

# INTERNATIONAL JOURNAL OF RESEARCH IN COMPUTER APPLICATION & MANAGEMENT

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**COMPUTER NETWORKING, SECURITY AND AUDITING: CONCEPTUAL REVIEW**

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**ABSTRACT**

*The paper examines in detail the concepts of computer network, security and auditing of computer network. In effect, the paper highlights the difference, historical antecedents and the different types of networks as well as their classifications. The paper also examined major properties of a good network in terms of scope and typology. The paper concludes that for effective functioning a regular appraisal of performance auditing as well as good security for the network must be ensured.*

**KEYWORDS**

computer networking, computer security, auditing of computer network.

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**INTRODUCTION**

The 1980s brought us a confusing and often incompatible array of computer hardware and software. During the 1990s, the bywords are “standardization” and “connectivity”. The challenge for information technologists now is to get all the different makes, models, and sizes of computers to communicate with one another. Significant progress has been made of late.

**OBJECTIVE OF THE STUDY**

To give a conceptual review to the Computer Networking, Security and Auditing.

**COMPUTER NETWORKING**

It involves connecting computers so that they can communicate with each other, allowing users to share programs, access common databases, and exchange information electronically. The percentage of work-place personal computers linked by networks is projected to grow from only 15 percent in 1989 to 87 percent by 2002. Local-area networks typically referred to as LANS, involving the writing together of computers in a single location or a restricted geographic area, have emerged as the most common approach. Larger networks are possible.

Today’s networks have evolved from the distributed systems to ones in which the network itself is the computer system.

It is in view of this context that this paper seeks to examine the dimensions of Computer Network is respect to its audit and security.

**A TELECOMMUNICATIONS MODEL**

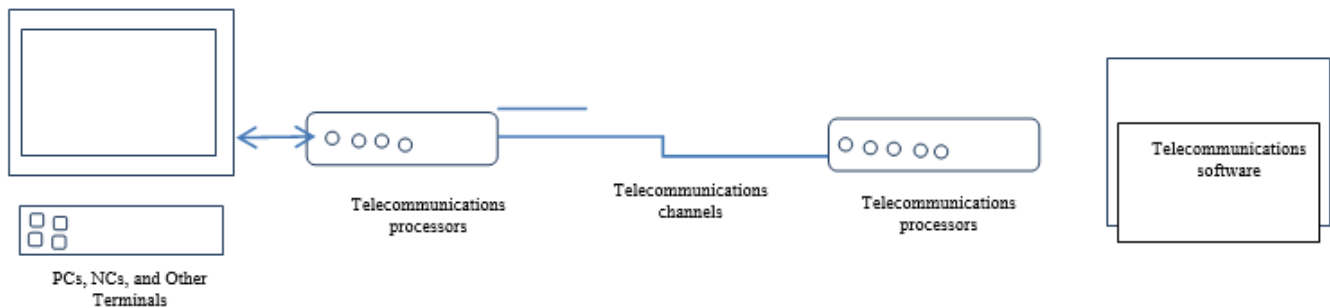
Before we get any further in our discussion of Computer Networks, we should understand the basic components of a common network. Generally, a receiver over a channel consisting of some type of medium. Figure 1. Illustrates a simple conceptual model of a computer network, which shows that it consists of five basic categories of components.

- **Terminal:** such as networked personal computers, network computers, or information appliances. Any input/output device that uses telecommunications networks to transmit or receive data in a terminal, including telephones and the various computer terminals.
- **Processors:** which support data transmission and reception between terminals and computers. These devices, such as modems, switches, and routers, perform a variety of control and support functions in a telecommunications network. For example, they covert data from digital to analog and back, code and decode data, and control the speed, accuracy, and efficiency of the communications flow between computers and terminals in a network.

- **Channels:** over which data are transmitted and received. Channels may use combinations of media, such as copper wires, coaxial cables, or fiber-optic cables, or use wireless systems like microwave, communications satellite, radio, and cellular systems to interconnect the other components of a telecommunications network.
- **Computers:** of all sizes and types are interconnected by telecommunications networks so that they can carry out their information processing assignments. For example, a mainframe computer may serve as host computer for a large network, assisted by 'a midrange computer serving as a front-end processor, while a microcomputer may act as a network server in a small network.
- **Software:** consists of programs that control telecommunications activities and manage the functions of telecommunications network. Examples include network management programs of all kinds, such as telecommunications monitors for mainframe host computers, network operating systems for network servers, and web browsers for microcomputers.

No matter how large and complex real world telecommunications networks may appear to be, these five basic categories of network components must be at work to support an organization's telecommunications activities. This is the conceptual framework you can use to help you understand the various types of telecommunications networks in the use today.

FIG. 1: THE FIVE BASIC COMPONENTS IN A COMPUTER NETWORK: (1) TERMINALS, (2) COMPUTER PROCESSORS, (3) COMPUTER CHANNELS, (4) COMPUTERS, AND COMPUTER SOFTWARE



## CHARACTERISTICS OF EFFECTIVE COMPUTER NETWORKS

Essential characteristics of functional computer network include:

- **Facilitate Communications:** Using a network, people can communicate efficiently and easily via email, instant messaging, chat rooms, telephones, video telephone calls and video conferencing.
- **Permit sharing of files, data, and other types of information:** In a network environment, authorized users may access data and information stored on other computers on the network. The capability of providing access to data and information on shared storage devices is an important feature of many networks.
- **Share network and computing resources:** In a networked environment, each computer on a network may access and use resources provided by devices on the network, such as printing a document on a shared network printer. Distributed computing uses computing resources across a network to accomplish tasks.
- **May be insecure:** A computer network may be hacked by computer hackers to develop computer viruses or computer worms on devices connected to the network, or to prevent these devices from normally accessing the network (denial of service).
- **May interfere with other technologies:** power line communication strongly disturbs certain forms of radio communication, e.g., amateur radio. It may also interfere with last mile access technologies such as ADSL and VDSL.
- **May be difficult to set up:** A complex computer network may be difficult to set up. It may also be very costly to set up an effective computer network in a large organization or company.

A well-known family of communication media is collectively known as Ethernet. It is defined by IEEE 802 and utilizes various standards and media that enable communication between devices. Wireless LAN technology is designed to connect devices without wiring. These devices use radio waves or infrared signal as a transmission medium.

## TYPES OF COMPUTER NETWORKS

There are many different types of telecommunications networks. However, from an end user's point of view, there are only a few basic types, such as wide area and local area networks and interconnected networks like the Internets, and extranets, as well as client/server and interenterprise networks.

Telecommunications networks covering a large geographic area are called wide area networks (WANs). Networks that cover a large city or metropolitan area (metropolitan area networks) can also be included in this category. Such large networks have become a necessity for carrying out the day-to-day activities of many business and government organizations and their end users. For example, WANs are used by many multinational companies to transmit and receive information among their employees, customers, suppliers, and other organizations across cities, regions, countries, and the world. Figure 2 illustrates an example of a global wide area network for a major multinational corporation.

Local area networks (LANs) connect computers and other information processing devices within a limited physical area, such as an office, classroom, building manufacturing plant, or other work site. LANs have become commonplace for many organizations for providing telecommunications network capabilities that link end users in offices, departments, and other workgroups.

LANs use a variety of telecommunications media, such as ordinary telephone wiring, coaxial cable, or even wireless radio and infrared systems, to interconnect microcomputer workstations and computer peripherals. To communicate over the network, each PC usually has a circuit board called a network interface card. Most LANs use a more powerful microcomputer having a large hard disk capacity, called a file server or network server, that contains a network operating system program that controls telecommunications and the use and sharing of network resources. For example, it distributes copies of common data files and software packages to the other microcomputers in the network and controls access to shared laser printers and other network peripherals. See figure 3.

**Intranets** are designed to be open, but secure, internal networks whose Web browsing software provides easy point-and-click access by end users to multimedia information on internal websites. Intranet websites may be established on internal Web servers by a company, its business units, departments, and workgroups. For example, a human resources department may establish an intranet website so employees can easily access up-to-the-minute information on the status of their benefits accounts, as well as the latest information on company benefits options. One of the attractions of corporate intranets is that their Internet-like technology makes them more adaptable, as well as easier and cheaper to develop and use than either traditional client/server or mainframe-based legacy systems. See Figure 4.

**Extranets** are networks that link some of the intranet resources of a company with other organizations and individuals. For example, extranets enable customers, suppliers, subcontractors, consultants, and others to access selected intranet websites and other company databases. Organizations can establish private extranets among themselves, or use the intranet as part of the network connections between them.

Many organizations use *virtual private networks* (VPNs) to establish secure Internets and extranets. A virtual private network is a secure network that uses the Internet as its main *backbone network*, but relies on the firewalls and other security features of its Internet and intranet connections and those of participating

organizations. Thus, for example, VPNs would enable a company to use the Internet to establish secure intranets between its distant branch offices and manufacturing plants, and secure extranets between itself and its customers and suppliers. Let us look at a real world example.

## ORGANIZATIONAL SCOPE

Networks are typically managed by organizations which own them. According to the owner's point of View, networks are seen as intranets or extranets. A special case of network is the Internet, which has no single owner but a distinct status when seen by an organizational entity-that of permitting virtually unlimited global connectivity for a greater multitude of purpose.

### Network topology

A network topology is the layout of the interconnections of the nodes of a computer network. Common layouts are:

- A bus network: all nodes are connected to a common medium along this medium. This was the layout used in the original Ethernet, called 10BASE5 and 10BASE2.
- A star network: all nodes are connected to a special central node. This is the typical layout found in a Wireless LAN, where each wireless client connects to the central Wireless access point.
- A ring network: each node is connected to its left and right neighbor node, such that all nodes are connected and that each node can reach each other node by traversing nodes left- or rightwards. The Fiber Distributed Data Interface (FDDI) made use of such a topology.
- A mesh network: each node is connected to an arbitrary number of neighbors in such a way that there is at least one traversal from any node to any other.
- A fully connected network: each node is connected to every other node in the network.

Note that the physical layout of the nodes in a network may not necessarily reflect the network topology. As an example, with FDDI, the network topology is a ring (actually two counter-rotating rings), but the physical topology is a star, because all neighboring connections are routed via a central physical location.

## BASIC HARDWARE COMPONENTS

Apart from the physical communications media themselves as described above, networks comprise additional basic hardware building blocks interconnecting their terminals, such as network interface cards (NICs), hubs, bridges, switches, and routers.

### 1. NETWORK INTERFACE CARDS

A network card, network adapter, or NIC (network interface card) is a piece of computer hardware designed to allow computers to physically access a networking medium. It provides a low-level addressing system through the use of MAC addresses.

Each Ethernet network interface has a unique MAC address, which is usually stored in a small memory device on the card, allowing any device to connect to the network without creating an address conflict. Ethernet MAC addresses are composed of six octets. Uniqueness is maintained by the IEEE, which manages the Ethernet address space by assigning 3-octet prefixes to equipment manufacturers. The list of prefixes is publicly available. Each manufacturer is then obliged to both use only their assigned prefix(es) and to uniquely set the 3-octet suffix of every Ethernet interface they produce.

### 2. REPEATERS AND HUBS

A repeater is an electronic device that receives a signal, cleans it of unnecessary noise, regenerates it, and retransmits it at a higher power level, or to the other side of an obstruction, so that the signal can cover longer distances without degradation. In most twisted pair Ethernet configurations, repeaters are required for cable that runs longer than 100 meters. A repeater with multiple ports is known as a hub. Repeaters work on the Physical Layer of the OSI model. Repeaters require a small amount of time to regenerate the signal. This can cause a propagation delay, which can affect network communication when there are several repeaters in a row. Many network architectures limit the number of repeaters that can be used in a row (e.g. Ethernet's 5-4-3 rule). Today, repeaters and hubs have been made mostly obsolete by switches (see below).

