INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar,

The American Economic Association's electronic bibliography, EconLit, U.S.A.,

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 & number of libraries all around the world. Circulated all over the world & Google has verified that scholars of more than 5555 Cities in 190 countries/territories are visiting our journal on regular basis. Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

http://ijrcm.org.in/

ii

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	PROMOTING TRANSPARENCY IN UNIVERSITY ADMINISTRATION THROUGH E-GOVERNANCE	1
2 .	VIJAY BHASKAR KOUDIKI & K JANARDHANAM IMPORTANCE OF CAPITAL STRUCTURE ANALYSIS IN CONSTRUCTION COMPANY	6
	DR. J. S. V. GOPALA SARMA	
3.	LINKING INTERNAL MARKETING AND EMPLOYEE'S IN-ROLE PERFORMANCE: A CROSS-LEVEL MEDIATION ANALYSIS	11
4.	YU-PING HSU, TSAI-FANG YU & CHUN-TSEN YEH STRENGTHENING MENTAL HEALTH SYSTEMS CASE STUDY WITH RESPECT TO KAMAYANI SCHOOL FOR MENTALLY HANDICAPPED PREETI CHAUDHARY & DR. MITA MEHTA	18
5.	PERFORMANCE OF PUBLIC SECTOR BANKS IN INDIA – AN ANALYTICAL STUDY DR. M. NAGAMANI & K. ABIRAMI	22
6.	A STUDY ON CONCEPT OF IFRS, BENEFICIARIES AND CHALLENGES S. BHUVANESWARI & JAMEELA M.K	27
7.	WOMEN ENTREPRENEURSHIP: A STUDY OF INDIAN SCENARIO GURVEEN KAUR	30
8 .	FINANCIAL INCLUSION REVISITED CA SANGEETA S	38
9.	TRIBAL ENTREPRENEURSHIP IN INDIA: AN APPRAISAL DR. PADMINI TOMAR	42
10 .	A STUDY OF INVESTOR PERCEPTION WHILE INVESTING IN RISK FREE SECURITIES JITIN SHARMA	47
11.	THE IMPACT OF NEED FOR COGNITION IN SELECTION OF DEODORANTS AMONG FEMALE YOUNGSTERS DR. DEEPAK JOSHI	53
12 .	AN ANALYSIS OF MANUFACTURING SECTOR'S CONTRIBUTION TO EMPLOYMENT AND INCOME GENERATION IN NAGALAND MEDONGULIE ZATSU & DR. Y. TEMJENZULU JAMIR	58
13 .	GREEN BANKING AND ENVIRONMENT SUSTAINABILITY OF PRIVATE BANKS IN KARNATAKA DR. M. PRABHU & GIRISH V.	62
14.	A STUDY OF FINANCIAL STATEMENT ANALYSIS OF OIL AND NATURAL GAS CORPORATION LIMITED L. PRABHA, DEEPIKA S & DHIVYA.B	65
15.	MARKET REACTION ANALYSIS TO STOCK SPLIT ANNOUNCEMENT IN INDONESIA STOCK EXCHANGE EDI SUMANTO, SRI HARTOYO & LUKYTAWATI ANGGRAENI	69
16 .	PARTICIPATION OF FEMALE IN AGRICULTURE SECTOR IN HARYANA VINOD KUMAR & SANTOSH	74
17 .	CHALLENGES OF WOMEN ENTREPRENEURS: A STUDY OF WOMEN ENTREPRENEURS OF JAMMU & KASHMIR ZAHOOR AHMAD BOLAKI	78
18 .	STARTUP INDIA: OPPORTUNITIES AND CHALLENGES: A CASE OF E-TOUR AND TRAVEL STARTUPS IN INDIA DR. SONAL SHARMA	83
19 .	SUSTAINABLE AGRICULTURAL PRACTICES AND USE OF IRRIGATION WATER IN INDIA A.K. ELUMALAI	88
20 .	HUMAN RESOURCE ACCOUNTING: AN OVERVIEW KAINAT SIDDIQUI	92
	REQUEST FOR FEEDBACK & DISCLAIMER	96

<u>CHIEF PATRON</u>

Prof. (Dr.) K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur

(An institute of National Importance & fully funded by Ministry of Human Resource Development, Govern-

ment of India)

Chancellor, K. R. Mangalam University, Gurgaon

Chancellor, Lingaya's University, Faridabad

Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi

Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON

Late Sh. RAM BHAJAN AGGARWAL

Former State Minister for Home & Tourism, Government of Haryana Former Vice-President, Dadri Education Society, Charkhi Dadri Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR

