INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & 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 Schola

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 5504 Cities in 190 countries/territories are visiting our journal on regular basis.

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	AN ANALYSIS ON THE PERCEPTIONS AND INITIATIVES OF CSR IN IT INDUSTRIES OF SOUTHERN INDIA A. K. NEERAJA RANI & DR. G. SUNITHA	1
2.	TRENDS AND INNOVATION IN MALE GROOMING INDUSTRY DR. SANGEETA KOHLI & NIGAAR PATEL	3
3.	METRICS & ASSESSMENT OF EMPLOYER BRANDING VENKATESH NAGA DEVAGUPTAPU	5
4.	TEENAGER'S ATTITUDE TOWARDS TELEVISION ADVERTISEMENTS: AN AREA CENTRIC ANALYSIS ABHISHEK PANDEY & B.P. SINGHAL	9
5.	THE IMPACT OF STRATEGIC HUMAN RESOURCE MANAGEMENT ON EMPLOYEE PERFORMANCE T PRAVEEN KUMAR & DR. R. S. MANI	13
6.	MANAGING HOSPITALITY WORKFORCE – VICIOUSLY WORRISOME FOR HUMAN CAPITAL SPECIALISTS IN VARIOUS RESORTS OF UTTARAKHAND SHIKHA CHANDNA & DR. J. K. TANDON	18
7.	LEADER SETS OFF THE CULTURE DR. S. KRISHNAMURTHY NAIDU, D. SATYANARAYANA & E. SURESH	21
8.	TRAINING OF YOUTH FOOTBALL PROJECTS AND ITS CONTRIBUTION TO THE MAIN CLUB REFERS TO KEMBATA TEMBARO ZONE TOWNS PARTICIPANT CLUBS DR. MILKYAS BASSA MUKULO	23
9.	FACTORS AFFECTING THE BUYING BEHAVIOR AND BUYING PREFERENCES FOR RESIDENTIAL HOUSES IN BANGALORE CITY D. M. ARVIND MALLIK	26
10.	JOB STRESS AND QWL OF EMPLOYEE'S IN TIRUPUR TEXTILE INDUSTRY DR. R. KANAKARATHINAM	33
11.	CHALLENGES AND OPPORTUNITIES IN HUMAN RESOURCES ARCHANA RAMCHANDRA PATIL	37
12.	A STUDY ON STRESS LEVEL OF WORKERS IN CONSTRUCTION SECTOR (WITH SPECIAL REFERENCE TO NRI'S IN UAE) AKHILA.P.S	39
13.	e-PAYMENT: A SOLUTION IN POST DEMONETISATION ERA MEENAKSHI MITTAL & NANCY BANSAL	44
14.	ATTITUDE OF CUSTOMERS TOWARDS ONLINE ADVERTISEMENTS IN SIVAKASI DR. M. RIFAYA MEERA & H. SAKTHI VADIVEL PANDIAN	47
15 .	A STUDY ON FINANCIAL HEALTH OF BALRAMPUR CHINI MILLS LTD., UTTAR PRADESH A. ROJAMMAL & DR. S. BABU	60
16.	DIMENSIONS OF JOB SATISFACTION AND ITS IMPACT ON ORGANIZATIONAL CITIZENSHIP BEHAVIOR AT THE SRI LANKA ADVANCED TECHNOLOGICAL EDUCATION (SLIATE) P.P.G.T. GURUGE	66
17.	A STUDY ON 'ECONOMIC AND INDUSTRIAL DEVELOPMENT' ROLE OF TAMILNADU INDUSTRIAL INVESTMENT CORPORATION IN RAMANATHAPURAM DISTRICT R. MUTHUSAMY	71
18.	A STUDY ON CUSTOMER PREFERENTIAL FACTORS TOWARDS LIFE INSURANCE CORPORATION OF INDIA PRODUCTS IN MADURAI DISTRICT S. KUMARESAN	79
19.	MONITORING AND SURVEILLANCE (MOS) OF BANKING OPERATIONS: A TECHNOLOGICAL PERSPECTIVE Y. GEETHA DEVI	85
20.	STUDY ON EMPLOYEE JOB SATISFACTION K.V.S. SREEDHAR	87
	REQUEST FOR FEEDBACK & DISCLAIMER	92