### 3. BRIDGES

A network bridge connects multiple network segments at the data link layer (layer 2) of the OSI model. Bridges broadcast to all ports except the port on which the broadcast was received. However, bridges do not promiscuously copy traffic to all ports, as hubs do, but learn which MAC addresses are reachable through specific ports. Once the bridge associates a port and an address, it will send traffic for that address to that port only. Bridges learn the association of ports and addresses by examining the source address of frames that it sees on various ports. Once a frame arrives through a port, its source address is stored and the bridge assumes that MAC address is associated with that port. The first time that a previously unknown destination address is seen, the bridge will forward the frame to all ports other than the one on which the frame arrived. Bridges come in three basic types:

- Local bridges: Directly connect local area networks (LANs)
- Remote bridges: Can be used to create a wide area network (WAN) link between LANs. Remote bridges, where the connecting link is slower than the end networks, largely have been replaced with routers.
- Wireless bridges: Can be used to join LANs or connect remote stations to LANs.

### 4. SWITCHES

A network switch is a device that forwards and filters OSI layer 2 datagrams (chunks of data communication) between ports (connected cables) based on the MAC addresses in the packets. A switch is distinct from a hub in that it only forwards the frames to the ports involved in the communication rather than all ports connected. A switch breaks the collision domain but represents itself as a broadcast domain.

Switches make forwarding decisions of frames on the basis of MAC addresses. A switch normally has numerous ports, facilitating a star topology for devices, and cascading additional switches. Some switches are capable of routing based on Layer 3 addressing or additional logical levels; these are called multi-layer switches. The term *switch* is used loosely in marketing to encompass devices including routers and bridges, as well as devices that may distribute-traffic on load or by application content (e.g., a Web URL identifier).

### 5. ROUTERS

A router is an internetworking device that forwards packets between networks by processing information found in the datagram or packet. In many situations, this information is processed in conjunction with the routing table (also known as forwarding table). Routers use routing tables to determine what interface to forward packets (this can include the "null" also known as the "black hole" interface because data can go into it, however, no further processing is done for said data).

### 6. FIREWALLS

A firewall is an important aspect of a network with respect to security. It typically rejects access requests from unsafe sources while allowing actions from recognized ones. The vital role firewalls play in network security grows in parallel with the constant increase in 'cyber' attacks for the purpose of stealing / corrupting data, planting viruses, etc. Network Audit and Network Performance.

Network performance refers to the service quality of a telecommunications product as seen by the customer. It should not be seen merely as an attempt to get "more through" the network.

The following list gives examples of Network Performance measures for a circuit-switched network and one type of packet-switched network, viz. ATM:

- Circuit-switched networks: In circuit switched networks, network performance is 'synonymous with the grade of service. The number of rejected calls is a measure of how well the network is performing under heavy traffic loads. Other types of performance measures can include noise, echo and so on.
- ATM: In an Asynchronous Transfer Mode (ATM) network, performance can be measured by line rate, quality of service (QoS), data throughput, connect time, stability, technology, modulation technique and modem enhancements.

There are many different ways to measure the performance of a network, as each network is different in nature and design. Performance can also be modelled instead of measured; one example of this is using state transition diagrams to model queuing performance in a circuit-switched network. These diagrams allow

the network planner to analyze how the network will perform in each state, ensuring that the network will be optimally designed. In the same vein, the network in use must constantly be audited for effective feedback.

## NETWORK SECURITY

In the field of networking, the area of network security consists of the provisions and policies adopted by the network administrator to prevent and monitor unauthorized access, misuse, modification, or denial of the computer network and network-accessible resources. Network Security is the authorization of access.

## COMMUNICATIONS PROTOCOL

A communications protocol defines the formats and rules for exchanging information via a network and typically comprises a complete protocol suite, which describes the protocols used at various usage levels. An interesting feature of communications protocols is that they may be - and in fact very often are - stacked above each other, which means that one is used to carry the other. The example for this is HTTP running over TCP over IP over IEEE 802.11. where the second and third are members of the Internet Protocol Suite, while the last is a member of the Ethernet protocol suite. This is the stacking, which exists between the wireless router and the home user's personal computer when surfing the World Wide Web. Communication protocols have themselves various properties, such as whether they are connection-oriented versus connectionless, whether they use circuit mode or packet switching, or whether they use hierarchical or flat addressing. There exist a multitude of communication protocols, a few of which are described below

## ETHERNET

Ethernet is a family of connectionless protocols used in LANs, described by a set of standards together called IEEE 802 published by the Institute of Electrical and Electronics Engineers. It has a flat addressing scheme and is mostly situated at levels 1 and 2 of the OSI model. For home users today, the most well-known member of this protocol family is [IEEE 802.11, otherwise known as Wireless\_LAN (WLAN), However, the complete protocol suite deals with a multitude of networking aspects not only for home use, but especially when the technology is deployed to support a diverse range of business needs. MAC bridging IEEE 802.1D deals with the routing of Ethernet packets using a Spanning Tree Protocol. IEEE 802.1Q describes VLANs, and IEEE 802.1X defines a port-based Network Access Control protocol which forms the basis for the authentication mechanisms used in VLANs, but also found in WLANs - it is what the home user sees when they have to enter a "wireless access key".

## INTERNET PROTOCOL SUITE

The Internet Protocol Suite is used not only in the eponymous Internet, but today nearly ubiquitously in any computer network. While at the Internet Protocol (IP) level it operates connectionless, it also offers a connection-oriented service layered on top of IP, the Transmission Control Protocol (TCP). Together, TCP/IP offers a semi-hierarchical addressing scheme (IP address plus port number).

## SONET/SDH

### Synchronous optical networking

Synchronous Optical NETWORKing (SONET) and Synchronous Digital Hierarchy (SDH) are standardized multiplexing protocols that transfer multiple digital bit streams over optical fiber using lasers. They were originally designed to transport circuit mode communications from a variety of different sources, primarily to support real-time, uncompressed, circuit-switched voice encoded in PCM format. However, due to its protocol neutrality and transport-oriented features, SONET/SDH also was the obvious choice for transporting Asynchronous Transfer Mode (ATM) frames. Asynchronous Transfer Mode.

## ASYNCHRONOUS TRANSFER MODE

Asynchronous Transfer Mode (ATM) is a switching technique for telecommunication networks. It uses asynchronous time-division multiplexing and encodes data into small, fixed-sized cells. This differs from other protocols such as the Internet Protocol Suite or Ethernet that use variable sized packets or frames. ATM has similarity with both circuit and packet switched networking. This makes it a good choice for a network that must handle both traditional high-throughput data traffic, and real-time, low-latency content such as voice and video. ATM uses a connection-oriented model in which a virtual circuit must be established between two endpoints before the actual data exchange begins.

While the role of ATM is diminishing in favour of next-generation networks, it still plays a role in the last mile, which is the connection between an Internet service provider and the home user. For an interesting write-up of the technologies involved, including the deep stacking of communications protocols used.

## CONCLUSION

Computer systems, made up of data, hardware, programs, procedures, and trainee operators, are essential to organizational success today. Thanks to technological advancements, computers have become significantly smaller, faster, and less expensive. Traditional centralized computer systems are being replaced by distributed systems, stand-alone personal computers, and computer networks. The large number of personal computers in the workplace has transformed managers from passive consumers of computerized information into active "producers" of computerized information. Networks of microcomputers, often configured as local-area networks, represent the present direction of organizational computing. Accordingly, standardization and connectivity are the bywords for computerized information processing during the 1990s.

A management information system (MIS) is a computer-based network that integrates the collection, processing, and transmission of information for an entire organization. All types of MIS share several common design components. Their ultimate objective is to get the right information to the right manager at the right time.

In the electronic workplace, managers need to face unique challenges related to computer literacy training, computer security risks, telecommuting pros and cons, and new information technologies, as it is constantly emerging these days.

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**INTERFACE OF ENTREPRENEURSHIP AND FRUGAL INNOVATION IN HEALTHCARE INDUSTRY WITH SPECIAL REFERENCE TO ASOPA HOSPITAL AND RESEARCH INSTITUTE**

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**ABSTRACT**

*India is one of the largest developing country where huge population survives below poverty line so it is a buyer market of unserved consumers or potential market where the cost plays an important role. Hence, all the MNCs are focusing to capture this huge market. Frugal innovation came into existence for the unserved, poor and needy consumers. This study highlights the characteristics of frugal innovation and their relationship with entrepreneurship. Affordability and economies of scale are key elements in frugal innovation but at present quality also plays an important role. Asopa hospital is not just a hospital. They take interest in different types of innovative operations, which satisfy the need of unserved or needy consumers. The researchers intend to explore the impact of existing frugal innovation on the society at large and to study its future implications.*

**KEYWORDS**

Asopa hospital, frugal innovation, healthcare, poverty line, entrepreneur.

**JEL CODE**

M1

**FRUGAL INNOVATION**

**F**rugal innovation is a prominent yet critical business stratagem of the modern age companies of plummeting the intricacy and outlay of a good and its production. It counters to the inadequacy of resources whether monetary, material or establishment and challenges Western companies to generate premium products which are sustainable as well as sought-after and at the same time, momentous for the end users. It initiates and provokes companies to flourish in humankind where clientele are both value cognizant and value oriented. It would be appropriate to render it as frugal engineering as it involves a great deal of calculations and extensive usage of the latest trends, efficient modes of new production tactics and research work.

A product's durability and removal of dispensable features is sought after in this business paradigm and it commences globalization and rising incomes by convivial of avant-garde distribution channels. One of the principal factors taken into account is that throughout the application of such a strategy, care should be taken that there is no compromise when it comes to the quality of the product or service so manufactured.

**ENTREPRENEURSHIP**

Entrepreneurship, for all intents and purposes, encompasses the overall modus operandi of exploitation of the optimum business opportunity in order to establish a thriving business organization offering a product, process or service. It operates within an entrepreneurship ecosystem, which includes business incubators, seed accelerators, grants and venture capital financing. This process is juxtaposed to what we call as "sole proprietorship" as it is not only apprehensive with the establishment and financial soundness of a business venture, but endeavors for an eminent social position, excellence as far as innovation is concerned, and unvarying fortitude on the part of the entrepreneur to convoy business risk with biases in order to exploit an opportunity which is not only new-fangled, but becoming a pioneer during the practical application of his vision.

The modern-age British economist Edith Penrose has identified the collective nature of entrepreneurship. As per her research studies and analysis, to facilitate capturing and retaining as well as creating business opportunities in modern organizations, human resources need to be coalesced.

Expanding Penrose's view, Paul DiMaggio suggested that when organized actors or institutional entrepreneurs see new institutions as opportunity to fulfill their interests, then only they are able to consider them as excessively important.

So, it can be minimally stated that entrepreneurship is analogous to the construction of a building which starts off as a brawny foundation on which the whole mega structure rests, but is an unbounded battle of traditional concepts and new age technology and innovation. The materialization of risk taking and universal outlook of the profitable nature of any business entity requires an exceptionally calculative and logistic brain and the aptitude to view business in totality. Such traits are obligatory within an entrepreneur as he intends to not only establish a successful and favorable position in the market, but influence the thought processes of his subordinates so that their mindset does not offer resistance to the application of views which are completely new and non-traditional. At the same time, it is expected out of him to utterly satisfy the ultimate consumer who decides the fate of any business establishment.

**ASOPA HOSPITAL**

Dr Asopa has worked in close association with Aligarh Muslim University as an editor of the University Gazette in January 2011. This gazette promotes those values and achievements that foster a sense of pride and belonging to a well defined area of specialization.

"I thank almighty for giving me vision and strength." These words prove his affinity towards God and his unimpeachable nature. He was given a lifetime achievement award in the North Zone USI Awards 2013 for his great contribution in the field of laparoscopic surgeries as well as urology.

