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# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	THE IMMIGRANTS DILEMMA AND HOW THE HUMAN RESOURCE MANAGER COPES WITH THE MIGRATED LOT: A COMPARISON OF UK AND PAKISTANI COMPANIES <i>DR. AMER AL-KASSEM</i>	1
2.	ASSESSING CAUSES AND EFFECTS OF ETHNIC CONFLICT IN WONDOPENET WOREDADA BETWEEN THE SIDAMA AND GUJI-OROMO PEOPLE <i>DR. BREHANU BORJI AYALEW</i>	2
3.	THE RANKING OF EFFECTIVE FACTORS ON LABOR PRODUCER WOMEN'S ENTREPRENEURSHIP BY TOPSIS (THE CASE OF A PROVINCE IN IRAN) <i>DR. YOUNOS VAKIL ALROAIA &amp; RAHIL KATOLI</i>	3
4.	THE STRATEGIC GAINS OF ORGANIZATIONAL VERTICAL INTEGRATION: A STUDY ON SOME EDUCATIONAL INSTITUTIONS <i>GOLAM MOHAMMAD FORKAN</i>	4
5.	THE IMPACT OF MICRO CREDIT ON WOMEN EMPOWERMENT <i>RATHIRANEYOGENDRARAJAH</i>	5
6.	THE MEDIATING EFFECT OF INTRINSIC MOTIVATION ON PERCEIVED INVESTMENT IN EMPLOYEE DEVELOPMENT AND WORK PERFORMANCE <i>ASIF SHAHZAD, AAMER WAHEED &amp; MUHAMMAD ARSALAN KHAN</i>	6
7.	THE IMPACT OF IMPLEMENTATION OF KNOWLEDGE MANAGEMENT ON THE FINANCIAL PERFORMANCE OF COMPANIES <i>ROYA DARABI &amp; ALIREZA ESLAMPOOR</i>	7
8.	EDUCATED UNEMPLOYMENT PROBLEM IN KARNATAKA: A STUDY <i>DR. RAJNALKAR LAXMAN &amp; AMBANNA MALAKAPPA</i>	8
9.	COMPARATIVELY STUDY OF REAL ORGANIZATION & VIRTUAL ORGANIZATION (STUDY OF SELECTED COMMERCIAL BANK) <i>VIVEK UPRIT &amp; MANGAL MISHRA</i>	9
10.	A STUDY ON MERGERS AND BANKS PERFORMANCE IN INDIA <i>M. VAISHNAVI, DR. S. NIRMALA &amp; V. JEYAKUMAR</i>	10
11.	IMPACT OF MICROFINANCE ON POOR PEOPLE: A STUDY OF LIVING STANDARDS, EMPOWERMENT AND POVERTY ALLEVIATION IN THE DAVANAGERE DISTRICT OF KARNATAKA STATE <i>MANJULA B.G &amp; DR. CHANNABASAVANAGOUDA</i>	11
12.	INDIA'S SPECIAL ECONOMIC ZONES: DEVELOPMENT AND EXPORT PERFORMANCE <i>PRAMOD P. LONARKAR &amp; DR. A. B. DEOGIRIKAR</i>	12
13.	THE RE-VITALIZATION OF KHADI - A NEED OF THE HOUR: A CASE STUDY AT SANGRUR (PUNJAB) <i>RAKESH MISHRA &amp; DR. P. K. JAIN</i>	13
14.	VALIDATION AND EVALUATION OF BURNOUT AMONG NURSES <i>DR. BEJOY JOHN THOMAS &amp; DR. G. S. DAVID SAM JAYAKUMAR</i>	14
15.	'SWADESHI': A TOOL OF ECONOMIC EMPOWERMENT <i>DR. AVIJIT ROYCHOUDHURY</i>	15
16.	WOMEN ENTREPRENEUR THROUGH SHGs: A STUDY IN THOOTHUKUDI DISTRICT <i>C. RATHINAM &amp; DR. K. KAMALAKANNAN</i>	16
17.	A STUDY ON CENTRAL COORDINATED VEGETABLE MARKET IN PARAVAI MADURAI: PROSPECTS AND PROBLEMS WITH SPECIAL REFERENCE TO FARMERS <i>DR. MRS. S. FATIMA ROSALINE MARY &amp; S. P. SAVITHA</i>	17
18.	EMPOWERMENT OF WOMEN AT HOUSE-HOLD LEVEL THROUGH SELF-HELP-GROUPS- A STUDY OF KHORDHA DISTRICT OF THE STATE OF ODISHA, INDIA <i>DR. ANUJA MOHAPATRA</i>	18
19.	ENVIRONMENTAL ASSETS AND LIABILITIES IN ARUNACHAL PRADESH, INDIA: A CRITICAL ASSESSMENT <i>DR. TASI KAYE</i>	19
20.	STUDENTS AND PRIVATISATION OF HIGHER EDUCATION <i>DR. NARINDER TANWAR</i>	20
21.	ECONOMIC DEPENDENCE OF TRIBAL ON FOREST: A CASE STUDY IN THE GANJAM DISTRICT OF ORISSA <i>PADMA LOCHANA BISOI</i>	21
22.	NON - PERFORMING ASSETS IN STATE CO-OPERATIVE BANKS IN INDIA - AN EMPIRICAL STUDY <i>DR. A. DHARMENDRAN</i>	22
23.	GOVERNANCE OF MANAGEMENT EDUCATION IN INDIA: A MYTH OR REALITY? <i>A. LAKSHMANA RAO</i>	23
24.	MODERN DAY WOMEN ENTREPRENEURS OF TAMILNADU - A CASE STUDY <i>S. SHAILAJA</i>	24
25.	PERFORMANCE OF PRIME MINISTER'S EMPLOYMENT GENERATION PROGRAMME SCHEME IN NAGAPATTINAM DISTRICT <i>S. DHINESHANKAR &amp; DR. S. MAYILVAGANAN</i>	25
26.	WOMEN EMPOWERMENT: A STUDY BASED ON INDEX OF WOMEN EMPOWERMENT IN INDIA <i>N. P. ABDUL AZEEZ &amp; S. M. JAWED AKHTAR</i>	26
27.	WOMEN EMPOWERMENT - BREAKING THE GLASS CEILING <i>ANANDAMMA N.</i>	27
28.	POVERTY AND FOOD SECURITY NEXUS IN INDIA <i>PARVAZE AHMAD LONE &amp; NASEER AHMAD RATHER</i>	28
29.	A STUDY ON THE PERFORMANCE OF DAIRY CO-OPERATIVES IN TAMIL NADU <i>S. MADHESWARAN</i>	29
30.	AN ECONOMIC STUDY ON THE PERFORMANCE OF PRIMARY AGRICULTURAL CO-OPERATIVE BANK <i>P. SANTHOSH KUMAR</i>	30
	REQUEST FOR FEEDBACK	31