Dr. BHAVET Faculty, Shree Ram Institute of Engineering & Technology, Urjani

ADVISOR

Prof. S. L. MAHANDRU Principal (Retd.), Maharaja Agrasen College, Jagadhri

<u>EDITOR</u>

Dr. R. K. SHARMA

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

FORMER CO-EDITOR

Dr. S. GARG Faculty, Shree Ram Institute of Business & Management, Urjani

EDITORIAL ADVISORY BOARD

Dr. TEGUH WIDODO

Dean, Faculty of Applied Science, Telkom University, Bandung Technoplex, Jl. Telekomunikasi, Terusan Buah Batu, Kabupaten Bandung, Indonesia

Dr. M. S. SENAM RAJU

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

Dr. JOSÉ G. VARGAS-HERNÁNDEZ

Research Professor, University Center for Economic & Managerial Sciences, University of Guadalajara, Gua-

dalajara, Mexico

Dr. M. N. SHARMA

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

Dr. CHRISTIAN EHIOBUCHE

Professor of Global Business/Management, Larry L Luing School of Business, Berkeley College, Woodland Park NJ 07424, USA

Dr. SIKANDER KUMAR

Chairman, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories
http://ijrcm.org.in/

Dr. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture and Technology (JKUAT), Westlands Campus, Nairobi-

Kenya

Dr. SANJIV MITTAL

Professor, University School of Management Studies, Guru Gobind Singh I. P. University, Delhi

Dr. NEPOMUCENO TIU

Chief Librarian & Professor, Lyceum of the Philippines University, Laguna, Philippines

Dr. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

Dr. KAUP MOHAMED

Dean & Managing Director, London American City College/ICBEST, United Arab Emirates Dr. NAWAB ALI KHAN

Professor, Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

Dr. ANA ŠTAMBUK

Head of Department in Statistics, Faculty of Economics, University of Rijeka, Rijeka, Croatia

SUNIL KUMAR KARWASRA

Principal, Aakash College of Education, ChanderKalan, Tohana, Fatehabad

Dr. SHIB SHANKAR ROY

Professor, Department of Marketing, University of Rajshahi, Rajshahi, Bangladesh

Dr. S. P. TIWARI

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

Dr. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

Dr. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity Univer-

sity, Noida

Dr. ARAMIDE OLUFEMI KUNLE

Dean, Department of General Studies, The Polytechnic, Ibadan, Nigeria

Dr. ANIL CHANDHOK

Professor, Faculty of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

RODRECK CHIRAU

Associate Professor, Botho University, Francistown, Botswana

Dr. OKAN VELI ŞAFAKLI

Associate Professor, European University of Lefke, Lefke, Cyprus

PARVEEN KHURANA

Associate Professor, Mukand Lal National College, Yamuna Nagar

Dr. KEVIN LOW LOCK TENG

Associate Professor, Deputy Dean, Universiti Tunku Abdul Rahman, Kampar, Perak, Malaysia

Dr. BORIS MILOVIC

Associate Professor, Faculty of Sport, Union Nikola Tesla University, Belgrade, Serbia

SHASHI KHURANA

Associate Professor, S. M. S. Khalsa Lubana Girls College, Barara, Ambala

Dr. IQBAL THONSE HAWALDAR

Associate Professor, College of Business Administration, Kingdom University, Bahrain

Dr. DEEPANJANA VARSHNEY

Associate Professor, Department of Business Administration, King Abdulaziz University, Ministry of Higher Education, Jeddah, Saudi Arabia

Dr. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

BIEMBA MALITI

Associate Professor, The Copperbelt University, Main Campus, Jambo Drive, Riverside, Kitwe, Zambia

Dr. ALEXANDER MOSESOV

Associate Professor, Kazakh-British Technical University (KBTU), Almaty, Kazakhstan

Dr. VIVEK CHAWLA

Associate Professor, Kurukshetra University, Kurukshetra

Dr. FERIT ÖLÇER

Head of Division of Management & Organization, Department of Business Administration, Faculty of Economics & Business Administration Sciences, Mustafa Kemal University, Tayfur Sökmen Campus, Antakya,

Turkey

Dr. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, Kurukshetra University, Kurukshetra

Dr. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

YU-BING WANG

Faculty, department of Marketing, Feng Chia University, Taichung, Taiwan

Dr. SAMBHAVNA

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

Dr. KIARASH JAHANPOUR

Research Adviser, Farabi Institute of Higher Education, Mehrshahr, Karaj, Alborz Province, Iran

Dr. MELAKE TEWOLDE TECLEGHIORGIS

Faculty, College of Business & Economics, Department of Economics, Asmara, Eritrea

Dr. SHIVAKUMAR DEENE

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

Dr. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

Dr. VIKAS CHOUDHARY

Faculty, N.I.T. (University), Kurukshetra

SURAJ GAUDEL

BBA Program Coordinator, LA GRANDEE International College, Simalchaur - 8, Pokhara, Nepal

FORMER TECHNICAL ADVISOR

ΑΜΙΤΑ

FINANCIAL ADVISORS

DICKIN GOYAL

Advocate & Tax Adviser, Panchkula **NEENA** Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL Advocate, Punjab & Haryana High Court, Chandigarh U.T. CHANDER BHUSHAN SHARMA Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

<u>SUPERINTENDENT</u>

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography: Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript anytime** in <u>M.S. Word format</u> after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. <u>infoijrcm@gmail.com</u> or online by clicking the link **online submission** as given on our website (*FOR ONLINE SUBMISSION, CLICK HERE*).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. COVERING LETTER FOR SUBMISSION:

DATED: _____

THE EDITOR

IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF

(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript titled '_____' for likely publication in one of your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published anywhere in any language fully or partly, nor it is under review for publication elsewhere.

