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PERFORMANCE MANAGEMENT SYSTEM IN TELECOM INDUSTRY: COMPARISON OF INDIAN PUBLIC AND PRIVATE SECTOR UNDERTAKINGS

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ABSTRACT

Gone are the days when the HR activities were confined to few traditional functions and HR department was supposed to perform only recruitment and selection, preparing salary sheets and calculating provident fund, organizing training and conducting annual appraisal of employees. The role and functions of HR in the today's organizations have taken a paradigm shift. Nowadays the functions of HR are aligned with the corporate functions and strategies with a holistic approach which focus on the advancement of functional strategies designed for an overall corporate growth and development. This is just to get optimum results through improving the performance of employees on the whole. Performance management system has become a key constituent to raise employee motivation and to enhance employee's performance. It generates optimum performance by setting the proper job expectations and setting clear and achievable objectives. Performance management is not only about providing an annual performance review for each employee rather it is about to identify strengths and weaknesses in the employee's performance so that they can be motivated to work more productively and efficiently by overcoming their weaknesses. As a result, there is a need of an effective performance management system in every organization to gain edge in today's competitive scenario. However, there is a difference in the mechanism of public and private sector organizations. The present study focuses on comparing the performance management practices at telecommunication organizations in public and private sector. Data has been collected through a well-designed questionnaire from employees each BSNL (public sector) and AIRTEL (private sector).

**SUPREME COURT OF INDIA ON GROUNDS OF SETTING ASIDE ARBITRAL
AWARD**

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ABSTRACT

This Article discusses the scope of Courts in interference with arbitral award passed by Arbitral Tribunal. It further discusses the provisions of section 34 & other related sections in Arbitration & Conciliation Act 1996. The major grounds such as jurisdiction of Arbitrator, misconduct of Arbitrator, Bias of Arbitrator, Non Speaking award etc. on which arbitration award can be set aside. The interpretations given by Supreme Court of India to the phrase "Public Policy of India" under the provisions Act 1996. The narrow & broad views expressed by the supreme court of India on scope for interference in setting aside arbitral award. I also referred some of the cases of Supreme Court of India throwing the light on the grounds of setting aside award.

PERFORMANCE EVALUATION OF THE CYBERAGE SCHEME IN GOA: STUDENTS' PERSPECTIVE

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ABSTRACT

Goa is a small and beautiful state on the Western Coast of India. The state has population of about 1.45 million and area of 3702 sq. km. There are two districts viz., North Goa and South Goa in the state and the present study is conducted in North Goa. Focusing on impending plan to give special thrust on computer education in this highly literate state, the Government of Goa, in its 2002-2003 Budget had decided to launch 'Cyberage Student Scheme' for the students of Higher Secondary schools to increase computer dissemination and exposure levels by giving them personal computers at a nominal fee to all students in the eleventh standard in science stream. The scheme which was initially started for Class XIth students of Science Stream was extended to the students of other streams. Since its inception, the Government of Goa spent Rs. 170 crores for Cyberage Student Scheme. In the last three financial years, 59,825 laptops were given to the students of Secondary, Higher Secondary and College and 46,728 E-tablets were given to Primary School students. The performance evaluation of the cyberage scheme was not carried out by the Government of Goa at any stage or any point of time to assess the degree of success and failures of the programme. The scheme was extended to the college students also without getting any feedback from existing beneficiaries. The study focused and revealed that the Government of Goa has done a remarkable achievement so far as fulfilling the budgeted targets but the post implementation of scheme monitoring, maintenance and providing service observed to have failed.

INFORMATION MANAGEMENT SYSTEM IN THE LIVELIHOOD PROJECT

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ABSTRACT

Globalization and the growth of digital information have made significant contribution in the field of information management. The technology helps to maintain the information, fix accountability, provide transparency, faster and improved decision making, and platform for better utilization of resources with result oriented implementation. It is the most precious things if it is related to the social sector, where financial resources come from different institutions for the good cause with a limited time period. In the paper, we describe Project Information Management System (PIMS) of Integrated Livelihood Support Project (ILSP) assisted by IFAD and Govt of Uttarakhand. The paper provides key summary of PIMS including its modules, functional areas, benefits and utilization of project resources and governance. It is an indigenous tool that helps to maintain all information and provide platform for planning, implementation, monitoring & evaluation and decision making. It is an example for others how the project or organization can use the information management system.