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# THE IMMIGRANTS DILEMMA AND HOW THE HUMAN RESOURCE MANAGER COPE WITH THE MIGRATED LOT: A COMPARISON OF UK AND PAKISTANI COMPANIES

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## ABSTRACT

*The study highlights the reasons of migration trend from home to the host countries and the HR managers capabilities to manage the vast diversity of people created due to the increasing migration trend. The study was conducted from February, 2009 and a sample of 80 is chosen 40 from Pakistani companies and 40 from UK companies. The results show that the migration is due to social, economic, political and other reasons that the people migrate from one part of the world to the other part and as far as the study is concerned it is observed that 42% of Pakistani people and 52% of UK people believe that the migration is mostly due to the social reasons. And 57% of Pakistani people are agreed that the migration is followed due to the economic reasons that the people migrate to other areas where as 47% of UK people are agreed to the same statement. These graphs show that 82% of Pakistani and 87% of UK people say that the government must of both the host and the home country adopt certain strategies for the circular and permanent immigrants. These graphs shows that almost 90% of Pakistani and 40 % of UK people say that the migration trend is due to other reasons than the economic, social or political reasons that the people are willing to migrate to other areas. The study conducted reveals that due to various reasons of migration discussed throughout the study a vast diversity of people is conducted at the target area and the HR manager has to cope with this diverse lot, train them well, manage them well to avoid the problems that can occur as the result of the migration process.*

# ASSESSING CAUSES AND EFFECTS OF ETHNIC CONFLICT IN WONDOGENET WORDA BETWEEN THE SIDAMA AND GUJI-OROMO PEOPLE

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## **ABSTRACT**

*Ethnic conflict is tremendously spreading in the world in general and in Africa in particular during post-liberalization periods. The main causes of ethnic conflict are competition over natural resources, sharing political and administrative powers (power rivalry), religious issues and an attempt to secure more political and military powers to control the existing resources in a given area. To this effect, to investigate causes and consequences of conflict, the study took a sample of 54 respondents from the two conflicting adjacent kebeles. From the total of 54, 42 were households and 12 were government employees. Out of 42 informants, 28 households were issued structured questionnaires and 14 were made to participate in FGD. Out of 12 government employees 7 were reached with structured questionnaires and 5 were made to attend FGD. The study has found out that the causes of conflict in the study area are competition over resources located on the border. Moreover, anti-peace elements who wanted to achieve their hidden agenda are fueling the conflict from behind. Therefore, the concerned body has to pay attention and use traditional and national intervention mechanisms to bring peace and stability in the area. There should be good governance in both the Kebeles to teach the respective people to solve their problems around the table in civilized manner rather than opting to the devastation of resources including the precious human lives in the era of 21<sup>st</sup> century.*



## THE RANKING OF EFFECTIVE FACTORS ON LABOR PRODUCER WOMEN'S ENTREPRENEURSHIP BY TOPSIS (THE CASE OF A PROVINCE IN IRAN)

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### **ABSTRACT**

*The purpose of this research is the ranking of effective factors on labor producer women's entrepreneurship on khorasan-e-Razavi cooperation section. The necessity of observing women's job necessitate presenting labor producer's activity which can decrease the rate of entrepreneurship's of unemployment women and solution to women's entrepreneur job. Besides, noticing to the situation of women's job and leading them to labor market can provide better society utilization of this potential power. So, recognition of factors that underlie more participator capable population in social and economical fields of country has especial priority. After studying background research and different dimensions of women tendency to employment, at first decision tree of effective factors hierarchy on women's entrepreneurship and labor productivity is identified. Then, effective factors on labor productivity are graded by TOPSIS technique and Shannon Entropy weighting. The results of this research reveal that one of the important reasons of women's motivation to having job is remove material needs; accordingly, having well-paid job for women cause removal their financial needs and it helps to improve family finance. The last option between different options that effect on labor productivity of women is depression preventing factor.*