I affirm that all the co-authors of this manuscript have seen the submitted version of the manuscript and have agreed to inclusion of their names as co-authors.

Also, if my/our manuscript is accepted, I agree to comply with the formalities as given on the website of the journal. The Journal has discretion to publish our contribution in any of its journals.

NAME OF CORRESPONDING AUTHOR	:
Designation/Post*	:
Institution/College/University with full address & Pin Code	:
Residential address with Pin Code	:
Mobile Number (s) with country ISD code	:
Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No)	:
Landline Number (s) with country ISD code	:
E-mail Address	:
Alternate E-mail Address	:
Nationality	:

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation etc. <u>The qualification of</u> <u>author is not acceptable for the purpose</u>.

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. <u>**pdf.**</u> <u>**version**</u> is liable to be rejected without any consideration.
- b) The sender is required to mention the following in the SUBJECT COLUMN of the mail:

New Manuscript for Review in the area of (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

- c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is expected to be below 1000 KB.
- e) Only the **Abstract will not be considered for review** and the author is required to submit the **complete manuscript** in the first instance.
- f) **The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours** and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
- g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
- 2. MANUSCRIPT TITLE: The title of the paper should be typed in **bold letters**, centered and fully capitalised.
- 3. **AUTHOR NAME (S) & AFFILIATIONS**: Author (s) **name**, **designation**, **affiliation** (s), **address**, **mobile/landline number** (s), and **email/alternate email address** should be given underneath the title.
- 4. ACKNOWLEDGMENTS: Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
- 5. **ABSTRACT:** Abstract should be in **fully Italic printing**, ranging between **150** to **300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA**. *Abbreviations must be mentioned in full*.
- 6. **KEYWORDS**: Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
- 7. **JEL CODE**: Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
- 8. **MANUSCRIPT**: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.
- 9. HEADINGS: All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 10. **SUB-HEADINGS**: All the sub-headings must be bold-faced, aligned left and fully capitalised.
- 11. MAIN TEXT:

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:

INTRODUCTION REVIEW OF LITERATURE NEED/IMPORTANCE OF THE STUDY STATEMENT OF THE PROBLEM OBJECTIVES HYPOTHESIS (ES) RESEARCH METHODOLOGY RESULTS & DISCUSSION FINDINGS RECOMMENDATIONS/SUGGESTIONS CONCLUSIONS LIMITATIONS SCOPE FOR FURTHER RESEARCH REFERENCES APPENDIX/ANNEXURE

The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript

- 12. **FIGURES & TABLES**: These should be simple, crystal **CLEAR**, **centered**, **separately numbered** & self-explained, and the **titles must be above the table/figure**. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.
- 13. **EQUATIONS/FORMULAE:** These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
- 14. **ACRONYMS:** These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
- 15. **REFERENCES**: The list of all references should be alphabetically arranged. *The author (s) should mention only the actually utilised references in the preparation of manuscript* and they may follow Harvard Style of Referencing. Also check to ensure that everything that you are including in the reference section is duly cited in the paper. The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
- Use (ed.) for one editor, and (ed.s) for multiple editors.
- When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
- Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
- The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
- For titles in a language other than English, provide an English translation in parenthesis.
- *Headers, footers, endnotes* and *footnotes* should *not be used* in the document. However, you can mention short notes to elucidate some specific point, which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

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

JOURNAL AND OTHER ARTICLES

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

CONFERENCE PAPERS

• Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

• Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

• Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

IMPORTANCE OF CAPITAL STRUCTURE ANALYSIS IN CONSTRUCTION COMPANY

DR. J. S. V. GOPALA SARMA PROFESSOR & HEAD DEPARTMENT OF MBA INSTITUTE OF AERONAUTICAL ENGINEERING DUNDIGAL, HYDERABAD

ABSTRACT

Capital structure is an important decision of the business to fix the mixture of debt and equity capital of the company. Capital structure refers to the mix of source from where the long term funds required in a business may be raised i.e., what should be the proportion of equity share capital, preference share capital, internal source debenture, and other sources of funds in the total amount of capital which an undertaking may raise for establishing its business. The finance manager for the procurement of funds is therefore required to select such a finance mix or capital structure which maximizes shareholder's wealth. To design an optimal capital structure such mix of sources of finance should be selected so that the overall cost of capital structure of their company. This paper gives the knowledge about the capital structure and theory analysis. Financing decisions involve rising of funds for the firm. It is concerned with formulation and designing of capital of a company helps the management to achieve its ultimate objectives of minimizing overall cost of capital, maximising profitability and also maximizing the value of the firm. It is very effective way to judge a company's cash flow prospects, as cash is like blood life for any company. The purpose is developing to an action plan that creates such a capital structure the quality of business analysis.