CHIEF PATRON

PROF. K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur
(An institute of National Importance & fully funded by Ministry of Human Resource Development, Government 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

FORMER CO-ORDINATOR

DR. S. GARG

Faculty, Shree Ram Institute of Business & Management, Urjani

ADVISOR,

PROF. S. L. MAHANDRU

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR

PROF. R. K. SHARMA

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

CO-EDITOR

DR. BHAVET

Faculty, Shree Ram Institute of Engineering & Technology, Urjani

EDITORIAL ADVISORY BOARD

PROF. S. P. TIWARI

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

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

PROF. SIKANDER KUMAR

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

DR. JOSÉ G. VARGAS-HERNÁNDEZ

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

PROF. M. N. SHARMA

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

DR. TEGUH WIDODO

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

PROF. M. S. SENAM RAJU

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

DR. CLIFFORD OBIYO OFURUM

Director, Department of Accounting, University of Port Harcourt, Rivers State, Nigeria

DR. KAUP MOHAMED

Dean & Managing Director, London American City College/ICBEST, United Arab Emirates

SUNIL KUMAR KARWASRA

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

DR. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture and Technology, Westlands Campus, Nairobi-Kenya

DR. S. TABASSUM SULTANA

Principal, Matrusri Institute of P.G. Studies, Hyderabad

DR. NEPOMUCENO TIU

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

PROF. SANJIV MITTAL

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

DR. ANA ŠTAMBUK

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

PROF. RAJENDER GUPTA

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

DR. SHIB SHANKAR ROY

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

PROF. ANIL K. SAINI

Chairperson (CRC), Guru Gobind Singh I. P. University, Delhi

DR. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

PROF. NAWAB ALI KHAN

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

MUDENDA COLLINS

Head of the Department of Operations & Supply Chain, The Copperbelt University, Zambia

DR. EGWAKHE A. JOHNSON

Professor, Babcock University, Ilishan-Remo, Ogun State, Nigeria

Dr. A. SURYANARAYANA

Professor, Department of Business Management, Osmania University, Hyderabad

Dr. MURAT DARÇIN

Associate Dean, Gendarmerie and Coast Guard Academy, Ankara, Turkey

PROF. ABHAY BANSAL

Head, Department of I.T., Amity School of Engineering & Technology, Amity University, Noida

DR. YOUNOS VAKIL ALROAIA

Head of International Center, DOS in Management, Semnan Branch, Islamic Azad University, Semnan, Iran

WILLIAM NKOMO

Asst. Head of the Department, Faculty of Computing, Botho University, Francistown, Botswana

DR. JAYASHREE SHANTARAM PATIL (DAKE)

Head of the Department, Badruka PG Centre, Hyderabad

SHASHI KHURANA

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

DR. SEOW TA WEEA

Associate Professor, Universiti Tun Hussein Onn Malaysia, Parit Raja, Malaysia

DR. OKAN VELI ŞAFAKLI

Associate Professor, European University of Lefke, Lefke, Cyprus

DR. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

DR. BORIS MILOVIC

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

DR. MOHAMMAD TALHA

Associate Professor, Department of Accounting & MIS, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia

DR. V. SELVAM

Associate Professor, SSL, VIT University, Vellore

DR. IQBAL THONSE HAWALDAR

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

DR. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

DR. ALEXANDER MOSESOV

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

DR. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, Kurukshetra University, Kurukshetra

YU-BING WANG

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

SURJEET SINGH

Faculty, Department of Computer Science, G. M. N. (P.G.) College, Ambala Cantt.

DR. MELAKE TEWOLDE TECLEGHIORGIS

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

DR. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

DR. SAMBHAVNA

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

DR. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

DR. SHIVAKUMAR DEENE

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

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

FORMER TECHNICAL ADVISOR

AMITA

Faculty, Government M. S., Mohali

FINANCIAL ADVISORS

DICKIN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

<u>LEGAL ADVISORS</u>

JITENDER S. CHAHAL

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT

SURENDER KUMAR POONIA

1.