# THE STRATEGIC GAINS OF ORGANIZATIONAL VERTICAL INTEGRATION: A STUDY ON SOME EDUCATIONAL INSTITUTIONS

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**DHAKA**

## ABSTRACT

Vertical integration is a common practice in different industries and educational institutions are not also out of it. Some organizations go for forward linkage vertical integration and some other go for backward linkage integration to get some extra benefits. Through vertical integration organizations can be sure about a minimum percentage of sale or buy. This study attempted to find out the strategic gains of organizational vertical integration through analyzing scenario of some private universities and colleges; i. e., Ideal School & College, Motijheel, Motijheel Model High School & College, Shaheed Bir Uttam Lt. Anwar Girls' College, Rajarbag Policeline School & College, SOS Hermann Gmeiner School & College, Stamford University, Bangladesh, Manarat International University (MIU), Bangladesh University, University of Development Alternative (UODA), Bangladesh University of Business & Technology (BUBT) etc. The study found that above universities gained average 20.52% students through their backward linkage and colleges gained average 44.86% students through their backward linkage, which is significant. Moreover, brand image of the institutions also increases for their vertical integration. Colleges and universities without vertical integration are not having these types of advantages.

## THE IMPACT OF MICRO CREDIT ON WOMEN EMPOWERMENT

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### ABSTRACT

The micro-credit programs provide the credit facilities in empowering women in rural areas. The study focuses the way of increase the activities through micro credit in empowering poor women. For this purpose the problem is identified as "To what extent the micro credit programme influences in empowering poor women in rural areas". The prime objective of the research is to identify the impact of the micro-credit programme on women empowerment. For this purpose, the households who get loan facilities from micro finance institutions ie, Cooperative Rural Banks (CRBs), Thrift Credit Cooperative Societies (TCCs), from Jaffna region are selected to meet the research objectives. The data has been gathered by using primary data. The fifteen women households who lived in Nallur, Kondavil, Jaffna, Kopay, sandilipay, Anaikodai and Kurunagar were selected. The information has been collected from 95 respondents out of 105 households totally. The concept of micro credit is analysed by using the size of loan received, recovery of loan, and period of loan and the socio cultural empowerment and economic empowerment is used to analyze the empowerment. The results were tabulated by using of correlation and regression analysis. Finally, it is concluded there is a positive relationship between micro credit and economic empowerment than social empowerment. It is need to complement credit-delivery with training programmes regarding various types of skills training, leadership and other knowledge based activities. These noncredit aspects are an important component of the success of microcredit programs on women empowerment.

# THE MEDIATING EFFECT OF INTRINSIC MOTIVATION ON PERCEIVED INVESTMENT IN EMPLOYEE DEVELOPMENT AND WORK PERFORMANCE

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## **ABSTRACT**

*It is often recommended that in order for development programs to positively influence employee behavior, employee must experience positive reactions. The current study is to examine the effect of perceived investment in employee development (PIED) on employee outcomes in the form of work performance (WP). Furthermore the influence of intrinsic motivation (IM) as a mediating variable was also explored. Data were collected through self-administered questionnaire from 131 employees working at different position in private sector banks from twin city of Pakistan. Results from the survey showed that the relationship between perceived investment in employee development and work performance was mediated by intrinsic motivation. The important limitations of the study are the sample used, which is mainly from the banking sector and from Rawalpindi/Islamabad vicinity. The measurement used in the study is self reported questionnaire data. Consequently, experimental and longitudinal studies are needed to examine causality issues. The results have important managerial implications like in order to obtain positive employee outcomes, organizations should invest heavily in development programs. Furthermore managers should create an environment within the organization to enhance employees' intrinsic motivation and thus their work performance. This study contributes to the knowledge on employee development an area of research that is almost unexplored in Pakistan. Secondly this study aims to test the relationship which has never been explored before.*

# THE IMPACT OF IMPLEMENTATION OF KNOWLEDGE MANAGEMENT ON THE FINANCIAL PERFORMANCE OF COMPANIES

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## **ABSTRACT**

*Today knowledge is counted as the most important assets of organizations. Therefore knowledge management is the challenge of discovering individual knowing and turning it as a piece of information so that it can be saved on a data base, to share it with others and to apply it to daily works. The purpose of this study is to examine the impact of implementation of knowledge management on the financial performance of accepted companies in Tehran Stock Exchange during 2005-2009. Research method is applied in terms of objectives and is causal-descriptive in terms of its type and hypothesis testing procedure is conducted using a single-variant regression model. Accounting and economic criteria are employed in order to examine the performance of companies. The results indicate that there is a linear significant relationship between knowledge management and companies' performance and also implementation of knowledge management affects companies' performance.*