KEYWORDS

EBIT, EPS. capital structure, debt-equity ratio, profitability, net profit, return on net worth, return on capital employed.

INTRODUCTION

apital structure is an important decision of the business to fix the mixture of debt and equity capital of the company. Capital structure refers to the mix of source from where the long term funds required in a business may be raised i.e, what should be the proportion of equity share capital, preference share capital, internal source debenture, and other sources of funds in the total amount of capital which an undertaking may raise for establishing its business. The finance manager for the procurement of funds is therefore required to select such a finance mix or capital structure which maximizes shareholders wealth. To design an optimal capital structure such mix of sources of finance should be selected so that the overall cost of capital is minimum.

FINANCING DECISION

Financing strategy forms a key element for the smooth running of any organization where money flow, as a rare commodity, has to be obtained at the right time and the optimum cost and put into wheels of the business at the right time and if not, it would lead intensely to the shutdown of the business. Financing strategies basically consists of the following components:

- 1. Mobilization
- 2. Costing
- 3. Timing/availability
- 4. Business interest

Therefore, the strategy is to always keep sufficient availability of finance at the optimum cost at the right time to protect the business interest of the company.

OBJECTIVES OF THE STUDY

The Project in an attempt to seek an insight into aspects that are involved in capital structuring to achieve the following objectives:

- 1. To examine the financing trends in Bevcon Wayors Ltd. finance for period of 2006 07 to 2010 11.
- 2. To examining the leverage analysis of Bevcon Wayors Ltd.
- 3. To study the effect of financing decision on EPS and EBIT of the firm
- 4. To study the debt / equity ratio of the firm from 2006 2007 to 2010 2011

SCOPE OF THE STUDY

A study of capital structure involves an examinations of long term sources that a company taps in order to meet its requirements of finance. The scope of the study is confines to sources that Bevcon Wayors Ltd. has tapped.

CAPITAL STRUCTURE ANALYSIS

The objective of any company is to mix the permanent sources of funds used by it in a manner that will maximize the company's market price. In other words companies seek to minimize their cost of capital. This proper mix of funds is referred to as the optimal capital structure. The capital structure decision is a sufficient managerial decision which influences the return on investment. The company will have to plan its capital structure at the time of promotion itself and also subsequently whenever it has to raise additional funds for various new projects. Whenever the company needs to raise finance, it involves a capital structure decision because it has to decide the amount of finance, to be raised as well as the source from which it is to be raised.

FACTORS AFFECTING THE CAPITAL STRUCTURE

- 1) Leverage: The use of fixed v\charges sources of funds such as preference shares, debentures and term loans along with equity capital structure is described as financial leverage or trading on equity.
- 2) Debt-Equity ratio: Financial institution while sanctioning long term loans insist companies should generally have a Debt-Equity ratio of 2:1 for medium and large scale industries. The ratio 2:1 indicates that for 1 unit equity the company can raise 2 units of debt. The debt-equity ratio indicates the relative proportion of capital contribution by creditors and shareholders.
- EBIT-EPS: In our research for an appropriate capital structure we need to understand how sensitive EPS (earnings per share) is to changes in EBIT under different financial alternatives.
- The other factors that should be considered whenever a capital structure decision is taken are:

1) Cost of capital

- 2) Cash flow projection of the company
- 3) Size of the company

An optimal capital structure should have the following features

- 1) Profitability: The Company should make maximum use of leverage at a minimal cost.
- 2) Flexibility: The capital structure should be flexible to be able to meet changing conditions. The company should be able to raise funds whenever the need arises and costly to continue particular source.
- 3) Control: The capital structure should involve minimal dilution of control of the company.
- 4) Solvency: The use of excessive debt threatens the solvency of the company in a high interest rates environment. Indian companies are beginning to realize the advantage of low debt.

CAPITAL STRUCTURE THEORIES

ASSUMPTIONS

- 1) There are only two sources of funds used by a firm: perpetual risk less debt and ordinary shares.
- 2) There are no corporate taxes. This assumption is remover later.
- 3) The dividend payout ratio is 100. That is, the total earnings are paid market out as dividend to the shareholders and there are no retained earnings.
- 4) The total assets are given and do not change. The investment decisions are in other words, assumed to be constant.
- 5) The total financing remains constant. The firm can change its degree of leverages (capital structure) cither by selling shares and use the proceeds to retire debentures or by raiding more debt and reduce the equity capital.
- 6) The operating profits (EBIT) are not expected to grow.
- 7) All investors are assumed to have the same subjective probability in distribution of the future expected EBIT for a given firm.
- 8) Business risk is constant over time and is assumed to be independent of its capital structure and financial risk.
- 9) Perpetual life of the firm.