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 M.S. Word format after preparing the same as per our GUIDELINES FOR SUBMISSION; at our email address i.e. infoijrcm@gmail.com or online by clicking the link online submission as given on our website (FOR ONLINE SUBMISSION, CLICK HERE).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT					
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/C	Computer/IT/Education/Psychology/Law/Math/other, please				
<mark>specify</mark>)					
DEAR SIR/MADAM					
Please find my submission of manuscript titled 'your journals.					
I hereby affirm that the contents of this manuscript are original. Fu fully or partly, nor it is under review for publication elsewhere.	rthermore, it has neither been published anywhere in any language				
I affirm that all the co-authors of this manuscript have seen the su their names as co-authors.	bmitted version of the manuscript and have agreed to inclusion of				
Also, if my/our manuscript is accepted, I agree to comply with the discretion to publish our contribution in any of its journals.	formalities as given on the website of the journal. The Journal has				
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	:				

* 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. The qualification of author is not acceptable for the purpose.

Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No)

Landline Number (s) with country ISD code

F-mail Address

Nationality

Alternate E-mail Address

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

A STUDY ON FINANCIAL HEALTH OF BALRAMPUR CHINI MILLS LTD., UTTAR PRADESH

A. ROJAMMAL
RESEARCH SCHOLAR (Ph. D.)
M. R. GOVERNMENT ARTS COLLEGE
MANNARGUDI

DR. S. BABU

ASST. PROFESSOR

M. R. GOVERNMENT ARTS COLLEGE

MANNARGUDI

ABSTRACT

Sugar industry is the second largest agro-based industry in India. Livelihood of more than 45 million Sugar-cane farmers and large mass of agricultural labourers involved in sugar-cane cultivation and Harvesting are dependent on the performance of sugar industry. This paper aims at making an analysis of financial health of Balrampur Chini Mills in terms of liquidity, solvency, operational efficiency and profitability. Management practices with professional approach tend to improve the financial performance of sugar factories by implementing some innovative practices to reduce the avoidable cost and generating additional revenues. Ratio analysis is a widely used tool, which is relevant in assessing the performance of a firm in respect of liquidity position, long term, and solvency. In addition to this, it helps to predict the financial distress of the business. To evaluate the financial conditions and performance of a company, the present study is to have an insight into the examination of financial health of the organization by using z score model.

KEYWORDS

Altman's Z score model, financial health, liquidity, solvency, profitability.

INTRODUCTION

inance is the life-blood of business and there must be a continuous flow of funds in and out of a business enterprise. Money makes the wheels of business run smoothly. Sound plans, efficient production system and excellent marketing network are all hampered in the absence of an adequate and timely supply of funds.

A business firm requires finance to commence its operations, to continue operations and for expansion or growth. Finance is, therefore, an important operative function of business.

A large business firm has to raise funds from several sources and has to utilise those funds in alternative investment opportunities. In order to ensure the most judicious utilisation of funds and to provide a reasonable rate of return on the investment, sound financial policies and programmes are required. Unwise financing can drive a business into bankruptcy just as easily as a poor product, inept marketing or high production costs.

On the other hand, adequate and economical financing can provide the firm a differential advantage in the market place. The success of a business enterprise is largely determined by the way its capital funds are raised, utilised and disbursed. In the modern money-using economy, the importance of finance has increased further due to increasing scale of operations and capital intensive techniques of production and distribution.

In fact, finance is the bright thread running through all business activity. It influences and limits the activities of marketing, production, purchasing and personnel management. The success of a business is measured largely in financial terms. The efficient organisation and administration of the finance function is thus vital to the successful functioning of every business enterprise.

REVIEW OF LITERATURE

Basavraj and Benni, (2005) studied the physical and financial performance of twelve co-operative sugar factories during 2001-02 with the help of Ratio Analysis and Multivariate Econometric Technique Method. The study revealed that the physical and financial performance indicators influenced the total performance of sugar co-operative factories and concluded with a remark that in the total sugar production cost, cane conversion cost was greater than the cane cost.

Mahadev Powa., (1997) analyzed the raising and utilization of finance by co- operative sugar factories (From 1961 to 1993) of five co-operative sugar factories at the micro and the macro level. The objective was to interpret the data with the help of ratios - liquidity, solvency, efficiency and profitability. The findings of the research were, the use of chemical fertilizer made much harm to the soil; there was a need of innovation of modern technology and plant modernization; and there was a need of man power policy, accounting producers and inventory control.