## **EDUCATED UNEMPLOYMENT PROBLEM IN KARNATAKA: A STUDY**

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### **ABSTRACT**

*Educated unemployment involves the waste of the best of our human talent. It means a great national loss that such a valuable human capital should remain idle. The most important feature of the unemployment problem is the increasing unemployment amongst the educated classes. The present paper makes an attempt to study the reasons for increasing educated unemployment, to focus on the statistics of educated unemployed youths in Karnataka and suggest some remedial measures to bring down the stock of educated unemployed during twelfth five year plan.*

## COMPARATIVELY STUDY OF REAL ORGANIZATION & VIRTUAL ORGANIZATION (STUDY OF SELECTED COMMERCIAL BANK)

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### ABSTRACT

*The Invention of Internet & web technology has given Birth to so many new concepts in Business one of such example is emergence of virtual Banking. Virtual banking is one of the latest emerging trends on the Indian Banking Scenario. Usage of Virtual banking, though present in India was rest restricted to foreign banks. Today most of public sectors banks branches in metros and cities, have computerized front office operations (customer transaction) and their back office operation and information management system are also increasingly getting computerized and integrated. However, it may be noted that the traditional 'brick and mortar' banking with manual system does continue to prevail in most banks' rural branches in urban areas too, most of the urban co-operative banks continue to use the manual system of banking. The article studies the comparatively Study of real banking & virtual banking in India and its role in fostering relationships with customers and giving them more value. The proposed study includes the evolution need and relevant, forces driving, merits and demerits of real banking and virtual banking. This work will include the comparative study of virtual banking and real (Traditional Banking) banking. Results have shown that virtual corporation (banking) can produce financial rewards for the organization.*

**A STUDY ON MERGERS AND BANKS PERFORMANCE IN INDIA**

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**ABSTRACT**

*In today's globalised economy, mergers and acquisitions (M&A) are being increasingly used the world over, for improving competitiveness of companies through gaining greater market share, broadening the portfolio to reduce business risk, for entering new markets and geographies, and capitalizing on economies of scale etc. This research aims at evaluating the synergies gained from bank mergers by dividing them into two categories of forced mergers and market driven mergers. The result indicate that market have reacted negatively to the announcement of forced mergers while the reaction has been positive to that of market driven mergers. In line with the market expectation, forced mergers have not added any value to financial performance of merged banks in the post merger period. Although market driven mergers have not immediately improved the financial performance of merged banks, but they have improved the operating performance of merged banks and have provided these banks an edge over the competitors in terms of geographic dispersions and thus have provided a better vehicle growth.*



# **IMPACT OF MICROFINANCE ON POOR PEOPLE: A STUDY OF LIVING STANDARDS, EMPOWERMENT AND POVERTY ALLEVIATION IN THE DAVANAGERE DISTRICT OF KARNATAKA STATE**

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## **ABSTRACT**

*Microfinance is provision of small amounts of institutional loans to low income people who could not access loans from formal sector finance. Major objective of extending the loans is to alleviate poverty by creating jobs and incomes. While reducing poverty, microfinance services are supposed to build asset bases of their clients to manage and cope up with risks. Microfinance programmes are also expected to empower women clients by improving their decision-making roles and self-esteem, among others. However, whether microfinance programmes are bringing about desired changes is debatable. With this background the present paper is aims to assessing the impact of microfinance on empowerment, living standard of poor people and poverty alleviation.*

# INDIA'S SPECIAL ECONOMIC ZONES: DEVELOPMENT AND EXPORT PERFORMANCE

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## ABSTRACT

*Special Economic Zone policy in India was implemented with many objectives like export promotion, employment generation, earning foreign exchange etc. This paper made an attempt to shade light on the export performance of SEZs. First half of this paper explained the stages of EPZ to SEZ development in India. After fourth stage a brief on fiscal and non-fiscal benefits given to SEZ developers and units are given to focus on the specialty of SEZ policy. Second half of this paper focused on export performance of SEZ for a time series of 18 years followed by zone specific export performance and sector specific performance. By this analysis at first it is found that export of SEZ is increasing in absolute value, it is also found that only few zones and few sectors have fair export performance which raised few questions in concluding remark which opens new window for further research.*

## **THE RE-VITALIZATION OF KHADI - A NEED OF THE HOUR: A CASE STUDY AT SANGRUR (PUNJAB)**

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### **ABSTRACT**

*Sheen of Khadi is faded now, needs re-vitalization by an effective dose to be given by Government of India, Khadi and Village Industries Commission (KVIC), Khadi Industries (KI)s, non-Governmental Organisations(NGOs) and the like. Concerted efforts are needed by them in favour of Research and Design (R&D) work, training to artisans, market – survey to note who wants what. A very good infrastructure , Financial as well as Political Support, borrowing high-tech to complete internationally, giving an impressive exposure to quality Khadi, through mass-media in a bid to make our young generation of 21<sup>st</sup> century socially aware and awakened is the need of the hour today. 'Khadi' is our national pride should now be recognized as 'National Fabric' 'National Flag', 'National Dress', 'Symbol of National Economy' and what not more, as dreamt by Mahatma Gandhi, our Father of the Nation. We do not lack manpower, natural resources, finances or infrastructure in our country however, we lack only will power. If it is brought on the way we can definitely bring our India once again on glittering globe ahead of Japan, Indonesia, Switzerland, Singapore, Malaysia and China even. We should try to revive it as 'Quality Khadi', out lost glory with full sincerity. It is hoped that Ministry of Micro, Small and Medium Enterprises (MMSMES) can play more effective and better role, in this direction.*