FACTORS GOVERNING THE CAPITAL STRUCTURE DECISION

PROFITABILITY ASPECT

Earnings before interest and Tax (EBIT) Earnings per share (EPS) analysis

Keeping in view the primary objective of financial management of maximizing the market value of the firm, the EBIT-EPS analysis should be considered logically as the first step in the direction of designing a firm's capital structure. The EBIT-EPS analysis is useful for two reasons:

- 1) The EPS is a measure of firm's performance given the P/E ratio, the larger the EPS, the lager would be the value of firms shares: and
- 2) Given the importance of EPS and the function of the EBIT-EPS analysis information can be extremely useful to the finance manager in arriving at an appropriate financing decision.

LIQUIDITY ASPECT

CASH FLOW ANALYSIS

The analysis of the cash flow ability of the firm to service fixed charges is an important exercise to be carried out in capital structure planning in addition to profitability analysis. The exercise is of overwhelming significance in the context of the risk of bankruptcy. If the firm borrows more than its debt capacity and, therefore, fails to meet its obligations in future, the lenders may the assets of the company to satisfy their claims.

Cash flow analysis yields a number of distinct advantages in the crucial task of setting debt policy

- 1. It focuses on the solvency of the firm during adverse circumstances in contrast to EBIT-EPS analysis which is concerned with the effects of leverage under normal circumstances:
- 2. Its takes into considerations the balance sheet changes and other cash flows that do not appear in the profit and loss account:
- 3. It gives an insight into the inventory of financial resources available in the event of recession; and
- 4. Finally, it views the problems in a dynamic context over time whereas EBIT/EPS and coverage analysis normally consider only single year.

It can be concluded that the cash flow analysis evaluates the risk of financial distress and should be recognized as a good supporting supplement to the EBIT/EPS analysis in framing the firm's capital structure.

CONTROL

The main object of the management is to maintain control, they will like to have a greater weight age for debt and preference shares in additional capital requirements, since by obtaining funds through them the management sacrifices little of no control. However, it should be remembered that if the company borrows more then what it can service of repay, the creditors may seize the assets of the company to satisfy their claims. In the situation, the management would lose all control. It might be better sacrifice a measure of control by some additional equity financing rather then run the risk of losing all control to creditor by employing too much debt.

LEVERAGE RATIOS FOR OTHER FIRMS IN THE INDUSTRY

Yet another approach to the capital structure decisions is to make a comparison with the debt-equity ratios of companies belonging to the same industry, having a similar business desk. The ratios of the use of industry standards are debt-equity ratios appropriate for other firms in a similar line of business should be appropriate for the company as well. Industry standards provide a useful benchmark. However, comparison is helpful as it acts as a red signal to the management that there may be something wrong with the debt-equity mix of the company.

NATURE OF INDUSTRY

The nature of industry is one of the most important elements in determining the degree of financial leverage a firm can carry safely without any risk of bankruptcy. If industries sales are subject to wide fluctuations, over a business cycle, the firm should have a low degree of financial leverage; such firms will already have a high operating leverage.

OVERVIEW

The two principle sources of finance for a business firm are equity and debt. What should be the proportion of equity and debt in the capital stress of a firm? Put differently, how much financial leverage should a firm end. The choice of a firm's capital structure is a marketing problem it is essentially concerned with how the firm decides to divide its cash flows into two broad components, a fixed component that the earmarked to meet the obligations toward debt capital and a residual component that belongs to equity shareholders.

Sincere the objective of financial management is to maximize shareholders wealth, the key issue: what is the relationship between capital structure and firm value? Alternatively, what is the relationship between capital structure and cost of capital? Remember that valuation and cost of capital are inversely related. Given a certain level of earnings, the value of the firm is maximized when the cost of capital is minimized and vice versa.

There are different views on how capital structure influences value. Some argue that there is no relationship whatsoever between capital structure and firm value; others believe that financial leverage (i.e. the use of debit capital) has a positive effect on firm value up to a point and negative effect thereafter; still others contend that, other things beings equal, grater the leverage, greater the value of the firm. How can the optimal capital structure be determined in practice? There does not seem to be any single method or technique that enables a firm to hit the optimal capital structure decision, you will realize that is not amenable to a neat, structure dolution. A variety of analyses are done in practice to get a handle over the capital structure decision. One analysis looks at how alternative capital structure influences the earnings per share. A second analysis relies on certain leverage rations. A fourth analysis relies on what comparable firms are doing.