TESTING WEAK FORM OF EFFICIENT MARKET HYPOTHESIS IN INDIA: WITH SPECIAL REFERENCE TO NIFTY MIDCAP 50 INDEX BASED COMPANIES

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ABSTRACT

The purpose of this paper is to examine the weak form efficiency of NIFTY Midcap 50 index based companies, thereby making a humble contribution to the existing body of knowledge in the field of efficient market hypothesis (EMH). To test the weak form of efficiency weekly closing prices of twenty sample companies have been considered for three years starting from 1st April 2012 to 31st March 2015. Various statistical tests viz. Kolmogrov – Smirnov Goodness of Fit Test, Serial Correlation Test and Run Test have been conducted for the results. The study concludes that share price movements of companies under NIFTY Midcap 50 are not random during the study period. That means the weak form of efficient market hypothesis does not hold good for NIFTY Midcap 50 index based companies.

THE RETAIL AVALANCHE: A STUDY ON CUSTOMER PERCEPTION

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ABSTRACT

With more than a decade since the onset of globalization initiated in our country India has witnessed tremendous transformation in the field of retailing. They are now well versed with the concepts about quality of products and services and have become more aware of the value of money. This has brought in the emergence of shopping malls in the country in not only metro cities but also in the tier II and tier III cities. With the increase in per capita income, demographical changes have taken place along with improvements in the standards of living and change in patterns of consumption a lot of trans national retail chains find India as their place for business expansion. Retail sector is one which has earned the image of being 'super saver location' in the country for the Indian middle class. One important thing that would bring in product differentiation among these stores is the consumers shopping experience and about how well the gap between consumers' expectations and their experience is brought down. This paper emphasizes on the gap between expectation and perception of the consumers of retail stores. SERVQUAL model of service quality has been used for research. This empirical paper highlights the gap that exists between customer expectation and perception. It also tries to answer the daunting proposition as how the gap needs to be closed.

INVESTORS ATTITUDE TOWARDS SAFETY AS AN IMPORTANT CRITERION FOR MUTUAL FUND INVESTMENT – WITH SPECIAL REFERENCE TO CHENNAI CITY

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ABSTRACT

Finance is very essential not only for business purposes, but also in the life of every individual. Everyone is striving towards increasing or enhancing their standard of living by earning more money, by spending prudently for necessary purposes and avoiding lavishness spending thereby investing the remaining money in a systematic manner without risk to cater to their future needs and safety. Attitude is an expression of favour or disfavour towards a person, place, thing or event. The researcher here has made an attempt to study the Investors' behaviour towards safety being considered as an important aspect for mutual fund investment. This study was conducted among 150 mutual fund investors to know the attitude of the investors while investing in mutual funds. The mutual fund schemes and plans are like an ocean to fetch a pearl in it will become a historical task. Mutual funds started in India in the year 1964 and currently experiencing the fourth phase of development. Investors are the sole authorities to invest their money in mutual funds and fund managers play with their money in order to provide effective return and providing them financial security. A structured questionnaire was circulated among mutual fund investors and collected from 125 investors'. Convenience sampling method used to collect the samples. Data source used to describe the interpretation with the help of statistical package of social sciences.

FDI IN INDIAN RETAIL SECTOR: BOON OR BANE?

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ABSTRACT

UNCTAD's World Investment Prospects Survey (2012–2014) mention, India is the third-most attractive destination for foreign direct investment (FDI) after China and the US in the world. India has high potential for growth and offer great prospects of high profitability and favourable regulatory regime for investors as well. As per the terms and agreements with World Trade Organization's General Agreement on Trade-in Services, India's wholesale and retailing services had to open up to foreign investment. There were lots of initial worries towards this issue. Though, the government of India in a series of discussions finely opened up the retail sector slowly to foreign investment. In 2006 it was brought under the automatic route. Further 51% investment in single brand retail allowed. Under the government's approval route foreign direct investment in cash and carry (wholesale) with 100% ownership was allowed in 1997. Finally, in 2012 Multi-Brand retailing is permitted. Prior to organised retailing, Indian household sector by tradition enjoyed the convenience of "kirana" stores. Till 1980's the retail trade continued in the unorganized sector. The big band entry of Tata's, Future Group, Mahindra Group, Reliance Industries, Aditya Birla Group, Bharti Enterprises, Fabindia, The Bombay Store, Shoppers Stop, Crossword, Hyper City, Inorbit Mall etc., to organized retail sector paved way for competition. This study is an attempt to overviews the Indian retail sector in the eve of globalization. It highlights need and relevance of FDI in Indian retail sector. It also examines the prospective and retrospectives of foreign direct investment in this sector. Finally, suggestions are made based on findings.