Chandrakant Janardhana Joshi., (1991) analyzed the financial performance of sugar Factories (From 1960 to 1987) in Kolhapur District of Maharashtra. The objectives were to measure the liquidity, solvency, efficiency, working capacity, profitability and socio-economic developments. The study revealed that the financial performance depends on internal and external factors; internal factors are factory maintenance, employee behaviour, liquidity, solvency and profitability. The external factors were social, economic and political. The study concluded with remarks that the units should enhance their equity capital; introduce cane development programme, man power planning and plant modernization.

Dr. A Muthusamy and Muthumeena (2015), Studied financial peroformance of Selected Private Airlines in India, the study has been used various ratios, mean, standard deviation, coefficient of variance, ANOVA, Correlation and 't'- Test. The study concluded that iet airways and spice jet airways have higher profitability when compared to other selected airlines in India.

NEED FOR THE STUDY

The most important aim of financial analysis is better understanding of firm's position and performance. This study is conducted to assess the financial health and viability of the company.

STATEMENT OF THE PROBLEM

The main objective of business enterprises is to earn profit. It is considered essential for the survival and existence of the business. It is not only for its existence but also for expansion and diversification. To keep an eye on the financial health of a company is not easy task today. It is necessary to benchmark the efficiency of utilisation of capital and assets, return to shareholders as well as predicting financial distress. Hence this study is conducted to assess the financial health of the company.

OBJECTIVES OF THE STUDY

- 1. To assess the financial health of Balrampur Chini Mills Ltd,
- 2. To predict the financial soundness of Balrampur Chini Mills Ltd.

RESEARCH METHODOLOGY

The study was concerned with Balrampur Chini Mills Ltd. The study was on the secondary data, which was obtained from the published sources for a period of 5 years from; 2011 to 2015. The collected data was analyzed with the help of ratio analysis and also the Z score analysis has been adopted to monitor financial health of the company to predict as well as to avoid business failure and subsequent bankruptcy.

PROFILE OF THE COMPANY

Balrampur Chini Mills Ltd is one of the largest integrated sugar manufacturing companies in India. Its allied business consists of manufacturing and marketing of Ethyl Alcohol & Ethanol, generation and selling of power and manufacturing and marketing of organic manure. Company has sugar 11 factories located in U.P. having an aggregate crushing capacity of 79,000 tons per day.

PERIOD OF THE STUDY

The analysis is done for the period of 5 years starting from 1st April 2011 to 31st March 2015.

SCOPE OF THE STUDY

The study is conducted to evaluate the financial position of the company. The performance of Balrampur chini Mills Ltd, is judged by its financial statements, which throws light on the financial position of the company. The topic selected for a study is on financial health using Altman's Z score model from the financial year 2011-2015.

RESULTS AND DISCUSSION

The prime objective of financial statement analysis is to spotlight the managerial performance, corporate efficiency, strength and weakness and credit worthiness that would have otherwise seen hidden in confusion of detail.

MEASURING FINANCIAL HEALTH THROUGH RATIO ANALYSIS

Ratio analysis is a widely used tool of financial analysis, with the help of the ratio analysis can know the strengths and weakness of a firm, as well as its performance and current financial position. It provides a clear picture of the financial soundness of a business ratio analysis is typically used to measure liquidity, leverage, activity, profitability and growth. no single ratio calculation can provide a meaningful complete picture of a company's financial position. Keeping the above point in mind, this study uses 'Z' score model, which captures the predictive viability of a company's financial health by using a combination of financial ratios that ultimately predicts score, which are used to determine the financial health of a company.

'Z' SCORE MODEL

Edward I, Altman, a financial economist at New York University's Graduate School of Business, developed a model for predicting the likelihood that a company would go bankrupt. This model uses five financial ratios that combine in a specific way to produce a single number. This number, called the Z= score, is a general measure of corporate financial health. The most famous failure prediction model is Altman's Z-Score Model. Based on Multiple Discriminate Analysis (MDA), the model predicts a company's financial health based on a discriminate function of the firm.

Z = 1.2 X1+1.4 X2 + 3.3 X3 +0.6 X4 + 1.0 X5

Where:

Z = Discriminate function score of a firm
X1 = Working Capital / total assets
X2 = Retained earnings / total sales

X3 = Earnings before interest and taxes / total assets

X4 = Market value of equity / book value of total liabilities or reciprocal of debt- equity ratio,

X5 = Sales / total assets.