Asopa Hospital and Research Centre came into existence in the year 1991 as a 100 bedded multi-forte association of trained connoisseurs and a vision of serving humanity. Its motto, which states, "Where your health is our top concern and excellent service is our goal" exemplifies that it is undeniably a global vanguard in pioneering the art of medical services as a comprehensive element of service to mankind.

A team of eminent doctors, latest technological enhancements and well knowledgeable staff, makes it one of the leading healthcare units of the country. It is also acknowledged for its research work on surgery for Epispadias, Stricture Urethra, Hypospadias, Pancreatic cancer and male incontinence.

It is well known for offering an extensive range of surgeries, which are reasonably priced. Its multiplicity of departments makes it a well synchronized and modernized version of medical boons.

Asopa Hospital and Research Centre endows with admirable revelation to the youth who believes in being an imperative part in the medical profession. Practical acquaintance in this profession is exceedingly crucial in order to monitor patients and make them believe that their health is the hospital's pinnacle precedence. Despite being a surgeon, he is also the director of Asopa Hospital and Research Centre. His vision statement takes into account the various facilities, which make his hospital compatible enough to provide exceptional medical aids within affordable prices. He has been known for his "personal touch" with his patients so that they are able to feel optimistic especially when it comes to crucial cases.

He is also the former president of UP Chapter ASI website and an active member of Selsi National Executive Committee. The National Jalma Institute of Leprosy and Other Mycobacterium Diseases has also honored him for his research work.

Apart from such achievements, he believes in a straightforward living with dedication to his profession. His idea of living is quite different as he considers life not to be wasted but invested for the betterment of others. Self-Actualization is found to be one of the utmost rationales behind his modesty.

**NEED OF THE STUDY**

Indian Prime Minister Narendra Modi launched his ambitious "Make in India" program last September, pledging to lower barriers to doing business and promote foreign investment. He is hoping to transform Asia's third-largest economy into a manufacturing powerhouse like China. In present time, no one denied the importance of frugal innovation just because of daunting task, which firms are, facing in developing countries. The government of India has not been able to meet healthcare need of all. The purpose of this study to identify the frugal innovation in Asopa hospital and their relationship with entrepreneurship. Its assumed that Asopa hospital done various frugal innovation which are very helpful and provide financially viable healthcare system in India.

**OBJECTIVES OF THE STUDY**

The proposed study will be based on the following objectives:

To determine the frugal innovation in Asopa hospital.

To find out the linkages between Entrepreneur and Frugal innovation in Asopa hospital.

**HYPOTHESIS**

The researcher would like to test the validity of the following hypothesis with references to the objectives:

H01: There is no relationship between entrepreneur and frugal innovation in Asopa hospital.

**RESEARCH METHODOLOGY**

This is empirical research in which empirical evidence are used to explore the Asopa hospital and frugal innovation. Qualitative and Quantitative both data are used for study.

**SCOPE OF THE STUDY**

The study restricted to Agra zone (Asopa hospital).

**SAMPLING TECHNIQUE**

The non-probability sampling techniques like judgmental and convenience sampling used because the population is finite and related to doctors.

**SAMPLE SIZE**

The population is very specific and finite hence 14 registered doctors of Asopa hospital are taken as a respondent.

**JUSTIFICATION OF THE SAMPLE SIZE**

The respondents for collecting the primary data are chosen from the whole Asopa hospital. The sample size 14 registered doctors of Asopa hospital are approximately equal to the whole doctor population of Asopa hospital in specific time period (APRIL-OCTOBER 2015) make study more useful and authenticated.

**DATA COLLECTION**

Primary data collected through questionnaire and interview. Secondary data collected from documents and records of hospital provided by them.

**DATA ANALYSIS & INTERPRETATION**

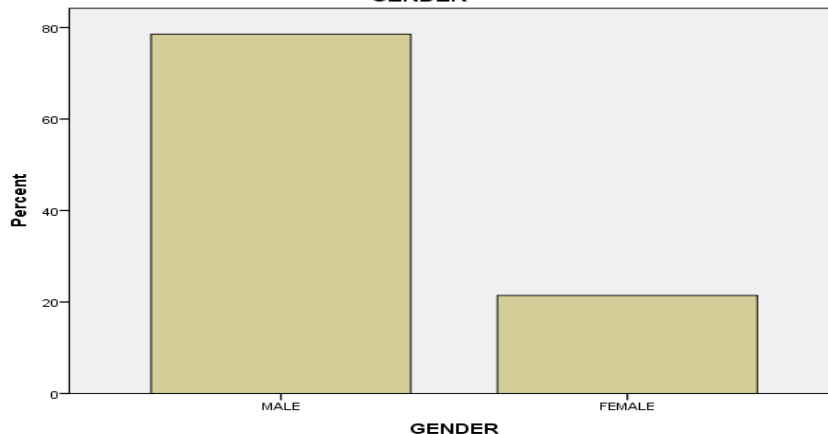
**ANALYSIS**

**GENDER**

**TABLE 1: GENDER**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	MALE	11	78.6	78.6	78.6
	FEMALE	3	21.4	21.4	100.0
	Total	14	100.0	100.0	

**CHART 1  
GENDER**

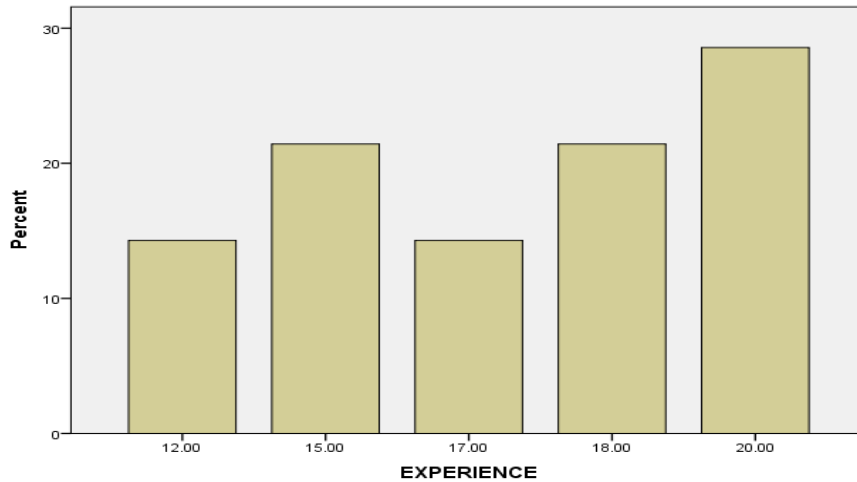


Approx. 78% of male doctors and 22% of female doctors are taken as respondents of research.

TABLE 2: EXPERIENCE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	12.00	2	14.3	14.3	14.3
	15.00	3	21.4	21.4	35.7
	17.00	2	14.3	14.3	50.0
	18.00	3	21.4	21.4	71.4
	20.00	4	28.6	28.6	100.0
	Total	14	100.0	100.0	

CHART 2  
EXPERIENCE



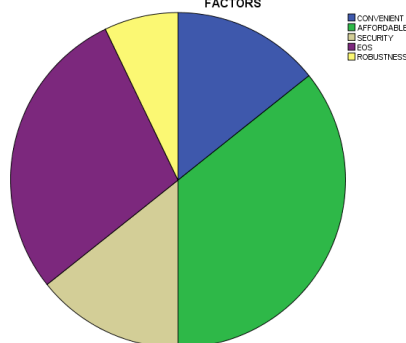
Approx. 29% of doctors are 20 year experienced holder and approx. 50% doctors are more than 17 year.

FOR FRUGAL INNOVATION  
FACTORS

TABLE 3: FACTORS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	CONVENIENT	2	14.3	14.3	14.3
	AFFORDABLE	5	35.7	35.7	50.0
	SECURITY	2	14.3	14.3	64.3
	EOS	4	28.6	28.6	92.9
	ROBUSTNESS	1	7.1	7.1	100.0
	Total	14	100.0	100.0	

CHART 3  
FACTORS



Approx. 36% are think that the treatments are affordable and 29% think that EOS and these two are high percentage value in factors.

FOR ENTREPRENEURSHIP

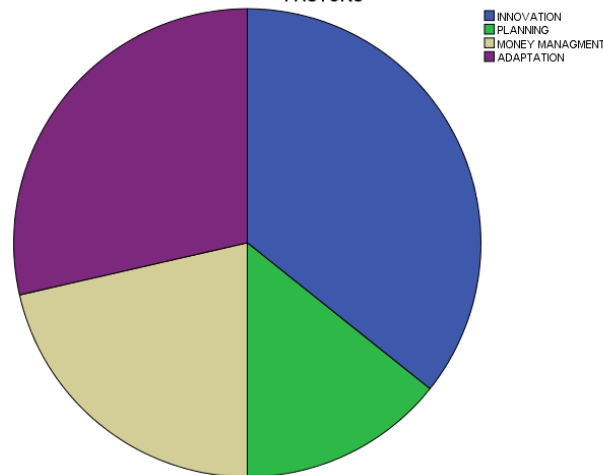
TABLE 4: FACTORS

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	INNOVATION	5	35.7	35.7	35.7
	PLANNING	2	14.3	14.3	50.0
	MONEY MANAGMENT	3	21.4	21.4	71.4
	ADAPTATION	4	28.6	28.6	100.0
	Total	14	100.0	100.0	



CHART 4

FACTORS



Approx. 36% are think that the main factor are innovation and 29% think that adaptation and these two are high percentage value in factors which influence the Dr. Asopa to become an entrepreneur.

TABLE 5: MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.076 <sup>a</sup>	.006	-.175	.50815	.006	.032	2	11	.968

a. Predictors: (Constant), EOS, affordable

TABLE 6: ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.017	2	.008	.032	.968 <sup>b</sup>
	Residual	2.840	11	.258		
	Total	2.857	13			

a. Dependent Variable: Innovation  
b. Predictors: (Constant), EOS, Affordable

TABLE 7: COEFFICIENTS<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.681	1.207		2.222	.048
	Affordable	.064	.331	.058	.193	.851
	Eos	-.053	.301	-.053	-.177	.863

a. Dependent Variable: Innovation

**DISCUSSION**

Researcher take EOS AND AFFORDABILITY of frugal innovation as independent variables. Correspondingly, a focal factor of entrepreneurship i.e. INNOVATION which is rendered as exceedingly influential, can be considered as a dependent variable for the reason that both ESO and AFFORDABILITY have a high percentage. It would not be oblivious to citation that the crucial physiognomies of frugal innovation and entrepreneurship are mutually inter-related as innovation is the central factor of entrepreneurship and the ensuing regression equation demonstrates their relationship: **Entrepreneurship=2.681+.064Affordability-0.053EOS**. Researcher castoffs null hypothesis as t value is greater than 2 and hence, entrepreneurship and frugal innovation are linked or inter-connected to each other and their relation in Asopa hospital is elucidated in the above equation.

**CONCLUSION**

Frugal innovation modus operandi has been proficiently and efficaciously applied by Asopa hospital in the form of their frugal innovative treatments like hypospadias and structure urethra. Excepting from being inexpensive, these products are reasonably economical. Indubitably, numerous factors play a vital role in the practical application of frugal innovation but affordability and economy of scale are core ones. Asopa hospital is not operational for business class or for mere professionalism, but inherently, their aim is to serve the society on the whole.

The central intention behind opening up of Asopa hospital was to invigorate the concept of the innovative mindset of Dr. Asopa. Medical procedures are charted strictly as per ethical norms of the field of medicine and at the same time, the hospital isn't functioning commercially. Asopa was constructed for gratification of their principal drive of serving deprived sections of the society due to the complications they face as a result of exorbitant prices hence they conveniently cut down their prices in such cases. They also provide training to other doctors and stimulatingly the mainstream doctors in Agra who treat hypospadias, are students as well as trainees of Dr. Asopa and charge a lump sum of fees for the same treatment. The research and development wing of Asopa hospital is very sturdy and resilient as every year two students are sent by National Board of Examination. Hence forward Asoapa hospital is much more than a surgical institute, it is an urge of optimism for poor and needy. Being a medical boon, they believe in service before self.