**UNDERSTANDING THE RELATIONSHIP BETWEEN ETHICAL LEADERSHIP
BEHAVIOR AND ETHICAL CLIMATE IN PRIVATE SECTOR BANKS IN ERNAKULAM
DISTRICT**

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ABSTRACT

The rising importance of governance in organizations emphasizes on the concept of ethics. A strong governance system is an indispensable component of sustainable and equitable development. The concept of ethical leadership is inevitable part for the success of an organization. The study examines the relationship between ethical leadership behavior of the leaders and the ethical climate of the organization. Ethical leaders greatly influence the climate of the organization. It was found that ethical leadership behavior and ethical climate are positively correlated. The study also attempts to identify the important factors contributing to both ethical leadership behavior and ethical climate.

A STUDY ON LECTURERS' PERCEPTION OF STUDENTS' FEEDBACK ON COURSES AND TEACHING WITH REFERENCE TO PRIVATE INSTITUTIONS IN BANGALORE CITY

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ABSTRACT

The appraisal of courses and teaching by students is a procedure designed and adopted by the private colleges to elicit information from students on the quality of teaching and learning. It is meant to serve as a means of involving students in the institutional quality assurance system. I investigated private college lecturers' perception on the students' appraisal of courses and teaching. Data were drawn from survey conducted among lecturers in the private colleges of Bangalore University. The evaluation was rated on Disagree and Agree. Measuring teaching effectiveness is important because the evidence produced is used to make decisions on various facets of academic life. The sample size is 200. Majority of respondents accept students to evaluate them (64%), with 34% agreed that students possessed value judgments, which could enable them evaluate their lecturers. Further, some of the lecturers believe that feedback from the student appraisal practice promotes self-improvement (91%), while, 68% respondents were of the view that evaluation by students does not influence their teaching or compliance with rules and regulations. Thirty-Five respondents were of the view that Heads of Departments (HOD's) should be allowed to evaluate lecturers, while Twenty-four suggested assessment committees. The respondents were of the view that lecturers need to be consulted in designing student appraisal instrument in order to ensure ownership and acceptability.

THE CHANGING DYNAMICS OF TALENT ACQUISITION IN RECRUITMENT SERVICE CENTERS: A CONCEPTUAL STUDY

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ABSTRACT

Talent management is a need for practicing the talent acquisition strategy and it is an area of growing concern. The organizations are adopting innovative recruitment practices to find the correct skill sets and competencies to meet the demand for talent with a specific skill set the purpose of this paper is to investigate talent acquisition and discuss some of these practices of employee engagement.

THE AMALGAMATION OF SBI AND ITS SUBSIDIARIES: OPPORTUNITIES AND CHALLENGES

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ABSTRACT

before 3 or 4 years an issue of consolidation of Indian nationalise banking industry had discussed, but now a days this deliberations are emphasize obtain about merging of Associate banks into State Bank of India (SBI) who is one of the largest Nationalise bank in our countryside. The present paper focus on the impact of consolidation on Indian Economy and Business concern.

ORGANIZATIONAL RESOURCES AND CAPABILITIES FOR KNOWLEDGE STRATEGY IN HIGH VELOCITY ENVIRONMENTS: THE PERSPECTIVE OF BUSINESS STRATEGY ALIGNMENT

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ABSTRACT

Knowledge is perceived as one of the firm's most important resources and arguments are put forward that differences in knowledge resources or in the capability to create and renew them are the major determining factors of the firm's competitive advantage. Modern strategic management theories like Resource Based View (RBV) proposed that Resources that are Valuable, Rare, imperfectly imitable and Non-substitutable (VRIN) are the sources of firm's competitive advantage while Dynamic Capabilities Framework(DCF) insisted on renewal of resources and reconfiguring them into new capabilities from time to time for attaining sustainable competitive advantage. Knowledge Based View (KBV) extended RBV by placing knowledge as a specialized organizational resource. Yet, in practice, knowledge is seen more as an outcome of Information systems rather than strategic resource. Since competitive advantage is short lived in competition-intensive high velocity environments, knowledge strategy that works around knowledge related resources and capabilities needs constant renewal and has to be aligned with business strategy so as to ensure sufficient knowledge resource for strategic intent. Knowledge management capability follows knowledge strategy. This paper is to review and examine the organizational resources and capabilities of knowledge strategy namely organizational culture, organization learning, flexible Information infrastructure and knowledge management capability that can be aligned with business strategy. Consequently, the study proposes a comprehensive conceptual model for knowledge and business strategy alignment for high velocity environments. The importance of this research is reflected in the fact that the alignment of knowledge-business strategies has an impact on maintaining and improving its competitive position.