**VALIDATION AND EVALUATION OF BURNOUT AMONG NURSES**

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**ABSTRACT**

*Nursing personnel in the hospital play key role in delivery of health care services. People working in an environment, often filled with tension and unpredictable situations, are vulnerable to physical and psychological distress, and can become burnt out. The study tried to explore the validity of Maslach's burnout inventory for South Indian nurses, to measure the structural relationship between Burnout and its dimensions Emotional Exhaustion, Depersonalization and Personal Accomplishment and to identify the relationship between the dimensions of Burnout. Majority of the nurses were female, married and in the age group of 21 to 30 years. The method of Data collection adopted for the study was personal interview using a structured questionnaire. Job burnout was measured with 22 items of Maslach's Burnout Inventory. Confirmatory factor analysis (CFA) using AMOS 16.0 validated the measurement model prior to examining the hypothesized relationships. Structural equation modeling (SEM) analysis was employed to test the hypothesized relationships. The confirmatory factor analysis indicates that the measurement model of Maslach's inventory is valid for measuring the burnout of nurses. The hypothesized structural model indicated that when emotional exhaustion & Depersonalization increases among nurses it does not lead to an increase in burnout of nurses. Also, when nurses have a low score in personal accomplishment it leads to increased burnout. Therefore, the study indicates that nurses experience emotional exhaustion and act in a depersonalized manner during the course of their work. But, these factors do not lead to burnout among nurses. The structural model highlights that less personal accomplishment among nurses leads to increased burnout.*

**'SWADESHI': A TOOL OF ECONOMIC EMPOWERMENT**

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**ABSTRACT**

*The teachings of Mahatma Gandhi are clearly still of utmost relevance today. Central to Gandhi's philosophy was the principle of 'Swadeshi', which, in effect, means local self-sufficiency. This is the vision of Gandhi's vision of a free India. Maximum economic and political power - including the power to decide what could be imported into or exported from the village - would remain in the hands of the village assemblies. In this era of globalization there seems to be perpetual economic crisis, perpetual unemployment, and perpetually discontented, disgruntled human beings. The spirit of Swadeshi is not conflicting against the spirit of globalization. The principle of local economy or Swadeshi insists on minimizing the distance between the producer and consumer. Swadeshi, as conceived by Gandhi does not reject trade with other nations or communities in toto but it is opposed to an international order based solely on considerations of comparative advantage or a system that celebrates global trade for its own sake (what is euphemistically called competitiveness). If the universal manpower is neglected and concentration of power finds the hands of the few who amassed fortunes at the expense of the many, it will not be possible to banish poverty and degradation. Problems of governance today thus do not derive from national governments and cannot be addressed adequately by reforms designed merely to improve national state performance as a managerial development institution. Hence 'Swadeshi' is the only alternative left even in today's world for total socio-economic empowerment.*

## **WOMEN ENTREPRENEUR THROUGH SHGs: A STUDY IN THOOTHUKUDI DISTRICT**

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**THOOTHUKUDI**

### **ABSTRACT**

*The participation of women in income generating activities for the family has been increasing over time. Female work participations not only increase their family income but also bring economic independence among women in the households. SHGs play a pivotal role in women entrepreneurs. There are greater opportunities for rural women to establish and run a micro enterprise; many women SHGs are involved in farm and non-farm activities like handicrafts, tailoring, catering services which give immense scope for women to uplift the economic standard. PIU with NGOs give training to SHG members in all these activities. The government of Tamilnadu encourages the SHG activities and marketing of their products. Now a day, women have realized the importance of self employment. The main objectives of this paper are to study the socio economic condition of SHG women entrepreneurs and to identify the problems encounter by the SHGs women in Thoothukudi district. The conclusion of the paper is that women entrepreneurs through SHGs play an important role in involving the rural women in self employment and eradicating poverty among the rural masses.*

# **A STUDY ON CENTRAL COORDINATED VEGETABLE MARKET IN PARAVAI MADURAI: PROSPECTS AND PROBLEMS WITH SPECIAL REFERENCE TO FARMERS**

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## **ABSTRACT**

*India is an agriculture based country. Hundreds of vegetable types are grown in all parts of India. Poor efficiency in the marketing channels and inadequate marketing infrastructure are believed to be the cause of not only high and fluctuating consumer prices, but also of the consumer rupee reaching the farmer. There is also massive wastage, deterioration in quality as well as frequent mismatch between demand and supply both spatially and over time. Taking these prevailing issues into account, this study attempts to examine the various aspects of marketing vegetables in the wholesale markets with an extensive objective to improve marketing efficiency. Marketing of vegetables is complex especially because of perishability, seasonability, and bulkiness. Therefore, in order to boost up the vegetable market and to raise the level of income of the growers. It is essential to improve the current marketing practices.*

# EMPOWERMENT OF WOMEN AT HOUSE-HOLD LEVEL THROUGH SELF-HELP-GROUPS- A STUDY OF KHORDHA DISTRICT OF THE STATE OF ODISHA, INDIA