**SUGGESTIONS**

Suggestions are based on the researcher experienced. They are as follows Dr. Asopa has done all HR and marketing activities itself but time has changed and its demand of market to open proper HR and marketing department which explore more their hospital.

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## GST FOR INDIA – CHALLENGES FOR SUCCESS IN INDIA WITH SPECIAL REFERENCE TO FILING OF GST RETURNS

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### ABSTRACT

*Goods and Service Tax or GST as it is known is all set to be a game changer for the Indian economy. The Finance Minister in his budget speech of Budget 2015 has announced time and again that the tax will be introduced on 1 April, 2016. VAT or Value Added Tax was first introduced in France somewhere in 1954. The concept of VAT is applying a tax only on the value added by each person at each stage; by allowing the person input credit of taxes paid up to his stage of procurement. Thus, the tax is expected to reduce the concept of 'tax on tax', increase the gross domestic product of the economy and reduce prices. Overall it is known to be beneficial to both the consumer, business and the Government. In India, there are different indirect taxes applied on goods and services by central and state government. GST is intended to include all these taxes into one tax with seamless ITC and charged on both goods and services. Thus, excise duty, special additional duty, service tax, VAT to name a few will get repealed and will be added into GST. For this, GST will have 3 parts – CGST, SGST and IGST. The central taxes like excise duty will be subsumed into CGST and state taxes like VAT into SGST.*


### KEYWORDS

GST, credit, VAT.

### JEL CODES

H20, H21, H29, K34.

### INTRODUCTION

 GST would be a comprehensive indirect tax on manufacture, sale and consumption of goods and services throughout India, to replace taxes levied by the central and state governments. Goods and Services Tax would be levied and collected at each stage of sale or purchase of goods or services based on the input tax credit method. This method allows GST-registered businesses to claim tax credit to the value of GST they paid on purchase of goods or services as part of their normal commercial activity. Taxable goods and services are not distinguished from one another and are taxed at a single rate in a supply chain till the goods or services reach the consumer. Administrative responsibility would generally rest with a single authority to levy tax on goods and services.<sup>[1]</sup> Exports would be zero-rated and imports would be levied the same taxes as domestic goods and services adhering to the destination principle. The introduction of Goods and Services Tax (GST) would be a significant step in the reform of indirect taxation in India. Amalgamating several Central and State taxes into a single tax<sup>[2]</sup> would mitigate cascading or double taxation, facilitating a common national market. The simplicity of the tax should lead to easier administration and enforcement. From the consumer point of view, the biggest advantage would be in terms of a reduction in the overall tax burden on goods, which is currently estimated at 25%-30%, free movement of goods from one state to another without stopping at state borders for hours for payment of state tax or entry tax and reduction in paperwork to a large extent.

What changes there would be if India launches GST- "The tax rate under GST may be nominal or zero rated for the time being. It has been proposed to insulate the revenues of the States from the impact of GST, with the expectation that in due course, GST will be levied on petroleum and petroleum products." The central government has assured states of compensation for any revenue losses incurred by them from the date of introduction of GST for a period of five years.

### OBJECTIVE OF THE STUDY

The objective of the study is to know the challenges existing in success of GST in India.

### RESEARCH METHODOLOGY

The study is mainly based on the Secondary data available in journals and public domain.

### IMPACT OF GST IN INDIAN ECONOMY – GST IMPACT IN INDIA

Impact of GST in Indian Economy – Complete Analysis. Impact of GST in India. Amidst economic crisis across the globe, India has posed as a beacon of hope with ambitious growth targets, supported by slew of strategic missions like 'Make in India', 'Digital India', etc. Goods and Services Tax (GST) is expected to provide the much needed stimulant for economic growth in India by transforming the existing basis of indirect taxation towards free flow of goods and services within the economy and also eliminating the cascading effect of tax on tax. In view of the important role that India is expected to play in the world economy in the years to come, the expectation of GST being introduced is high not only within the country, but also in neighboring countries and in developed economies of the world.

### CHALLENGES

Presently, the tax structure of India is very complex. Looking to the global developments and tax structure of developed countries. Here we are providing complete details for Why GST for India and GST – Challenges for Success in India. In this article, you can find complete details regarding GST in India, Meaning of GST in India, Silent Features of GST. Now you can scroll down below and check complete details regarding "Why GST For India – Challenges for Success in India" Clause 366 (12A) of the Constitution Bill defines GST as "goods and services tax" means any tax on supply of goods, or services or both except taxes on the supply of the alcoholic liquor for human consumption. Further the clause 366 (26A) of the Bill defines "Services" means anything other than Goods. Thus, it can be said that GST is a comprehensive tax levy on manufacture, sale and consumption of goods and services at a national level.

Presently, the tax structure of India is very complex. Looking to the global developments and tax structure of developed countries, GST is the need of the hour. The need of GST can further be explained in the following points:-

- There are various definitional issues related to manufacturing, sale, service, valuation etc. arises. These needs to be rationalized.
- Several transactions take the character of sales as well as services, thus there is complexity in determining the nature of transaction.
- The mechanism of imposing taxes, exemptions, abatements, other benefits are different in state and centre.
- Existing law has resulted in significant number of issues related to interpretation or various provisions and the category of the products and the nature of services.
- Administration mechanics of the centre and state and even in different states is different.
- India needs comprehensive levy and collection on both goods and services at the same rate with the benefit of input credit.
- A simple tax structure can bring greater compliance, thus increasing number of tax payers and in turn tax revenues of Government.
- GST will ensure competitive pricing. Tax paid by final consumer will come down in most cases. Lower prices will help in boosting consumption, which is beneficial to Companies.
- GST will ensure boost to exports. When the cost of Production falls in the domestic market, Indian Goods and services will be more price competitive in foreign markets.
- The current state of Indian Economy demands fiscal consolidation and reduction in Fiscal deficit. A recent Report By CRISIL states that GST is the country's best bet to achieve fiscal consolidation.

GST will be the biggest reform in Indian taxation since 1947, but there are many challenges for its successful implementation. These are as under:

- **Passing of Bill in Rajya Sabha:** Since Central Government is not having sufficient majority in the Rajya Sabha. Thus, it will have to ensure safe passage as it will not be cake-walk for the Union government to pass the Bill in the Upper House of Parliament.
- **Consent of States:** For implementing, it is critical that GST bill is passed by the respective state Governments in state assemblies so as to bring majority. This is a herculean task.
- **Revenue Neutral Rate (RNR):** It is one of Prominent Factor for its success. We know that in GST regime, the government revenue would not be the same as compared to the current system. Hence, through RNR Government is to ensure that its revenue remains the same despite of giving tax credits.
- **Threshold Limit in GST:** While achieving broad based tax structure under GST, Both empowered committee and Central Government must ensure that lowering of threshold limit should not be a "taxing" burden on small businessmen in the country
- **Robust IT Network:** Government has already incorporated Goods and service tax network (GSTN). GSTN has to develop GST portal, which ensure technology support for registration, return filing, tax payments, IGST settlements etc. Thus there should be a robust IT backbone
- **Extensive Training to Tax Administration Staff:** GST is absolutely different from existing system. It, therefore, requires that tax administration staff at both Centre and state to be trained properly in terms of concept, legislation and Procedure.
- **Additional Levy on GST:** The Purpose of additional Levy is to compensate states for loss of revenue while moving to GST. We acknowledge that fundamental purpose of GST is to make "INDIA" as one state where inter-state movement of goods is common. In this situation, it would defeat the very purpose of GST in the country.

## FILING OF GST RETURNS, REVISION OF RETURN, SHORT FILING OF RETURN

### INTRODUCTION

The introduction of Goods and Services Tax would be a very noteworthy step in the field of indirect tax reforms in India. By amalgamating a large number of Central and State taxes into a single tax, it would alleviate cascading or double taxation in a major way and pave the way for a common national market. From the consumer point of view, the biggest advantage would be in terms of reduction in the overall tax burden on goods and services. Introduction of GST would also make Indian products competitive in the domestic and international markets. Last but not the least, this tax, because of its transparent character, would be easier to administer.

### IMPACT OF GST IN INDIAN ECONOMY

- Reduce tax burden on producers and foster growth through more production. This double taxation prevents manufacturers from producing to their optimum capacity and retards growth. GST would take care of this problem by providing tax credit to the manufacturer.
- Various tax barriers such as check posts and toll plazas lead to a lot of wastage for perishable items being transported, a loss that translated into major costs through higher need of buffer stocks and warehousing costs as well. A single taxation system could eliminate this roadblock for them.
- A single taxation on producers would also translate into a lower final selling price for the consumer.
- Also, there will be more transparency in the system as the customers would know exactly how much taxes they are being charged and on what base.
- GST would add to government revenues by widening the tax base.
- GST provides credits for the taxes paid by producers earlier in the goods/services chain. This would encourage these producers to buy raw material from different registered dealers and would bring in more and more vendors and suppliers under the purview of taxation.
- GST also removes the custom duties applicable on exports. Our competitiveness in foreign markets would increase on account of lower cost of transaction.
- The proposed GST regime, which will subsume most central and state-level taxes, is expected to have a single unified list of concessions/exemptions as against the current mammoth exemptions and concessions available across goods and services

### ACTION PLAN OF GST COUNCIL

- List number of Taxes, cesses, and surcharges to be subsumed under GST
- Preparation of list of goods and services subject to, or exempt from GST
- Determination of threshold limit of turnover for application of GST
- Fixation of rates
- Preparation of model GST Laws, principles of levy, apportionment of tax benefits
- Firming up Place of supply Rules
- Recommend on Compensation to states losing on revenue post implementation of GST, subject to maximum time limit of 5 years.

## FILING OF GST RETURNS, REVISION OF RETURN, SHORT FILING OF RETURN

Filing of GST Returns, Revision of return, Short Filing of Return, Procedure for Filing of GST Returns, Procedure for Revision of GST Return, Short filing of GST Return, Processing of GST Return etc. Recently we provide complete details for Key components of GSTR-1, GSTR-2 and GSTR-3, Annual Return (GSTR-8) and Steps for Return Filing. Now you can scroll down below n check more details for Filing of **GST Returns, Revision of return, Short Filing of Return**

### FILING OF GST RETURNS, REVISION OF RETURN, SHORT FILING OF RETURN

#### FILING OF TAX RETURNS

- A registered taxpayer shall file the return at the GST Common Portal either himself or through his authorised representative using the user ID and password allotted.
- Taxpayer may prepare and submit his returns himself or can use services of Tax Return Preparer (TRP) or facilitation centre (FC).
- TRPs will have to be approved by the tax administration and allotted a unique ID. The registration of TRP/FC will be done by CBEC/respective State authorities and the registration data will be shared with GSTN.

- Taxpayer can sign the return using one-time Digital Signature Certificate (DSC). This will do away with the requirement of print-out of acknowledgement of return.

#### REVISION OF GST RETURNS

- It is proposed that there would be no revision of returns.
- All unreported invoices of previous tax period would be reflected in the return for the month in which they are proposed to be included. Interest, if applicable will be auto-populated.
- All under-reported invoice and ITC revision will have to be corrected using credit / debit note. These credit / debit notes would be reflected in the return for the month in which such adjustment is carried out.
- GST Law may also provide for imposition of automatic late fees for non-filers and late filers, which can also be in-built in the notices. It may also provide for adequate penal provisions for non-filing of return.

#### SHORT FILING OF GST RETURN

- E-return should be allowed to be uploaded, even in case of short payment for the limited purpose of having the information about self- assessed tax liability even though not paid. However, it will be treated as an invalid return.
- Any invalid return (including the one not supported by full payment) will merely be recorded with unique transaction ID, but not accepted in the system.
- GST Law may provide adequate penal provisions for short filing of return.