TREND ANALYSIS OF FINANCIAL LEVERAGE

TABLE 1.1: EARNING BEFORE INTEREST AND TAX AND EARNING BEFORE TAX

Particulars	Year				
	2006-07	2007-08	2008-09	2009-10	2010-11
EBIT	100	154	186	292	380
EBT	100	109	114	140	108

From the above Table 1.1 it is can be observed that the financial leverage, defines/specifies the impact of fixed interest charges on the returns to the share holders. Company has reported an increasing trend in the financial leverage. A moderately higher level of financial leverage is recommended as it yields in higher returns to the shareholders. The financial leverage is growing constantly but this should not grow beyond the specific limits as very high financial leverage is risky to the concern. However, in 2006-07, it has declined on account of increasing operating profits.

DEBIT-EQUITY RATIO

INTRODUCTION

The debt-equity ratio indicates the relative contribution of creditors and owners. Depending on type of business and pattern of cash flow the components in debtequity will vary. Normally the debt components include all liabilities including current and the equity component consists of net worth & preference capital, including the only preference share not redeemable in one year. The ratio of long term debt (total debt-current liability) to equity could also be used. The lower the debt-equity ratio, the higher the degree of protection felt by the lenders. The debt-equity ratio indicates the relative proportion of the capital contribution by creditors and shareholders. It is used as a screening device in financial analysis.

Total Debt=Secured Loans+ Unsecured Loans.

Equity=Share Capital + Free Reserves + Share Premium-Miscellaneous Expenditure

Debt-Equity Ratio = Total Debt

Equity

TABLE 1.2: DEBT - EQUITY (Rs. in Lakhs)

Particulars	Year					
	2006-07	2007-08	2008-09	2009-06	2010-11	
EBIT	2452.75	3108.51	6248.77	9331.10	10786.07	
EBT	2511.21	3050.37	3958.89	3888.54	4833.49	

TABLE 1.3: DEBT - EOUITY RATIO

	Year				
Particulars	2006-07(1)	2007-08(2)	2008-09(5)	2009-10(3)	2010-11(5)
D/E Ratio	0.977	1.1019	1.578	2.399	2.232

From the above Table 1.3 it can be shown that debt - equity ratio has shown a continuous tread. This states that the debt is growing in a large proportion when compared with that of equity. In the year 2006 - 07, the debt-equity ratio was 0.977 it's states that equity is more than the debt. The company has there after shown more debt than equity in all the subsequent years.

However, in the 2009-10, the debt-equity ratio has been around 2.399 the company is advised not to raise any more funds by debt as it has already crossed the standard ratio of 2:1. In the year 2010-11, it has marginally declined and reached to 2.23, it is on account of increase in reserves of the company. TABLE 1 A. DEBT FOULTV (Pc in Lakhc)

TREND ANALYSIS FOR DEBT-EQUITY RATIO

TABLE 1.4: DEBT - EQUITY (RS. III LARIIS)							
		Year					
Particulars	2006-07	2007-08	2008-09	2009-10	2010-11		
Debt	100	127	255	380	440		
Equity	100	121	158	155	192		
D/E Ratio	100	104	162	246	228		

RETURN ON NET WORTH

INTRODUCTION

The real owners are the ordinary share holders who bear all the risk, participate in management and are entitle to all the profits remaining after all outside liabilities including preference dividend are met in full. The profitability of a firm the owner's point of view should therefore, in fitness of things is assessed in terms of ordinary share holders. The ratio under reference serves this purpose.

RETURN ON NET WORTH = PAT - PREFERENCE DIVIDEND

NET WORTH

This is probable the single most important ratio to judge whether the firm has earned a satisfactory return for its equity-holders or not. Its adequacy can be judged by:

1). Comparing of with past record of same firm

2). Inter-firm comparison

3). Comparison with overall industry average.

NET WORTH = Equity share capital + Reserves and Subdues - Fictitious assets

TABLE 1.5: NET WORTH (Rs in Lakhs)

		Year					
Particulars	2006-07	2007-08	2008-09	2009-10	2010-11		
PAT	353.93	437.25	481.43	628.48	999.42		
Net Worth	1808.66	2785.69	3268.16	3888.54	4833.488		

RETURN ON NET WORTH

EBIT-EPS ANALYSIS

TABLE 1.6					
			Year		
Particulars	2006-07	2007-08	2008-09	2009-10	2010-11
Return on Net Worth	19.58	15.69	14.73	16.16	20.68

From the above table 1.6 it can be stated that the return on net worth has reported a declining trend in the years 2007-08 and 2008-09. However, in the last year, company has reported its return on net worth as 15.69%. In the current year 2010-11, the company reported a return on net worth of 20.68%.