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## ABSTRACT

*The empowerment of women is a contemporary issue regardless of the country. Though it is not a sufficient condition, it is still necessary for bringing sustainability of the development process. The present study seeks to explore the impact of participation in Self Help Groups on the empowerment of women at the house-hold levels with special reference to the women of Khordha District, Odisha (India) which is located in the east coast line of Bay of Bengal of the country. The blooming industrial growth and the flourishing agricultural sector are main points of economy of Odisha. Gender discrimination is most deeply entrenched in the Indian families. The implementation of Self Help Groups has been changing the position of women in a positive direction. Self Help Groups have not only enabled women to tackle problems but also to experience feelings of freedom, self identity, strength and increases the levels of confidence and self esteem. An encouraging trend is that they have been able to challenge the constraints found at their house hold levels. Their participation in Self Help Groups has altered them and modified their attitudes towards different issues at house-hold levels like meeting the consumption and production needs, control over professional salary, reduction of their dependency on money lenders, contribution to the occupational diversification at their house-hold level, increase of quality of income, reduction of inter-generational transmission of poverty, reduction of gender inequalities, encouragement of education of children, support towards natal homes, increase of importance in the house-hold decision making process as well as acceptance of a dignified position. This paper systematically and consistently characterizes the empowerment of women through Self Help Groups. It speaks on its success all over Odisha with variations.*



# ENVIRONMENTAL ASSETS AND LIABILITIES IN ARUNACHAL PRADESH, INDIA: A CRITICAL ASSESSMENT

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## ABSTRACT

*Environment is a complex of physical, chemical and biotic factors that act upon an organism or an ecological community and ultimately determine its form and survival. It is the combination of different external physical conditions that affect and influence the growth, development and survival of organisms including human being. Such external conditions include biotic components like plants, animal and other living beings and abiotic components like soil, weather, water, air, sunlight etc that constitute environmental asset. Arunachal Pradesh is a land of mountains and forest with abundant of environmental assets. Around 80 percent of the total geographical area is covered with forest. Nature has blessed this state with all environmental assets that requires for survival and sustenance of human being. The rate of consumption of the environmental assets is less than the rate of replenishment of such assets in the state. The state has abundance of fresh air, pure drinking water, unpolluted soil and climate that required for the survival of human being. However, the relentless march towards development, industrialization and increasing urbanization has led to degradation of these environmental assets. Under the above background the present paper attempts to examine the nature and extend of some selected environmental assets and the liability on the part of state government and its people to conserve these assets.*

**STUDENTS AND PRIVATISATION OF HIGHER EDUCATION**

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**ABSTRACT**

*In the current scenario, it is believed that, it is not the government but the market that can do everything for everybody. The education sector is also influenced by this philosophy. The resultant outcome has been the establishment of higher education institutions, which are founded, funded and run by private agencies. The primary motive of these private bodies in setting up educational institutions is to earn profit. These educational institutions subscribe to the view of full recovery of cost from those who derive benefit from education. The private higher education institutions have been established in India since 1970's and were known as capitation fee colleges, which may be called self-financing colleges. The centre and the state have been favoring this trend, as these colleges impose no financial burden on the exchequer. Moreover, they meet the ever-increasing demand for professional education. Majority of these self-financing institutions are catering to the market needs and student's requirements. It is also considered relevant to mention here that education is not the only input for creating a knowledge-based society but also economic opportunities and these new opportunities, in turn, place new demands on education. In this sense, reforms in education and in the economy are mutually reinforcing.*

## ECONOMIC DEPENDENCE OF TRIBAL ON FOREST: A CASE STUDY IN THE GANJAM DISTRICT OF ORISSA

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### ABSTRACT

Forest, is an important source of renewable natural capital that contributes a large component of environmental resource base of an economy. As an eco system it serves human society directly and indirectly by providing a large variety of goods and services. (Gutierrez, 1992; Pearce, 1992; Pearce and Warford, 1992). The important goods human society collects from forests are fuel, wood, timber, minor forest products and various services like Carbon Sink, Bio Diversity, Flood Control etc. (Reid and Miller, 1993, Shiva 1992). However, many of these important services are outside the market system (Hanley et al, 1997). Forests and tribals are like the two sides of the same coin, co-exist and are inseparable. The tribal life style is deeply interwoven with all aspects of tribals socio-economic, religious and cultural practices are knitted with the forest. Therefore, the forest is termed as the foster mother (Basu 1987). Tribals who always like to be in the midst of forest largely depend on the forest resources like stems, roots, tubers, fruits, leaves, flowers, herbs, meat from wild animals and birds for their daily needs. Even monetary requirements are also partly fulfilled by the minor forest products. India has the largest concentration of tribal population in the world (GOI, 2001). The tribals are children of Nature and their life style is conditioned by the ecosystem. On account of its varied Geo-climatic conditions and diverse ecosystem, India has a wide range of tribal people, 84.5% millions consisting of 8.4% of its total population. Majority of them are forest dwellers and in spite of many competing demand and pressures, these people continue to depend on forest for livelihood and existence. The present study is an attempt to examine the nature and extent of forest dependency of the local and tribal people in the South Ghumusar Forest Division area in Ganjam District of Orissa, India. The study is built upon both primary and secondary information