#### PROCESSING OF GST RETURN

Once the GST return has been uploaded, the portal will undertake the following activities:

- Acknowledge the receipt of the return and generate <sup>[IT]</sup><sub>[SEP]</sub> acknowledgement number
- Forward return to tax authorities of Central and appropriate State Government through the established IT interface.
- The ITC claim will be confirmed to purchasing taxpayer in case of matched invoices after 20th of the month succeeding the month of the tax period month provided counter party supplying taxpayer has submitted the valid return (and paid self-assessed tax as per return).
- Communicate to the taxpayers about the macro-results of the matching.
- Auto-populate the ITC reversals due to mismatching of invoices in the taxpayer's account in the return for the 2nd month after filing of return for a particular month.
- Aggregate cross-credit utilization of IGST and SGST for each State and generate settlement instructions based on IGST model and as finalized by the Payments Committee.

#### CONCLUSION

GST will give more relief to industry, trade and agriculture through a more comprehensive and wider coverage of input tax set-off and service tax set-off, subsuming of several Central and State taxes in the GST and phasing out of CST. The transparent and complete chain of set-offs which will result in widening of tax base and better tax compliance may also lead to lowering of tax burden on an average dealer in industry, trade and agriculture. The subsuming of major Central and State taxes in GST, complete and comprehensive setoff of input goods and services and phasing out of Central Sales Tax (CST) would reduce the cost of locally manufactured goods and services. This is likely to increase the competitiveness of Indian goods and services in the international market and to boost Indian exports.

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## EMPLOYEE RETENTION IN COLLEGES OF DIMAPUR

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**ABSTRACT**

*Retention of key employees is critical to the long-term health and success of any organization. It is a known fact that retaining the best employees ensures customer satisfaction i.e. the students, satisfied colleagues and reporting staff. Hence, failing to retain a key employee i.e. the faculty member is a costly proposition for an organization. Today most of the college is facing a lot of problems in employee retention these days. Hiring knowledgeable people for the college is essential for an employer, but retaining them is even more important than hiring. There is no dearth of opportunities for a talented person; there are many colleges, which are looking for such employees. If an employee is not satisfied with the job he is doing, he may switch over to some other more suitable job. The top colleges are on the top because they value their employees and know how to keep them glued to the organization. For gone are the days when employees would stick to an employer for years to get increment and promotion. Employees today are different. They are not the ones who don't have good opportunities in hand. As soon as they feel dissatisfied with the current employer or the job, they switch over to the next one. So in today's dynamic and competitive environment it becomes very important for organizations to retain their employees. In the present study an attempt has been made to explore the various aspects of employee retention, what are employee's problems, how it can be solved etc. This study is based on primary as well as secondary data collected from the various colleges through principal and the faculty staff. While doing this research the respondent i.e. principal are busy with their work because at that time exam is going to start and the principals have to issue admit card. Less number of faculty staff available in the college premises because of the end of the session. After doing the research i come to know that there is problem to the faculty staff in the college and college is trying to retain the faculty staff.*

**KEYWORDS**

talent retention, perquisites and challenges.

**JEL CODE**

O15

**INTRODUCTION**

The top organizations are on the top because they value their employees and they know how to keep them glued to the association. Intelligent employers always realize the importance of retaining the best talent. Retention of key employees and treating attrition troubles has never been so important to companies. In an intensely competitive environment where hr managers are poaching from each other, organization can either hold on to their employees tight or lose them to competition. For gone are the days when employees would stick to an employer for years for want of a better choice. Now, opportunities are abound in the market. Employees leave the organizations for some personal or professional reason. It should be understood by the employer and should be taken care of. The organizations are becoming aware of these reasons and adopting many strategies for employee retention. A strong retention strategy, therefore, becomes a powerful recruitment tool.

This paper is based on the retaining talent of the employees of the higher educational sector, which is generating 20-25% employment in the overall employment generated in India. The students are nurture according to that they get knowledge for their future and they will follow the same. Students are the future of the country. They must not be misguided if the organization is unable to retain the talent, it will affect student's future & the image of the institution.

The functional area of this study is to visit different private college and interact with the principals / dean and respective faculty members for gathering information from Dimapur. This topic is fully practical and new concept for the Dimapur.

**REVIEW OF LITERATURE**

**Priyanka Rawal** (April 2011) finds that acquired skilled workforce is just not enough in today's changing economy. Instead, a lot needs to be done to retain them. Losing well-informed and trained staff can cause serious damage to the company progress and performance in the market. Since employees are great assets to the company, their hard work and dedication towards work should be acknowledged, reinforcing their sense of belongingness. She explains 10 c's that help to retain talent in organizations. They are 1. Connect 2. Career 3. Clarity 4. Convey 5. Congratulate 6. Contribute 7. Control 8. Collaborate 9. Credibility & 10. Confidence.

**D Christopher Amrutham** (January 2011) finds that motivating employees is always a challenging job to be performed by the manager. Theoretically, it confirmed and practically it is proved. Employees can only be motivated by satisfying their needs. It is not consistent and stable for the employees. They keep on changing with the changing business circumstances and human requirements. Hence, motivating the employees is always a challenging task for the employers. He explains the total reward which is the financial and non-monetary return provided to employees in exchange for their time, talent, efforts and result.

**Dr. Pranab Kumar Bhattacharya** (May 2011) finds that talent is a splendored vibrancy. We seem to be familiar with talent immediately when someone breaks a new guinness record in an event, or bring out a ground-breaking new theory, or wins a noble prize for contribution to any discipline. The increasing global competition has placed much greater challenge in recruiting talent and subsequently nurturing and retaining them. The canal of talent follows perennially. The ordinary skills from the selected few hr professionals in the world over that eventually spell magic.

They explain the strategies for retaining talent are 1. Relationship management 2. Job title 3. Bondage 4. Empowerment and participation 5. Representing the company 6. Compensation and benefits 7. Career and succession planning 8. Recognition 9. Character of work 10. Learning and development 11. Freedom 12. work environment 13. Change and creativity. All these factors including some contingent ones lead to the attrition by the employees. Actually, some people may think that money is the only cause, but it is wrong. Psychological and social mal-adjustment is equally responsible for the employees to leave the organization.

**NEED/IMPORTANCE OF THE STUDY**

The study was undertaken because of the employees leaving the work place and there is no proper presentation policy of the institution.

**STATEMENT OF THE PROBLEM**

Employees comprise the most vital assets of the company. In a work place where employees are not able to use their full potential and not heard and valued, they are likely to leave because of stress and frustration. They need transparent work environment to work in. In a transparent environment where employees get a sense of achievement and belongingness, where they can best utilize their potential and realize their skills. They love to be the essential part of such organization and the company is benefited with a stronger, reliable work-force harboring bright new ideas for its growth

**OBJECTIVES**

1. To study the “talent retention” of employees in private colleges in dimapur.
2. To study the employee’s problem’s in private colleges in dimapur.
3. To find the solution for employees talent retention in private colleges in dimapur.

**RESEARCH METHODOLOGY**

**DATABASE**

Database was collected through the primary as well as the secondary source. The source will be as follows:-

1. By visiting the various private colleges in Dimapur.
2. Personal interview with the principal and faculty or teacher or lecturer of different college.
3. The questionnaire for the principal and faculty or teacher or lecturer of the private college.

**METHODOLOGY/ANALYTICAL PROCEDURES**

The research will be exploratory and the method of data collection will be qualitative and descriptive in nature i.e. survey and observation. Therefore, both primary and secondary method will be used to gather information.

**Primary source:** the source through which data will be gathered is from personal interview and questionnaire that includes structure and unstructured question-naire.

**Secondary source:** with the help of secondary source i.e. magazine, books, journals, internet etc. For collection of the information.

**Target population:** principal and faculty members of the private colleges of dimapur.

**Sample size:** the sample size is estimated to be 100 and the sample will be selected non- random from the private college principal and the faculty staff in dimapur to get the necessary information.

**Sample design:** the sample design is non-random sampling where each possible sample does not have an equal chance of being selected.

**RESULTS & DISCUSSION**

**FOR PRINCIPAL**

**1. What are the facilities provided to the Faculty?**

TABLE 1

	Total	Percentage
Research work	02	15
Teacher Development program	02	15
Library	05	39
Computer lab	04	31
Other	00	00

**2. Are there any future prospects for the faculty provided by the college?**

TABLE 2

	Total	Percentage
Yes	07	100
No	00	00

**3. What are the additional monetary benefits provided to Faculty?**

TABLE 3

	Total	Percentage
Provident fund	06	46
Insurance	01	08
Medical facility	02	16
Annual leave package	02	15
House Rent Allowance	02	15
None	00	00

**4. What are the Non-monetary benefits provided to Faculty?**

TABLE 4

	Total	Percentage
Accommodation	02	20
Computer	05	50
Transportation	01	10
None	02	20

**5. Which tool of measuring faculty performance is adopted by this institution?**

TABLE 5

	Total	Percentage
Academic Performance Indicator (API)	03	27
Performance appraisal	03	27
Student Feedback	05	46
Stakeholders	00	00

6. Whether Academic Performance Indicator (API) score card provided to the Faculty members as per UGC?

TABLE 6

	Total	Percentage
Yes	04	57
No	03	43

7. Does the management take into consideration the performance of the faculty while fixing of the monetary benefits to the faculty?

TABLE 7

	Total	Percentage
Yes	03	43
No	04	57

8. What are the reasons given by employees before leaving the college?

TABLE 8

	Total	Percentage
For future growth	04	57
Not satisfied with salary package	00	00
Not satisfied with the organization	00	00
No or less future growth	00	00
None	03	43

9. What are the retention policies adopted to retain the Faculty?

TABLE 9

	Total	Percentage
Monetary policy	02	28
Non- Monetary policy	03	43
None	02	29

FOR FACULTY

1. Are you satisfied with the monetary benefits given by this Institution?

TABLE 10

	Total	Percentage
Highly Satisfied	00	00
Satisfied	26	44
Neutral	20	33
Not-Satisfied	14	23

2. What are the facilities provided by the college?

TABLE 11

	Total	Percentage
Research work	09	09
Teacher Development program	12	12
Library	58	60
Computer lab	18	19

3. What is the additional monetary benefits offered by the college?

TABLE 12

	Total	Percentage
Provident fund	33	49
Insurance	00	00
Medical facility	05	08
Annual leave package	22	33
None	07	10

4. If there is any grievance on the part of the teaching staff, are you satisfied with the process of handling it by the management?

TABLE 13

	Total	Percentage
Highly Satisfied	03	05
Satisfied	20	34
Neutral	29	48
Not-Satisfied	08	13

5. Are you satisfied with your job?

TABLE 14

	Total	Percentage
Highly Satisfied	07	12
Satisfied	42	70
Neutral	09	15
Not-Satisfied	02	03

DISCUSSION OF IMPLICATIONS

The research shows that most of the colleges are not getting the faculty with the qualification of the net, which is made compulsory by the UGC. The salary is also not as per UGC scale.

The faculty members are working in the college for more then 8-15 years but they are also not satisfied with the facility and monetary and non- monetary policy of the college. If they are not satisfied then how can they give their 100%, they are also not motivated by the management for their job.

In today's world most of the faculty want to do the research work which need good library with different publishers, journals, magazines etc. and well equipped computer lab with the internet facility and the personal computer so that can do their research work easily but none of the college provide this type of facility to their faculty staff.



Most of the respondent says the faculty does not leave the job frequently but the ratio is 25:36 i.e. 40%:60% this shows that faculty leaves the organization due to dissatisfaction with the job and the available opportunity in other institution.

There may be miscommunication between the college and the faculty staff, college is saying that they try to retain the faculty staff but most of the faculty says there is no talent retention policy is followed by the college.