FINANCIAL DISTRESS AND ITS IMPACT ON STOCK PRICES OF MINING SECTOR FIRMS IN INDONESIA STOCK EXCHANGE

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ABSTRACT

The stock price is one of the factors considered by investors because it related to the company's prospects. Additionally, the analysis of financial distress are also other important factors that influence investors' assessment on the firm. The purpose of this paper is to identify the occurrence of financial distress as well as empirically examine the impact of financial distress, financial characteristics and macroeconomic on stock prices of mining firms as listed on Indonesia Stock Exchange. This paper uses data sourced from seven mining firms listed on Indonesia Stock Exchange (IDX) during the period of 2005 - 2015. Data analysis used panel data regression with fixed effect model. The findings of the research show that there are some firms that have experienced financial difficulties. In addition, the empirical test result shows that financial distress, financial characteristics, and inflation are significantly affecting stock prices. This research examined the impact of stock prices of the mining firms listed on Indonesia Stock Exchange which was assessed from both internal and external factors of the firm.

DISTRICT WISE SITUATION OF THE CHILD LABOUR (AGE 5-14) IN ANDHRA PRADESH

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ABSTRACT

ILO defined the term “child labour” as work that deprives children of their childhood, their potential and their dignity, and that is harmful to physical and mental development. ILO estimated approximately 114 million (53%) child labour are in Asia and the Pacific; 14 million (7%) live in Latin America; and 65 million (30%) live in sub-Saharan Africa. As per the recent Census 2011 in India, 42% of India’s total population is children and sadly India is the home to the largest number of child labourers in the world. According to estimate there are over 60 million child labour is India constituting nearly twenty-five per cent of the working children of the world (Reported in Mishra, 2004, pp.1-3). Notably, Constitution of India prohibits child labour in hazardous industries (but not in non-hazardous industries) as a Fundamental Right under Article 24 and the law in Indian (called The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986, Amendment Act, 2016) says that any no child below age of 14 shall be employed or permitted to work in any occupation or process. Andhra Pradesh has 13 districts with 5 crores population. As per 2011 Census above 52 (0-6 years) lakh children are living in the state. The state had the dubious distinction of having the largest number of child labour compared to other States in the country till 2001. In order to reduce the number of child labour in the State, the government of Andhra Pradesh adopted a proactive approach on child labour and as a result of all these measures, there has been a substantial decline in child labour in the State between the periods 2001 and 2011, the percentage of child labour being 24.96 in 2001 compared to 14.10 in 2011. With this background this paper analysed child labour situation in all the districts of Andhra Pradesh. The main objectives of the paper to highlight the districts specific number of child labour in the state and find out the trends of the state in decreasing/ increasing the number of child labour.

INVESTIGATION OF UNEMPLOYMENT REGISTRATION SYSTEM IN ADDIS ABABA: THE CASE OF BOLE, ARADA AND YEKA SUB-CITIES

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ABSTRACT

The unemployment data record by concerned different sectors is not found to be complementing each other, and has not a uniform data base that enabling to fill the gap how many of them got job opportunities and to evaluate or to know by how much unemployment was decreased. This paper aims to investigate the current unemployment registration system in Addis Ababa especially in Bole, Yeka and Arada sub-city, And assess the unemployment data and examine the registration procedure in light of the international best practices and there after establish an integrated system of registration. The study uses mixed (qualitative and quantitative) research approach. Data collecting tool for the study are interview with officials & experts, questionnaires for secondary data and focus group discussion with job seekers. The study has identified that there is no system to register unemployment from lower level of government to upper. Employers prefer newspapers and other advertising mechanisms and also private brooking agencies rather than using central unemployment registry i.e. registry used by labor and social affairs. Challenges encountered in documentation of uniform and harmonized unemployment data were due to lack of coordination among stakeholders facilitating job creation objectives, after registration tasks are not going according to planned, there is no networking system which integrates data on unemployment from woreda to bureau levels. Thus, online networking system should be established vertically and horizontally with concerned sectors. The job seekers should have a requirement of carrying identification card while the employment process is going on shall be established.