# NON – PERFORMING ASSETS IN STATE CO-OPERATIVE BANKS IN INDIA – AN EMPIRICAL STUDY

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## ABSTRACT

The present article aims at examining the Non-Performing Assets (NPAs) – Concept and Status in State Co-operative Banks (StCBs) in India. This article analyses the prudential accounting norms relating to capital adequacy, income recognition, assets classification and provisioning standards. The position and growth standard assets, sub-standard assets, doubtful assets, loss assets, gross NPAs, provision for NPAs and net NPAs are discussed with the help of percentage analysis and compound growth rate for all the StCBs in India. With the tightening of prudential norms, the banking sector has been consistently conforming to and adopting international prudential norms and accounting practices. Such strengthening of prudential norms has resulted in increased levels of NPAs for the StCBs. Although StCBs continue to play an important role, the relatively high levels of NPAs have made these banks weak and vulnerable. Gross NPAs of StCBs in India stood at Rs.6168 crores (12.79% of total gross advances) and the net NPAs at Rs.3171 crores as on March 31, 2008 (7.01% of total net advances). These figures pose a severe threat to the profitability, liquidity, and solvency position of these banks. In the context of global competition, it is paramount task for the banks to manage their NPAs more efficiently so that they can change their character from non-performing assets to performing assets.

**GOVERNANCE OF MANAGEMENT EDUCATION IN INDIA: A MYTH OR REALITY?**

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**ABSTRACT**

*The present paper focuses on certain bottlenecks or governance issues in Management Education in India. The paper reciprocally uses the term corporate for management education. Since the terms corporate and management education can be used interchangeably. The amount and magnitude of these bottlenecks fetters the growth of corporate education in India. Apart from these bottlenecks the concept of Professionalism is still not adopted completely in management education. There is a dilution and exploitation of knowledge energies of youth. There are mismatches between the practice and learning. The paper considered certain bottlenecks as key parameters like equivalency of degrees, course curriculum, monitoring by apex bodies, examination system, teaching pedagogy, research and development, innovation and creativity, basic qualification, mushroom growth of institutes or universities and entry into management education etc. The research study made its efforts to depict these bottlenecks in Management Education in India. The paper further tried to assimilate the needs of corporate bodies from management education. The paper finally ends with certain suggestions for more reforms, governance and projecting the scope for more and better research in the field.*

**MODERN DAY WOMEN ENTREPRENEURS OF TAMILNADU – A CASE STUDY**

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**ABSTRACT**

*The concept of women entrepreneur is defined as the women or group of women who initiate, organize and run a business enterprise. The educated women do not want to limit their lives within the four walls of the house. Despite all the social hurdles, many women have become successful in their career. These successful women have made name and wealth for themselves with their hard work, diligence, competence and will power. This case study highlights such women entrepreneurs particularly in Tamilnadu who have created a niche for themselves in the competitive business world and have won many laurels. This case analyses and presents the business career and achievements of Ms.Latha Pandiarajan, Ma Foi; Ms. Shanthi Duraiswamy, Shakthi Masala; Ms. Radhika Sarathkumar, Radan Media works Ltd; Ms.Chinmayi of Blue Elephants; Ms.Soundarya Rajesh of Avtar career creators. These modern day women entrepreneurs have played a supportive role to their husband in starting a business firm and have thereby achieved great laurels like Ms.Latha Pandiarajan and Ms.Shanthi Duraiswamy or have invested their income from their high profile career in film industry to become entrepreneurs like Ms. Radhika Sarathkumar and Ms.Chinmayi or have started a new service firm targeting women employees like Ms.Soundarya Rajesh.*

## **PERFORMANCE OF PRIME MINISTER'S EMPLOYMENT GENERATION PROGRAMME SCHEME IN NAGAPATTINAM DISTRICT**

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### **ABSTRACT**

*The Ministry of Micro, Small and Medium Enterprises has been implementing the Prime Minister's Employment Generation Programme (PMEGP) for generating employment by setting up 'micro enterprises', through Khadi and Village Industries Commission (KVIC) as the nodal agency at the national level and through field offices of KVIC State / Union Territory Khadi and Village Industries Boards and District Industries Centers at the State / Union Territories level, with involvement of banks. The Government of India introduced District Industries Centre during 1978 with a view to promote district-wise Industrial development in the Nation. This paper analyses the performance of DIC, Nagapattinam for the past three years of the PMEGP scheme. The DIC has performed well and exceeded the targets phenomenally in the past three years.*

## **WOMEN EMPOWERMENT: A STUDY BASED ON INDEX OF WOMEN EMPOWERMENT IN INDIA**

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### **ABSTRACT**

*Women's empowerment is a process whereby women become able to organize themselves to increase their own self-reliance, to assert their independent right to make choices and to control resources which will assist in challenging and eliminating their own subordination. Empowering women is one of the most crucial concerns of the Millennium Development Goals of the United Nations. The key objective of this research article is to measure the women empowerment in India by identifying the household decision making ability of women, to assess the economic decision making capability of women and evaluate the freedom of mobility of women for giving recommendation and suggestions to boost women empowerment in India. Here we are constructing the Index of Women Empowerment (IWE) has been constructed where indicators like women's political participation, work participation rate, literacy and average daily earning have been used to assess the extent of women empowerment and ranking of the states has been done on the basis of this index. Statistical package for social science (SPSS) is the main tool for data analysis and we have used regression model and frequency tables. For quantitative analysis, we have selected four main variables as independent variables and index of women empowerment as dependent variable. We have done a hypothesis testing by taking four hypotheses out of that two have been accepted and two rejected.*