## FINDINGS

This part discuss in detail, the analysis of the primary data collected from the respondents through market survey, the purpose and the major findings of the present study as generated by the analysis of the data, which is done with the help of standard statistical tools.

This analysis contain two sets of questionnaire one is for the principal and the second one is for faculty, each set contain 15 and 13 sets of questions.

A total number of respondent are 67 (sixty-seven) where 7 (seven) is the principal and 60(sixty) is the faculty members were approached and with the help of their responses data is collected through the structured schedule the analysis is done. All the questions are analyzed one by one by applying standard statistical tools and methods.

This analysis is done to know the talent retention and the problems faced by faculty and to find the solution of the problem in the private college in dimapur.

## RECOMMENDATIONS/SUGGESTIONS

1. Performance should be considered while fixing the financial and non-financial benefits.
2. Training must be provided to the faculty who are in need so that they can improve their performance.
3. More facility to be provided to the faculty so that they can extend the knowledge, which is beneficial for the college.
4. Both the policy must be adopted i.e. monetary and non-monetary policy to retain the employee.
5. No college has insurance policy for its employee. But there is recommendation from govt. Of India to do the insurance for its employee, if the numbers of employees are more than 20.

## CONCLUSIONS

The main aim of conducting this research is to know what is talent retention and how the college doing the talent retention in their college. Whether there is any problem faced by the faculty of the college if yes then to find a solution for that problem, from the above studies i found that the college is trying to retain the faculty by providing the monetary and non-monetary benefit. There is problem faced by the faculty that the monetary and non-monetary benefit as well as the facilities that must be get they are not getting from the college. During my research, all the colleges are busy with their exam schedule and the session is nearly going to over so finding difficulty to get the adequate number of respondent. The information generated from the questionnaire is from the Primary source by meeting personally to the respondent. So this paper has a quality and validity that anyone can rely on the Information provided by it.

## LIMITATIONS

The study is conducted in one district of Nagaland, which may not be accurate for the state. The accuracy of the analysis of the data and suggestion is totally depends upon the information shared with and the observation.

## SCOPE FOR FURTHER RESEARCH

The area of study is very limited according to the number of colleges; the research can be conducted in more number of colleges. The area covered by this paper is very less so there is a scope for further study of this topic

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**SERVICES AND FINANCIAL RESOURCES OF HOSNAGARA TOWN PANCHAYAT**

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**ABSTRACT**

*Municipal council or Town Panchayat is an institution of local government and constitution of the third tier that play an important role in local economic development; they have a sizeable proportion of overall public financial resources but are nevertheless subject to the scrutiny in terms of physical and financial performance. Finance acts as a life blood to each and every activity of the municipality and helps to increase economic development. Here the study is undertaken to know the financial resources of urban local government Hosanagara Town Panchayat. This help to understand the needs of finance in municipality and how they are going to effective use of those financial resources of the municipality.*

**KEYWORDS**

financial resources, expenditure, services, deficit, surplus.

**JEL CODES**

P25, R51.

**INTRODUCTION**

Indian Economy has witnessed rapid growth in recent years. Productivity of the cities and towns is one of the important determinants of national Economic growth, job creation and Social development. Provision of basic services in these towns and cities is just one of the fundamental necessities and therefore development of the urban and rural areas is vital for the progress of a nation.

The government of the centre has dismissed the planning commission and replaced it with NITI Aayog, a body of Strategic thinking. The closure of planning commission signifies that planning would no more be top-down but a bottoms-up approach. Therefore the role of local bodies becomes prominent in future. Municipal or urban local bodies (ULBs and Panchayat Raj Institutions (PRI) are main providers of key services at the gross root level of the citizen. These local bodies directly deal with the local population and accordingly are best informed about the ground reality.

Local government is the system of electing representatives to be responsible for the administration of public services and facilities in a particular area. Types of local governments: 1. Rural local governments. 2. Urban Local governments.

Urban local governments imply the governance of an urban area by the people through their elected representatives. Urbanization is perceived as a determinant as well as a consequence of economic development over the past two decades. Many countries in Asia experimented rapid economic growth. This has led to rapid rise in their urban population. The local government institutions that are called municipalities and municipal corporations, an urban area is usually a compact and densely populated area. Municipal administration is necessary to provide basic civic facilities like water supply, drainage, garbage disposal, public health, primary education, construction and maintenance of road and sanitation.

Municipal governance in India has existed since the year 1687, with the formation of Madras Municipal Corporation and then Calcutta and Bombay Municipal corporations in 1726. In 1882 the then of Viceroy Indian Lord Ripon's resolution of local self-government laid the democratic forms of municipal governance in India. According to the 1991 census of India, there were 3255 urban local bodies (ULBs) in the country: classified into the four major categories of 1. Municipal Corporation 2. Municipality 3. Town area committee 4. Notified area committee.

**OBJECTIVES OF THE STUDY**

1. To study the functions and evolution of local government.
2. To examine the financial resources of the town panchayati.

**RESEARCH METHODOLOGY OF THE STUDY**

The present study is based on both primary and secondary data and has been collected from Hosanagara Town Panchayat and articles from journals and books. Besides, the various conclusions had drawn on the basis of data analysis and annual reports. And the primary data has been collected through discussion with chief accountant officer of the hosanagara municipality, representative of municipality and general public.

**SCOPE OF THE STUDY**

The study has been undertaken in Hosanagara taluk. Hosanagara taluk is one among the seven taluks in Shivamogha district, Karnataka. Hosanagara is taluk headquarter and a panchayat town in shivamogha district. It is nestled in western ghats of India. Hosanagara is located at a distance of 74 km from its district headquarters shivamogha and is situated 585 meters above sea level. The taluk is full of forested areas. Hosanagara Town Panchayat has been selected to study the financial resources of the municipality and it covers financial resources and rules of Karnataka state. It also covers 8 years analysis of income and expenditure of Hosanagara Town Panchayat from 2009-10 to 2016-17.

**EVOLUTION OF LOCAL GOVERNMENT**

Period (1974-1978): The fifth Five-year plan laid stress on employment, poverty alleviation (Garibi Hatao), and Justice. The plan also focused on self-reliance in agricultural production and defense. In 1978 the newly elected Morargi Desai government rejected the plan. The electricity supply Act was amended in 1975, which enabled the central government to power generation and transmission. The Indian national highway system was introduced and many roads were widened to accommodate the increasing traffic. Tourism also expanded. The twenty-point program was launched in 1975. It was followed from 1974-1979. The Minimum Needs Program (MNP) was introduced in the first year of the fifth Five-Year plan (1974-78). The objective of the program is to provide certain basic minimum needs and thereby improve the living standards of the people.

Period (1980-1985): The sixth Five-Year plan marked the beginning of the economic liberalization, price controls were eliminated and ration shops were closed. This led to an increase in food prices and an increase in the cost of living. This was the end of Nehruvian Socialism. The National bank of Agriculture and Rural Development was established for development of rural areas on 12<sup>th</sup> July 1982 by recommendation of the Shivaraman Committee. Family planning was also expanded in order to prevent overpopulation. In contrast to China's strict and binding one-child policy, Indian policy did not rely on the threat of force. More prosperous area of India adopted family planning more rapidly than less prosperous areas, which continued to have a high birth rate.

Period (1985-1990): The seventh Five-Year plan was led by the Congress party with Rajiv Gandhi as the prime minister. The plan laid stress on improving the productivity level of industries by upgrading of technology. The main objectives of the seventh five-year plan were to establish growth in areas of increasing economic productivity, Production of food grains and generating employment through "Social Justice". As an outcome of the sixth-year plan, there had been steady growth in agriculture, controls on the rates of inflation and favorable balance of payment, which had provided a strong base for the seventh plan to build on the need for further economic growth under the seventh Five-year plan. India strove to bring about a self-sustained economy in the country with valuable contributions from voluntary agencies and general populace. The eighth plan could not take off in 1990 due to the fast changing political situation at the center and the years 1990-91 and 1991-92 were treated as Annual plans. The eighth plan was finally formulated for the period 1992-1997.

Period 1992-1997: 1989-91 was a period of economic instability in India and hence no five-year plan was implemented. Between 1990 and 92 there were only annual plans. In 1991, India faced a crisis in foreign exchange (forex) reserves, left with reserves of only about us \$1 billion. Thus under pressure the country took the risk of reforming the socialist economy. P.V. Narasimha Rao was the tenth Prime Minister of the republic of India and head of congress party and led one of the most important administrations in India's modern history overseeing a major economic transformation and several incidents affecting national security. At the time, Dr. Manmohan Singh (Later prime minister of India) launched India's free market reforms that bought the nearly bankrupt nation back from the edge. It was the beginning of liberalization privatization and globalization in India.

Modernization of industries was a major highlight of the eighth plan. Under this plan the gradual opening of the Indian economy was undertaken to correct the burgeoning deficit and foreign debt. Meanwhile India becomes a member of the World Trade Organization (WTO) on 1<sup>st</sup> January 1995. The major objectives included controlling population growth, poverty reduction, employment generation, strengthening in infrastructure, institutional building, tourism management, human resource development, involvement of panchayatrajs, NagaraPalika, NGOs, decentralisation and people's participation.

Period (1997-2002): The ninth five-year plan came after 50 years of Indian independence. Atal Bihari Vajpayee was the Prime Minister of India during the ninth five-year plan. The ninth five-year plan tried primarily to use the latent and unexplored economic potential of the country to promote economic social growth. It offered strong support to the social spheres of the country in an effort to achieve the complete eradication of poverty. The satisfactory implementation of the eighth five-year also ensured the state's ability to proceed on the path of faster development. New implementation measures in the form of special Action Plan (SAPs) were evolved during the ninth five-year plan to fulfill target with in stipulated time with adequate resources. The SAPs covered the areas of social infrastructure, agriculture and information technology and water polity.

**FUNCTIONS**

Municipal bodies are performing the traditional civic functions of municipalities. However, the 74<sup>th</sup> constitution amendment laid down several provisions that would allow these municipalities to go beyond the mere provisions of civic amenities. Now they are expected to play a crucial role in the formulation of plans for local development and implementation of development projects and programs, including those specially designed for urban poverty alleviation. These include:

1. Urban planning including town and regulations of land, use and construction of buildings: Typically the above two functions fall under the purview of the development authority of the city. Ex: Delhi Development Authority (DDA), Bangalore Development Authority (BDA). However, the responsibilities are shared with multiple authorities.
2. Planning for Economic and Social Development: The development of this function is fairly wide, open ended and to extent untidy. Social and economic development programs require sound integrated planning which requires resources and expertise which most of the ULBs.
3. Roads and Bridges: The function of typically shared multiple bodies, city development authorities, municipalities and the public work departments (PWDs)
4. Water Supply for domestic, industries and economical purposes: This function that is most appropriated by ULBs. The current state of urban water supply is quite dismal with billing and collection of only 20% of supplied water and operation and maintenance cost recovery.
5. Public health, Sanitation, Conservancy and solid waste management: Public health, contrary to its significance for social and economic development of the country is not supported by a consistent institutional stature and policy frame work (the last two national health policies were made in 1983 and 2002) at the centre or state level. Solid waste management comprises various steps: collection, segregation, transportation, disposal and recycling.
6. Slum improvement and up gradation: Typically falls under the purview of the housing board and the city development authority. However, similar to the social and economic development function.
7. Urban poverty alleviation: Such a broad mandate with the level of coordination and extent of intervention required again bring to question whether ULBs are the appropriate level of government to discharge this responsibility.
8. Safeguarding the interests of weaker section of society, including the handicapped and mentally retarded.
9. Promotion of cultural education.
10. Regulation of slaughter houses and tanneries.

**REVENUES**

The revenue base of Urban Local Bodies can be categorized into two main types: External sources and Internal sources.