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/

TREND ANALYSIS RETURN ON NET WORTH

TABLE	1.7: NFT	WORTH	(Rs in Lakhs)	

	Year					
Particulars	2006-07	2007-08	2008-09	2009-10	2010-11	
PAT	100	124	136	178	282	
Net Worth	100	154	181	215	267	
RONW	100	80	75	83	106	

* 2006-07 is taken Base Year

EBIT- EPS ANALYSIS

Introduction: this analysis is a method used to study the effect of leverage, essentially involving the comparison of different methods of financing under various EBIT level. A firm has a choice to raise funds for financing its activities from different sources in different proportions.

1). Exclusively equity capital

2). Exclusively debt capital

3). A combination of 1&2 in different proportion

The last option is mostly used. The choice of the combination of the various level sources also called as financing plan would be one which at a given level of EBIT would be one which at a given level of EBIT Would ensures the largest EPS. EBIT-EPS Analysis is thus a useful tool for designing a financial structure. The finance manager may do two things:

1) Compare the expected value of EBIT with its indifference value.

2) Assess the profitability of EBIT falling below its indifference value.

If the most likely value of EBIT exceeds the indifference value. If the Most likely value of EBIT exceeds the indifference value of EBIT, the debt Financing option, may be advantageous: the larger the difference between the expected value of EBIT and its indifference value, the stronger the case for dept financing, other things beings equal. Given the variability of EBIT, arising out of business risk of the company, the profitability of EBIT falling below the indifference level of EBIT may be assessed. If such probability is negligible; the dept financing option is advantageous. On the other hand, if such probability is higher, the financing alternative is a sky.

TABLE 1.8. EDIT-EFS ANALTSIS						
Particular		Year				
	2006-07	2007-08	2008-09	2009-10	2010-11	
EBIT	772.35	1190.75	1439.35	2258.51	2946.8	
(+)interest	343.43	585.63	740	1363.66	1443.14	
EBT	428.92	605.12	699.35	894.85	1503.66	
(-)Tax	75	167.87	217.92	266.37	504.23	
EAT	353.92	437.25	481.43	628.48	999.43	
Equity Share(no in lacks)	100	118	118	118	118	
EPS in Rs	3.53	3.71	4.07	5.33	8.47	

TABLE 1.8: EBIT-EPS ANALYSI	TABLE	1.8:	EBIT-EPS	ANALYSIS
-----------------------------	-------	------	----------	----------

The above Table 1.8 reveled that EBIT has been increasing from 2007-08 to 2010-11 from Rs. 1190.75 lakhs to 2,946 lakhs. EBT has also increased from 605.12 lakhs to 1,503.66 lakhs from 2007-08 to 2010-11. EAT has also increased from 437.25 lakhs to 999.43 lakhs from 2007-08 to 2010-11. Hence it is clear that the profitability position of the company is very good. Finally, the Earning per share of the equity shareholders also gradually increased from Rs. 3.71 lakhs to 8.47 lakhs from 2007-08 to 2010-11.

This paper it would be concluded that there would be a Here it is found that debt-equity ratio of the company is significant relation between capital structures (Deb-Equity having significant impact on profitability (Net Profit Ratio, ROI, ROCE) of companies in India. If company maintains ideal capital structure (Deb-Equity Ratio) its helps to generate more profit.

FINDING AND SUGGESTIONS

- 1. The financial leverage is growing constantly but this should not grow beyond the specified limits as very high financial leverage is risky to the concern. However, in the current year it has declined marginally.
- 2. Retained earnings have reported a constant increase.
- 3. The equity increased at a higher rate than that of the debt, on account of increase in reserves and subdues. The debt-equity ratio has gradually declined.
- 4. Company has reported a decreasing trend in RONW up to 2004-05. In the last two years it has increased, as the proportionate rise in PAT is more than proportionate rise in Net worth.
- 5. The EPS has shown an increasing trend all through the period of study