**WOMEN EMPOWERMENT – BREAKING THE GLASS CEILING**

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BANGALORE**

**ABSTRACT**

Women in recent years have undoubtedly proved themselves in all walks of life. However, women executives still have to cover a lot of ground. As per the report of Catalyst, the leading research & advocacy organization for corporate women, it will take women 47 years to attain parity as corporate officers. The prime reason being the gender discrimination that has unnoticeably engulfed into most companies across the world. Some research reports have revealed that women declare 'gender barrier' as still playing a key role in restraining their achievements at the workplace. As a matter of fact, very few Indian companies have women in senior management positions. Recent survey reveals that only 26.1% of the listed companies have women in their board. A leading company like Videocon does not hire women for its office in Mumbai, no women would be found on the shop floor of Bajaj Auto. Despite this, women executives in India earn 40% less than what men earn in their entire career. Corporate argue that no glass ceiling exists. They claim that "women were paid lower salaries since they left the jobs midway, worked for less time and joined low-risk jobs." It is suggestive to take some remedial measures to overcome the glass ceiling. The issue can be dealt from two sides- employer & the employee. Employer can ask women about the organisation's culture, make organization more friendly & supportive, conducting regular interaction of board members with talented female executives, monitor the flow of promotions, make succession planning irrespective of their gender, and promote best practices for women & men. Women employees need to understand their own strengths & weaknesses make preparations for long term route map need to manage their profile & reputation as a tool of impression management, and understand organizational negative politics at different power bases to resolve their conflicts etc.

**POVERTY AND FOOD SECURITY NEXUS IN INDIA**

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**ABSTRACT**

*The prevalence of mal-nutrition in India is among the major issues of current period. Drawing on qualitative studies and quantitative evidence from different surveys and analysis, this paper explores the various aspects of food problem in India and examines the effectiveness of government intervention in addressing it. Today more than one billion are very poor and suffering from hunger, India is home to more than one-fourth (238 million) of the world's total (850 million) of under-nourished people, which is 21 percent of the national population. Every six million children under the age of five die due to mal-nutrition and related preventable disease. The sad fact today is that despite a conveniently low notion of poverty adopted by the government, one in every four Indian is poor. This is abysmal, but the truth is that the situation is much worse. When we develop a poverty line based on all basic needs, we will find two-thirds of the Indian population is poverty-stricken. A recent study of Arjun Sengupta states that, in India 903 million people are living below the poverty line. Yet, we do not have a uniform, universally acceptable measure of poverty. India has reduced income poverty, which has fallen significantly in recent years. Besides this improvement food insecurity remains a challenge. In India the stock of food grains available is above the level of buffer stock norms prescribed by the government. Thus, the problem today on the food front is not one of scarcity but that of security.*

**A STUDY ON THE PERFORMANCE OF DAIRY CO-OPERATIVES IN TAMIL NADU**

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**ABSTRACT**

Milk is the prime product of Dairying. India is the largest milk producing country in the World, in which Tamil Nadu is one of the frontline States in milk production and ranks as number one in the country in the coverage of more than 50 per cent of revenue villages under Co-operative ambit. There are 8246 functional primary milk societies with 22.29 lakhs members. To further develop the dairy sector in Tamil Nadu and to improve rural economy, the thrust area covered are animal induction, infrastructure development, implementation of clean milk production, sustainability of cattle population, quality animal health cover and technical manpower. The Dairy Development Department was established in Tamil Nadu during 1958. The milk procurement by the 17 District Unions of the Tamil Nadu. Co-operative Milk Producers' Federation is on the increase with the daily procurement touching a record figure of 17.00 lakh litres per day. During 2009-10, 206 societies were newly registered, including 66 milk Co-operative societies exclusively managed by women. Apart from this, 226 dormant societies were also revived. For the benefit of the members, farmer induction programmes are conducted on modern animal husbandry practices for upgrading milch animals and their productivity.

# AN ECONOMIC STUDY ON THE PERFORMANCE OF PRIMARY AGRICULTURAL CO-OPERATIVE BANK

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## **ABSTRACT**

*In a country like India, agricultural sector must be given special attention for achieving rapid economic development. Availability of finance is the most requisite factor for the development of any sector. In the field of agriculture, intensive cultivation, proper irrigation, improved techniques and the adoption of new agricultural strategy require credit. Co-operative credit structure helps to meet the credit requirement of the cultivator and to save him from the clutches of the moneylenders. The RBI (Reserve Bank of India) plays its role in providing rural credit through state co-operative banks and district control co-operative banks via primary co-operative societies or banks. The short-term credit for inputs such as seeds, manures, fertilizers etc, is provided by the DCCB (District central Co-Operative Bank) and the state co-operative banks through PACB (Primary Agriculture Co-Operative Bank).*

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