**1. EXTERNAL SOURCES: GRANT –IN-AID, PLAN GRANTS AND SHARED TAXES**

General purpose: specific purpose; grants in lieu of taxes Animal and Vehicle taxes compensation, Toll compensation (octroi compensation), property tax compensation, per capita grant.

Road Grants School Building Grants, Master Plan Grants, Integrated Development of Small and Medium Towns (IDSMT), Swarana Jayanthi Shahri Rozagar Yojana (SJSRY), National Slum Development Scheme (NSDP), Integrated Low Cost Sanitation (ILCS), Environmental Improvement of Urban Slums (EIUS), Urban Basic Services for the Poor (UBSP), etc.

Entertainment Tax: Motor vehicle tax; land revenue; stamp duties; professional tax; ect. Surcharge on stamp duty, professional tax, motor vehicle tax, entry tax.

**2. INTERNAL [OWN] SOURCES: TAX REVENUE, NON-TAX REVENUE**

User charges and fees, sale and hire charges.

Property taxes: taxes on vehicles, animals, boats, etc.

Tax on trade and callings and professions; theater tax, tax on advertisement, octroi.

Rents from municipal assets; income from municipal undertaking; income from municipal investment; etc. water charges and water supply donations, trade licensing fee, building permit fee, development charges, Mutation fee, magisterial fines, market fee, and slaughter house fee, encroachment fee, parking fee, sale and hire charges: of Rubbish, of forms, staff quarters Rent, shop rents.

**SURPLUS AND DEFICIT ACCOUNT OF HOSNAGARA TOWN PANCHAYAT**

TABLE 1

YEAR	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-2017
TOTAL INCOME	1742.29	514.09	393.22	760.43	396.97	358.97	680.33	324.75
TOTAL EXPENDITURE	1299.42	518.72	505.28	811.30	271.73	305.33	535.77	425.35
SURPLUS/DEFICIT	442.87	-4.63	-112.06	-50.87	125.24	53.64	144.56	-100.60

Source: Office of the Hosnagara Town Panchayath

**FINDINGS**

1. The incomes of the town panchayat are general fund, water supply fund and enterprise fund respectively. Under these are classified tax revenue, assigned revenues and compensation, rental income from municipal properties, fee, user charges, sale and hire charges, revenue grants, contributions and subsidies, interest dividend earned, other income.
2. The expenditure of the town panchayath are human resources expenses, general expenses, operations and maintenance, interest and finance charges, programme expenses, grants, provisions and write off.
3. During the year 2009-10 the town panchayat has collected surplus fund.
4. During 2010-11 the town panchayat has incurred deficit fund.
5. During the year 2011-12 the town panchayat has incurred more deficit fund.
6. During the year 2012-13 the town panchayat has incurred deficit fund.
7. During the year 2013-14 the town panchayat has collected more surplus fund.
8. During the year 2014-15 the town panchayat has collected more surplus fund.
9. During the year 2015-16 the town panchayat has collected more surplus fund.
10. During the year 2016-17 the town panchayat has incurred more deficit fund.
11. It is found that the town panchayt has lack of sufficient financial resources due to the poor recovery of the resources.
12. The town panchayat has incurred deficit in some years because the people may delay to pay the taxes to the particular services.
13. Most of the people in town panchayati are not satisfied with the services provided by the town panchayat because they make delay in providing the services.

**SUGGESTIONS**

1. The town panchayat should take necessary step to increase the financial resources of town panchayat.
2. The town panchayat should provide better civic amenities to the residents.
3. The town panchayat should use all its statutory power to impose taxes charges, fees and finance, grants and contributions, other income etc.
4. Some years the town panchayati has incurred huge deficits because of the staff negligence. So they need to put efforts to collect the revenue from the public.
5. The government should sanction sufficient fund to the town panchayat at the right time for the growth of financial resources.
6. The town panchayat need to elect the educated representative because they are aware about the resources and they use the resource effectively.

**CONCLUSION**

In the present era, finance place a major role. It acts as backbone of the every activity. The main objective of the every town panchayat is to, give the best services to the development of the economy and the public, and best use of financial resources. The effective utilization of financial resources of the town panchayat helps for the better development of the economy to make success in the economy. The financial resources of the town panchayat in the hosanagara consists of revenue from own sources and revenue from external source. Revenue from external sources, revenue from own sources comprises of tax and non-tax revenue, while as revenue from the state government. Here the hosanagara town panchayat runs in a no profit and no loss situation and some time in huge losses so, to overcome these problems the municipality have to take remedial measure to improve the financial resources of hosanagara municipality

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## IMPACT OF IMPLEMENTATION OF DEMONETISATION AND GST

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### ABSTRACT

*Good and Services Tax (GST)- The Goods and Services Tax (GST) has been heralded as the biggest indirect tax reform in India after Independence. After much deliberation, the GST bill has been passed in the Rajya Sabha and is set to be discussed in the state legislative assemblies in this winter session. The objectives of the study are to identify the causes of Demonetization, to understand the causes of GST, to synchronize the impact of Demonetization and Impact of GST, to focus on the benefits and benefactors of GST, to analyse the problems of Demonetisation and Problems of GST, to bring out the Recommendation of GST and Demonetization and to know whether the Central Government was successful in the implementation on Demonetization and GST. The researcher collected a sample of 100 respondents based on convenience sampling technique using questionnaire and analysed using SPSS package. And it was found that There is relationship between the causes of Demonetisation and the causes of GST. There is very high positive correlation of 0.970 between the impact of Demonetisation and the impact of GST. There is relationship between Impact of GST and Benefits of GST. A relationship between Problems of Demonetisation and Problems of GST. The problems of GST is solved by the suggestions or recommendation provided. The problems of Demonetisation is solved by the suggestions or recommendation provided. The success of Demonetisation and the success of GST are averagely correlated (i.e. 0.512).*

### KEYWORDS

demonetisation, goods and services tax (GST).

### JEL CODES

H71, O23.

### INTRODUCTION

The Goods and Services Tax (GST) has been heralded as the biggest indirect tax reform in India after Independence. After much deliberation, the GST bill has been passed in the **Rajya Sabha** and is set to be discussed in the state legislative assemblies in this winter session. With the ball set to roll for a unified country-wide tax reform, the market is filled with new found optimism among industry leaders and government officials.

GST bill covers the Goods and Services Tax and shall be **the biggest indirect tax reform** providing a uniform and simplified way of indirect taxation in India. It has replaced a number of other taxes like VAT, CST, Service tax, CAD, SAD, Excise, Entry tax, purchase tax etc.

India's demonetization means that it is strapping a currency amount of its status as legal tender, necessary whatever there is a change of national currency.

### OBJECTIVES OF THE STUDY

The objectives of the study are as follows:-

1. To identify the causes of Demonetization
2. To understand the causes of GST
3. To synchronize the impact of Demonetization and Impact of GST
4. To focus on the benefits and benefactors of GST
5. To analyse the Challenges of Demonetisation and Challenges of GST
6. To bring out the Recommendation of GST and Demonetization
7. To know whether the Central Government was successful in the implementation on Demonetization and GST

### GST OR GOODS AND SERVICES TAX - A NEW LAW, A NEW TAX THAT HAS BROUGHT WITH IT NEW CHALLENGES TO FACE

The basic idea for introducing GST is to convert India into a single market. This might have a positive impact on GDP of India and help to boost the Indian economy.

Dual system of GST includes:

1. SGST or State GST - collected by State Government.
2. CGST or Central GST - collected by Central Government.
3. IGST or Integrated GST - collected by Central Government.

### CAUSES FOR GST

1. Starting a Business gets within your reach.
2. Small Traders become Small Taxpayers.
3. Speed delivery of your goods /services
4. Happy Manufactures as well as Consumers.
5. Subsume Central indirect taxes.
6. The final consumers will bear only the GST charged by the last dealer.

### GST OBJECTIVES

1. Ensuring availability of input credit across the value chain
2. Minimizing cascading effect of taxation
3. Simplification of tax administration and compliance
4. Harmonization of tax base, laws, and administration procedures across the country
5. Minimizing tax rate slabs to avoid classification issues
6. Prevention of unhealthy competition among states
7. Increasing the tax base and raising compliance.

### IMPLEMENTATION CHALLENGES

1. Lack of adaptation
2. Lack of trained staff
3. Double registration can increase compliance and cost

4. Lack of clear mechanism to control tax evasion
5. Hard to estimate the exact impact of GST.

### POSITIVE IMPACT OF GST

- A unified tax system removing a bundle of indirect taxes.
  - Remove the cascading effect of taxes.
  - Manufacturing costs tend to be reduced, hence prices of consumer goods likely to come down.
  - Due to reduced costs some products like cars, FMCG etc. will become cheaper.
  - A unified tax regime will lead to less corruption, which will indirectly affect the common man.
- But, this is possible only if the benefit is actually passed on to the consumers.

### NEGATIVE IMPACT OF GST

- Services will become expensive. e.g. Telecom, banking, airline etc.
- Being a new tax, it will take some time for the people to understand its implications.
- It is easier said than done. There are always some complications attached. It is a consumption-based tax, so in case of services the place where service is provided needs to be determined.
- If actual benefit is not passed to consumer and seller increases his profit margin, the prices of goods can also see a rising trend.

However, GST is a long-term strategy and the positive impact shall be seen in the long run only. Let us hope GST proves to be a game changer in a positive way and proves to be beneficial to the common man.

The Government's decision to demonetize 500 and 1000 currency notes in circulation in the economy is as bold and revolutionary and one that will have tectonic impact on the ubiquitous parallel economy in the country. The move will significantly strengthen the government's systematic efforts over the last two years to curb black money in the economy,

### CAUSES FOR DEMONETISATION

- Boost deposit base and savings
- Improve monetary transmission and reduce lending rates.
- Create room for further Monetary Accommodation.
- Financial Inclusion
- Positive impacts from a bond market perspective
- Support government finances.
- Rise in GDP growth potential.

### PROS/THE GOOD THINGS

- Elimination of counterfeit currency
- Abolish black money
- Strengthen Indian Banking System
- Financial inclusion for Jan Dhan account holders
- Higher Tax Collection
- Deflation
- Price cut in Real estate
- This Step will make Rupees Strong.
- A Speed Breaker for Corruption
- Bank Rate Cut

### CONS/THROUGH THE GLASSES OF PESSIMISM

- Adverse impact on informal sector
- Plight of Primary Producers
- Non-acceptance of Old currency regardless Government Orders
- Possibility of breaking Riots
- Excessive burden on bank employees.
- Decrease in demand
- Violation of rule by general public
- Chances of incarnation of De facto currency

### IMPACT OF DEMONETISATION AND GST

Former Prime Minister Dr Manmohan Singh said that the demonetisation and 'hasty' implementation of GST have adversely impacted India's economic growth. Dr Singh was speaking to CNBC-TV 18 on the country's GDP growth. He said: "Both demonetisation and the GST have had some impact. Both would affect the informal sector, the small scale sector. The sectors today are responsible for 40 per cent of GDP."

Dr Singh's statement has come in the backdrop of India's slowest economic growth in last three years. The country recorded growth during April-June. The previous low of 4.6 per cent was recorded in January-March 2014. PM Modi's demonetisation brings GDP down to 6.1 per cent: Top economists stand vindicated GDP growth slows to 3-year low: India's growth lags behind China for 2nd quarter in a row

### BENEFITS OF GST TAX

1. GST, or Goods and Services Tax, will subsume central indirect taxes like excise duty, countervailing duty and service tax, as also state levies like value added tax, octroi and entry tax, luxury tax.
2. The final consumer will bear only the GST charged by the last dealer in the supply chain, with set-off benefits at all the previous stages.
3. As a measure of support for the states, petroleum products, alcohol for human consumption and tobacco have been kept out of the purview of the GST.
4. It will have two components - Central GST levied by the Centre and State GST levied by the states.
5. However, only the Centre may levy and collect GST on supplies in the course of inter-state trade or commerce. The tax collected would be divided between the Centre and the states in a manner to be provided by parliament, on the recommendations of the GST Council.
6. The GST Council is to consist of the union finance minister as chairman, the union minister of state of finance and the finance minister of each state.