REFERENCES

- 1. Agrawal, Yamini. (2010) 'Capital structure decisions under multiple objectives, A study of Indian Corporate', Finance India- Indian Institute of Finance, June Vol.24, No.2, pp.512- 523.
- 2. Anand, Dr. Manoj. (2002) 'A Review of Research on Practices of corporate finance', South Asian Journal of Management, July -September
- 3. Anand, Dr. Manoj. (2002) 'Corporate finance practices in India: A Survey', Vikalpa, October- December, Vol.27, No.4, pp.29-56.
- 4. Chen, Sheng-Syan. and Ho, Kim. Wai. (2000) 'Corporate Diversification, Ownership Structure and firm value The Singapore Evidence', International Review of Financial Analysis, pp. 315-216. D.Durand, 'Cost of Debt and Equity Funds for Business: Trends and problems in Measurement', in conference on Research in Business finance (New York: National Bureau of Economic Research, 1952), pp.215-247
- 5. F. and French, Kenneth. R. (1998) 'Taxes, Financing Decision and firm value', The Journal of finance, (June), Vol. 53, No.3, pp. 819-843.
- 6. Faulkender, Michael. and Peterson, Mitchell. A. (2006) 'Does the source of capital affect the capital structure' The Review of financial studies, Washington university in st.louis, Northwestern university and NBER, Vol.19, No.1, pp. 45-79.
- GALAXY International Interdisciplinary Research Journal, ISSN 2347-6915 GIIRJ, Vol.2 (1), JANUARY (2014) 157 Masulis, Ronald. W. (1983) 'The Impact of capital structure change on firm value some estimates', Journal of finance, Vol.38.
- 8. Gemmill, Gordon. (2001) 'Capital structure and firm value A study of split capital closed end funds in the U.K.', January, Version 11, City university business school, frobisher crescent Barbican center.
- 9. Heinkal, Robert. (1982) 'A Theory of Capital structure relevance under imperfect information', Journal of finance, December, Vol. 37, No.5, pp. 1141-1150.
- Jothi, Dr. K. (2010) 'Significant level of financial risk on capital structure', Indian Journal of Finance, August, pp. 48-54.
 Leland, Hayne, E. Pyle, David H. (1977) 'Informational Asymmetries, financial structure and financial intermediation', Journal of finance, September, Vol.32, issue 2, Papers and proceedings of the thirty fifth annual meeting of the American finance association, Atlantic city, New Jersey, pp. 371-387. Lemmon,
- Nichael and Lins, Karl. (2001) 'Ownership structure, 'Corporate Governance and firm value Evidence from East Asian financial crisis', William Davidson working April, Paper No.393.
- 12. Leland, Hyne. E. (1994) 'Corporate Debt Value, Bond Covenants and Optimal Capital Structure', Journal of finance, September, Vol. 49, Issue 4, pp.1213-1252.

VOLUME NO. 7 (2017), ISSUE NO. 05 (MAY)

- 13. Lins, Karl V., Harvey, Campbell. R. and Roper, Andrew. H. The effect of capital structure when expected agency cost are extreme', Nov.2002.
- Lins, Karl.V. (2003) 'Equity ownership and firm value in Emerging Markets', Journal of Financial and Quantitative Analysis, March, Vol.38, No.1, pp.159-184.
 Majumdar, Sumit K. (1997) 'The Impact of Size and Age on Firm Level Performance: Some evidence from India', Review of Industrial Organization 12, Vol.12,
- No.2, pp. 231-241. Maksimovic, Vojislav. (1988) 'Capital structure in repeated oligopolies', The Rand journal of economics, Autumn, Vol.19, No.3, pp.309-407.
- 16. Masulis, Ronald W. (1980) 'The effect of capital structure change on security prices. A study of Exchange offers', The journal of financial economics, pp.139-178.
- 17. Mehran, Hamid. (1992) 'Executive incentive plans, corporate control and capital structure', Journal of financial and quantitative analysis, December, Vol.27, No.4, pp.539-560.
- 18. Milton, Harris and Raviv, Artur. (1990) 'Capital Structure and the information role of Debt, The Journal of finance', June, Vol.45, No.2, pp. 321–349.
- 19. Muradoglu, Gulnur. and Prasad, Sheeja. Siva. (2006) 'An empirical analysis of Abnormal returns Capital structure and firm value', November, Cass Business School
- 20. S, Gurucharan. (2010) 'A Review of optimal capital structure, Determinants of selected ASEAN countries', International Research Journal of Finance and Economic, ISSN 1450- 2887, Issue. 47, pp. 31-41.
- 21. Spiegel, Yossef. and Spalber Daniel F. (1994) 'The Capital Structure of Regulated firms', The Rand Journal of Economics, Autumn, Vol.25, No.3, pp. 424-440.
- 22. Welch, Ivo. (2004) 'Capital Structure and stock Returns', Journal of Political economy, Yale University and National Bureau of Economic Research, Vol. 112, No.1, pp.106-131.
- 23. Zuobao., Xie, Feixue. and Shaorong Zhang. (2005) 'Ownership structure and firm value in china's privatized firms', Journal of financial and Quantitative analysis, March, Vol.40, No.1, pp.87-108.

TEXT BOOKS

- 24. Horngren Foster, "Cost Accounting" Pearson Publications, 14th Edition, 2012.
- 25. IM Pandey, "Financial Management", Vikas publishers, Hyderabad, 8th Edition, 2002.
- 26. Khan & Jain, "Financial Management", TATA M.C Graw Hill Publications, New Delhi, 5th Edition, 2010.
- 27. Parasanna Chandra," Financial Management", TATA M.C Graw Hill Publications, New Delhi, 5th Edition, 2010.
- 28. S. N. Chary, Production & Operation Management, Tala McGraw-Hill, 5thedition, 2012.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, Economics & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as, on the journal as a whole, on our e-mail <u>infoijrcm@gmail.com</u> for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

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

Our Other Fournals

ERNATIONAL JOURNAL OF RESEARCH COMMERCE & MANAGEMENT





INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/