely, Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA).*



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## RELATIONSHIP BETWEEN QUALITY ASSURANCE AND CUSTOMER SATISFACTION IN HOTEL INDUSTRY: A CASE STUDY OF JORDAN HOTEL

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### ABSTRACT

*The hotel sector has seen a significant change over the last decade. Hotels sector today is an integral part of the human life whether in small scale or a commercial scale. Although, the hotel industry is seen to be booming as new structures are being put in a continuous form, it is yet to strike a major impact in the country as compared to other hospitality businesses different countries. The participation of employees and staff in contributing to improve quality of services, to identify the link between customer satisfaction and quality, and to find out the benefits of ensuring quality in the hotels sector. The study touched on the following application of quality assurance in the Jordan hotels that maximizes customer satisfaction. The researcher used non-probability sampling techniques in the application of this research. From the research that previously worked, it is quite clear that ensuring quality is a great importance to customers and companies as well. On a whole it is one of the bases of progress in the industry economy because it brings cash inflows and profits to the economy through encourage tourism attraction. The writer found that upon the various benefits of ensuring quality, there is room for development in the service delivery to customers. The hotel management should not focus on customer service but should rigorously improvement and development the already high quality of the services which they provide to their client. On the question of recommending other customers to the hotel, almost all the people involved. And give answer in position direction, the reason is very clear. In spite of the quality standards of Capital view Hotel is high and different. In spite of all the remarkable impact of quality assurance on customer satisfaction in the hotel sector, the writer believes that more can still be done to increase and improve the impacts.*

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## IMPACT OF PERFORMANCE OF TANGIBLE AND INTANGIBLE ASSETS ON THE PROBABILITY OF SELECTED COMPANIES

**MUGDHA S  
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PUNE UNIVERSITY  
WAKAD**

### ABSTRACT

*The research it is study concludes that Tangible assets are having strong relationship with profits. However, it is important for an organization to build their intangible assets. The study shows that in all the companies selected there exist a positive relationship with profit. Intangibles have emerged as an important issue among companies' accounting theories. Companies have implemented strategies based on the robustness of their own intellectual capital. Competency and strength of a company, valued based on creativity, innovation, technology are used and opportunities are exploited. In IT companies along with Tangible assets, Intangible assets also play a dominant role for the growth of the company. However, they should be valued and reported by the companies.*

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## ENTREPRENEURSHIP IN UNITED ARAB EMIRATES: A REVIEW ON INSTITUTIONAL PERSPECTIVE

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**RESEARCH SCHOLAR**  
**BANASTHALI UNIVERSITY**  
**VANASTHALI**

### ABSTRACT

*Entrepreneurship in United Arab Emirates is aimed at achieving increasing job opportunity, diversifying economy and involve Emirati youth in entrepreneurship activities. Different government organizations have started different initiatives to promote and support entrepreneurship and self-employment programs in United Arab Emirates. UAE government wants to promote and support all the entrepreneurial activities to foster the entrepreneurship culture among national youth. In order to achieve this target various government and non-government institutions are contributing to this goal. This paper is aimed to review the key contributions of all the possible government and non-government institutions to foster and develop the entrepreneurship culture in the region.*

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