- The bill proposes an additional tax not exceeding 1% on inter-state trade in goods, to be levied and collected by the Centre to compensate the states for two years, or as recommended by the GST Council, for losses resulting from implementing the GST.

**STATEMENT OF PROBLEM**

- There is lack of adaptation of policies of Demonetisation and GST.
- There is lack of trained staff to implement Demonetisation and GST.
- There is double registration which increases compliance and cost
- There is lack of clear mechanism to control tax evasion.
- It is hard to estimate the exact impact of GST.

**RESEARCH METHODOLOGY**

**SAMPLE DESIGN**

Non-random sampling method is adopted (i.e) the respondents to my study is not selected at random. The sample size selected is 100.

**DATA COLLECTION**

Data can be divided into to (1) Primary data (2) Secondary data.

**METHOD OF COLLECTING SECONDARY DATA**

Secondary data for this study was taken from research articles published in magazines, books, periodicals, newspaper etc.

**METHOD OF COLLECTING PRIMARY DATA**

There are various method of collecting data such as interview method, questionnaire method, preparing schedules, observation method etc. The researcher used questionnaire method to collect the data.

**LIMITATION OF THE STUDY**

There are few limitations of the study

- Time available for the study is limited.
- Data available is not sufficient to cover all aspect.
- The area covered for the study is narrow.
- The very difficult thing is to meet the people concern and get the information.
- In many companies, they are not willing to co-operate and provide the investigator with sufficient information.

**ANALYSIS AND INTERPRETATION**

The researcher has used SPSS package for analysing.

**Objective No. 1 and 2:-**To identify the causes of Demonetization and GST

H0 There is no relationship between Causes of Demonetisation and Causes of GST

H1 There is relationship between Causes of Demonetisation Causes of GST

**TABLE NO. 1: RELATIONSHIP BETWEEN CAUSES OF DEMONETISATION AND CAUSES OF GST**

TEST STATISTICS		
	CAUSES OF DEMONETISATION	CAUSES OF GST
Chi-Square	35.520 <sup>a</sup>	5.000 <sup>b</sup>
sdf	7	4
Asymp. Sig.	.000	.287
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.5.		
b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 20.0.		

Source: Primary Data

From the above table it is clear that the calculated value is more than the table value, therefore the null hypothesis is rejected. It is proved that there is relationship between the causes of Demonetisation and the causes of GST.

**Objective No. 3:-** To synchronize the impact of Demonetization and Impact of GST

H0 There is no relationship between Impact of Demonetisation and Impact of GST

H1 There is relationship between Impact of Demonetisation Impact of GST

**TABLE NO. 2: RELATIONSHIP BETWEEN IMPACT OF DEMONETISATION AND IMPACT OF GST**

CORRELATIONS			
		IMPACT OF DEMONETISATION	IMPACT OF GST
IMPACT D	Pearson Correlation	1	.970**
	Sig. (2-tailed)		.000
	N	100	100
IIMPACT GST	Pearson Correlation	.970**	1
	Sig. (2-tailed)	.000	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: Primary Data

From the above table it is inferred that there is very high positive correlation of 0.970 between the impact of Demonetisation and the impact of GST. Since it proves that the impact of Demonetisation on GST.

**Objective No. 4:-** To focus on the benefits and benefactors of GST

H0 There is no relationship between Impact of GST and Benefit of GST

H1 There is relationship between Impact of GST and Benefit of GST

TABLE NO. 3. RELATIONSHIP BETWEEN IMPACT OF GST AND BENEFIT OF GST

TEST STATISTICS		
	IMPACT OF GST	BENEFIT OF GST
Chi-Square	5.440 <sup>a</sup>	4.580 <sup>b</sup>
Df	7	6
Asymp. Sig.	.606	.599
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.5.		
b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 14.3.		

Source: Primary Data

From the above table it is depicted that the calculated value is more the table value therefore the null hypothesis is rejected. This implies that there is relationship between Impact of GST and Benefits of GST.

**Objective No. 5:-** To analyse the Challenges of Demonetisation and Challenges of GST

H0 There is no relationship between Challenges of Demonetisation and Challenges of GST

H1 There is relationship between Challenges of Demonetisation and Challenges of GST

TABLE NO. 4: RELATIONSHIP BETWEEN CHALLENGES OF DEMONETISATION AND CHALLENGES OF GST

TEST STATISTICS		
	CHALLENGES OF DEMONETISATION	CHALLENGES OF GST
Chi-Square	5.840 <sup>a</sup>	7.100 <sup>b</sup>
Df	6	4
Asymp. Sig.	.441	.131
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 14.3.		
b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 20.0.		

Source: Primary Data

From the above table it is inferred that the calculated value is more than the table value therefore the null hypothesis is rejected. Therefore is a relationship between Challenges of Demonetisation and Challenges of GST.

**Objective No. 6:** To bring out the Recommendation of GST and Demonetization

H0 There is no relationship between Challenges of GST and Recommendation of GST

H1 There is relationship between Challenges of GST and Recommendation of GST

TABLE NO. 5: RELATIONSHIP BETWEEN CHALLENGES OF GST AND RECOMMENDATION OF GST

CORRELATIONS			
		CHALLENGES OF GST	RECOMM. OF GST
PROMBLEMS GST	Pearson Correlation	1	.951**
	Sig. (2-tailed)		.000
	N	100	100
RECOMM GST	Pearson Correlation	.951**	1
	Sig. (2-tailed)	.000	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: Primary Data

From the table we can infer that there is a high positive correlation of 0.951 between Challenges of GST and Recommendation of GST. This implies that the Challenges of GST is solved by the suggestions or recommendation provided.

**Objective No. 6:-** To bring out the Recommendation of GST and Demonetization

H0 There is no relationship between Challenges of GST and Recommendation of GST

H1 There is relationship between Challenges of GST and Recommendation of GST

TABLE NO. 6: RELATIONSHIP BETWEEN CHALLENGES OF DEMONETISATION AND RECOMMENDATION OF DEMONETISATION

CORRELATIONS			
		CHALLENGES OF DEMONETISATION	RECOMMENDATION OF DEMONETISATION
CHALLENGES DD	Pearson Correlation	1	.953**
	Sig. (2-tailed)		.000
	N	100	100
RECOMMD	Pearson Correlation	.953**	1
	Sig. (2-tailed)	.000	
	N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).			

Source: Primary Data

From the table we can infer that there is a high positive correlation of 0.953 between Challenges of Demonetisation and Recommendation of Demonetisation. This implies that the Challenges of Demonetisation is solved by the suggestions or recommendation provided.

**Objective No. 7:-** To know whether the Central Government was successful in the implementation on Demonetization and GST

H0 There is no relationship between Success of Demonetisation and Success of GST

H1 There is relationship between Success of Demonetisation and Success of GST



TABLE NO. 7: RELATIONSHIP BETWEEN SUCCESS OF DEMONETISATION AND SUCCESS OF GST

CORRELATIONS			
		SUCCESS OF DEMONETISATION	SUCCESS OF GST
SUCCESSDD	Pearson Correlation	1	.512**
	Sig. (2-tailed)		.000
	N	100	100
SUCCESSGST	Pearson Correlation	.512**	1
	Sig. (2-tailed)	.000	
	N	100	100

\*\* . Correlation is significant at the 0.01 level (2-tailed).

Source: Primary Data

From the above table it is clear that the success of Demonetisation and the success of GST are averagely correlated (i.e. 0.512).

## FINDINGS

The researcher has found the following:

- There is relationship between the causes of Demonetisation and the causes of GST.
- There is very high positive correlation of 0.970 between the impact of Demonetisation and the impact of GST.
- There is relationship between Impact of GST and Benefits of GST.
- A relationship between Challenges of Demonetisation and Problems of GST.
- The Challenges of GST is solved by the suggestions or recommendation provided.
- The Challenges of Demonetisation is solved by the suggestions or recommendation provided.
- The success of Demonetisation and the success of GST are averagely correlated (i.e. 0.512).

## CONCLUSION AND RECOMMENDATION

To conclude the researcher has formulated certain Innovative methods of implementing Demonetisation and GST.

### Innovative Methods of GST

- Test Trial
- Implement on few items
- Implementation on phases basis
- Computers and server basis

### Innovative Methods of Demonetisation

- Cash less Economy
- Monitored Transactions

## SCOPE OF FURTHER STUDY

- ❖ The study can be conducted after five years and ten years of implementation of Demonetisation and GST because these strategies have a long term benefits.
- ❖ A comparative study between foreign countries and India can be done where these strategies have been implemented.
- ❖ This study can be conducted in a Cash Less Economy.

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## ANNEXURE

### QUESTIONNAIRE

#### IMPACT OF IMPLEMENTATION OF DEMONETISATION AND GST

1. Name of the respondent
2. Age :- 20 – 30 30 - 40 40 - 50 50 - 60
3. Gender :- Male Female
4. Income :- 20,000 – 30,000 30,000 - 40,000 40,000 - 50,000 More 50,000
5. Educational Qualification :- UG/PG Professional Others
6. Nature of the organisation :- Public Private Business Others
7. Experiences :- Less than 10 yrs 10 – 20 yrs 20 – 30 yrs More than 30 yrs
8. What do you think could be the cause of Demonetisation?
  - Boost deposit base and savings
  - Improve monetary transmission and reduce lending rates.
  - Create room for further Monetary Accommodation.
  - Financial Inclusion
  - Positive impacts from a bond market perspective
  - Support government finances.
  - Rise in GDP growth potential
9. What do you think could be the cause of GST?
  - Starting a Business gets within your reach.
  - Small Traders become Small Taxpayers.
  - Speed delivery of your goods /services
  - Happy Manufactures as well as Consumers.

- Subsume Central indirect taxes.
  - The final consumers will bear only the GST charged by the last dealer.
10. What is the Impact of Demonetisation?
- Elimination of counterfeit currency
  - Abolish black money
  - Strengthen Indian Banking System
  - Financial inclusion for Jan Dhan account holders
  - Higher Tax Collection
  - Deflation
  - Price cut in Real estate
  - This Step will make Rupees Strong.
  - A Speed Breaker for Corruption
  - Bank Rate Cut
  - Adverse impact on informal sector
  - Plight of Primary Producers
  - Non-acceptance of Old currency regardless Government Orders
  - Possibility of breaking Riots
  - Excessive burden on bank employees.
  - Decrease in demand
  - Violation of rule by general public
  - Chances of incarnation of De facto currency
11. What is the Impact of GST?
- Unified tax system.
  - Remove the cascading effect of taxes.
  - Manufacturing costs reduced.
  - Products become cheaper.
  - Less corruption.
  - Services will become expensive.
  - Time to understand its implications.
  - It is easier said than done.
  - The prices of goods can also see a rising trend.
12. What are the benefits of Demonetisation?
- Ensuring availability of input credit across the value chain
  - Minimizing cascading effect of taxation
  - Simplification of tax administration and compliance
  - Harmonization of tax base, laws, and administration procedures across the country
  - Minimizing tax rate slabs to avoid classification issues
  - Prevention of unhealthy competition among states
  - Increasing the tax base and raising compliance.
13. What are the benefits of GST?
- GST will subsume central indirect taxes
  - Set-Off benefits.
  - Measure of support for the states,
  - Two components
  - Recommendations of the GST Council.
  - The GST Council
  - An additional tax for losses resulting from implementing the GST.
14. Do you think Implementation of Demonetisation was success to the central Government?  
1. YES 2. NO
15. Do you think Implementation of GST was success to the central Government?  
1. YES 2. NO

**THANK YOU**

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