POVERTY: A COLOSSAL PEST IN INDIA

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ABSTRACT

The focus of India's planning since independence was on the improvement of condition of rural areas by creating infrastructure and employment opportunities for rural population and poverty alleviation has been the main concern of our planners since First Five Year Plan (1951). In the early phase of planning era, the main thrust was laid on the implementation of policies and projects which were expected to achieve higher growth. This approach at that time was based upon the assumption that the benefits of higher growth will automatically trickle down to the masses and alleviate their poverty. Poverty and prosperity, deprived and affluent, landlords and serfs, have not and have, have always existed, are existed and will exist in all societies to cruelty of inequality and disparity cannot be avoided but its magnitude can be minimized, its widening gap can be bridged, rigours can be reduced. Social economic and political thinkers, professionals and statesmen have been concerned with the rising trends of poverty. They have evolved various methods strategies, theories and policies to eradicate poverty. In their treatise and planning they develop one or more biases and principles for either perceiving or measuring poverty the academicians and professionals bring out various facts of poor man's deprivation.

EXTRADITION AND LAW

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ABSTRACT

The hi-tech criminals are more harmful to the society than the traditional offenders. Municipal laws are forceful in matter of catching hold of an offender who, after committing an offence, remains within the state. But it is much challenging on the part of the legal system for giving punishment to an offender who, after committing an offence in a country, escapes to an alien state. The extra-territorial state at such a juncture is required to prosecute and punish the offender even though the crime complained of was not committed therein. Otherwise the offender is requested to be handed over to the state where such an offence was in fact committed. The act of handing over an offender by one state to another state is practically not possible unless there is an "extradition treaty" between the territorial state and the requesting state. But idiosyncrasy is that not all the member states of the United Nations are the parties to the Extradition Treaties.

COMPARATIVE ANALYSIS OF FARMERS' SUICIDE IN ODISHA WITH INDIA

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ABSTRACT

The objective of our paper is to give a comparative analysis of farmers' suicides in Odisha with India. The study period is confined to 1995-2010. The data has been collected from National Crime Records Bureau of India. For the analysis we have used growth rate, tabular and graphical representation. Only the large farmers whose land holding above the 10 hector is having more income (9667 Rs/Month) than expenditure (6418 Rs./month) and other farmers expenditure was more than the income. Odisha's Rank in terms of farmer's suicide from 1995-2010 is 12th. The average farmer suicide for Odisha for our study period (1995-2010) is 279, whereas for all over India it is 16058 (this figure included the Union Territories also). Odisha's farmers' suicides are far below India's average. The total number of farmers' suicides from 1995-2010 in India is 256,913. This includes the male and female are 216787 and 40126 respectively. For the same study period Odisha has total number farmers suicides are 4460. The numbers of male farmer suicides are 3856 and female farmer suicides are 604. The average male farmers' suicide in Odisha is 241 and the average female suicide for the study period is 37.75=38. The average male farmers' suicide in all over India is 13594.18=13595 and the female farmers' suicide rate is 2507.87=2508. In aggregate the suicide growth rate was highest i.e. 66.53% in the year 1998 and lowest i.e. -40.77 in the year 2009. The trend line shows that the farmers' suicide trend in Odisha is decreasing over the study period, where as the farmers suicide in India has been increasing over the study period. The maximum number of farmer suicide occurred due to indebtedness in India where as in Odisha it is mostly due to the "Crop Failure".

NEED FOR CHANGE IN THE HISTORICAL LEGACY OF CURRENT FINANCIAL YEAR

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ABSTRACT

The Indian financial year starts on 1st April of a given year and ends on 31st March of subsequent year. It was adopted by the Government in India in 1867, principally to align the Indian financial year with that of the British Government. Prior to 1867, the financial year in India used to commence on 1st May of a given year and ended on 30th April of following year. The current financial year's suitability to Indian conditions has been questioned time and again throughout its history of 150 years. Various committees and study teams were formed for this purpose. The important point to be noted is that the considerations relevant in any examination of the question of change in financial year have by and large remained the same over the years. Most of the proposals for a change in financial year are based on the consideration that the formulation of Budget should take place at a time when better account could be taken of the performance of monsoons, because they have an impact on the socio-economic character of the country. The issue of change in financial year was last examined by the L.K. Jha Committee in 1985, whose recommendation to switch over to the calendar year was not accepted by the Government due to huge transition problems.

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With sincere regards

Thanking you profoundly

Academically yours

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Co-ordinator

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