The Z – score model (developed in 1968) was based on a sample composed of 66 manufacturing companies' with 33 companies in each of two matched pair groups. Altman subsequently developed a revised Z – score model (with revised co –efficient and Z- score cut – offs) which dropped variables X\$ and X5 (above) and replaced them with a new variable X4= net worth (book value) / total liabilities. The X5 variables were allegedly dropped to minimize potential industry effects related to assets turnover.

ALTMAN'S GUIDELINES FOR HEALTHY ZONE

With the help of Altman guidelines, the financial health can be measured.

Altman Guidelines

Situation Z SCORE Zones Remarks

TABLE 1

1	Below 1.8	Not Healthy: Its failure is certain and extremely likely and would occur probably within a period of two years.
Ш	Between 1.8 and 2.99	Healthy : Financial viability is considered healthy. The failure in this situation is uncertain to predict.
Ш	3.0 an above	Too healthy: Its financial health is viable and there is no risk of a fail.

TABLE 2: 'Z' SCORE INGREDIENTS

Ingredients Financial ratios	2015-16	2014-15	2013-14	2012-13	2011-12
X1 Working capital /Total assets	0.028971	0.042281	0.00306	0.054898	0.030243
X2 Retained earnings	0.375724	0.452828	0.398793	0.52117	0.429699
X3 EBIT / Total assets	0.792619	0.6636	0.800725	0.567967	0.803617
X4 Value equity/Total	0.289416	0.293109	0.313058	0.28944	0.338256
X5 Sales/Total assets	0.770287	0.647286	0.785015	0.555366	0.78719

Source: annual reports of Balrampur Chini Mills Ltd.

TABLE 3: VALUE OF 'Z' SCORE

Ingredients Financial ratios	2015-16	2014-15	2013-14	2012-13	2011-12
X1 Working capital /Total assets	0.034765	0.050737	-0.00367	0.065878	0.036292
X2 Retained earnings/ total sales	0.526014	0.633959	0.55831	0.729638	0.601579
X3 EBIT / total assets	2.615641	2.189879	2.642391	1.87429	2.651937
X4 Value equity/total Debt	0.008831	0.00833	0.008415	0.008169	0.010161
X5 Sales/total assets	0.770287	0.647286	0.785015	0.55536	0.192787
Z SCORE	3.955539	3.530191	3.990459	3.233341	4.08716

Source :(annual reports of Balrampur chini Mills Ltd,)

INTERPRETATION

This table reveals the 'Z' score value of Balrampur Chini Mills Ltd, it shows that the 'Z' score value is highest in the year 2011-2012 as 4.08716 and is lowest in the year 2012-2013 as 3.233341. This indicates that the company is too healthy and its financial health is viable.

FINDINGS OF THE STUDY

- 1. The working capital management of Balrampur Chini Mills Ltd, was above the satisfactory level.
- 2. Retained earnings to total sales ratios are fluctuating throughout the study period. The firm with average retained earnings to total assets have financed their assets through retention of profits and have utilized as much debt.
- 3. The debt equity ratio shows a fluctuating trend in the following years. It shows the long term solvency of a firm.
- 4. Sales to total asset ratio indicates a positive position in the following years. It shows that the companies have the capacity to increase their sales over periods.
- 5. With the help of 'Z' score model the financial health of Balrampur Chini Mills Ltd, is measured as too healthy and there is no situation to fail in the business.

SUGGESTIONS

Balrampur Chini Mills Ltd. are highly satisfactory and Z score are fluctuating for the years from 2011-12 to 2015-16. So, the organization should concentrate on financial soundness and long term solvency of the organization. If they concentrate, then they can easily predict the losses and it will be overcome in the future.

SCOPE FOR FUTURE RESEARCH

This Study Gives an idea about using Altman's Z Score model for assessing Financial Health and it gives various areas to concentrate like Liquidity, Profitability, Working Capital Management, Capital Structure and Financial Soundness.

CONCLUSION

The financial healthiness of Balrampur Chini Mills Ltd, seems to be highly satisfactory. The firm should take corrective measure to increase the profitability and its performance. On the basis of ratio analysis and 'Z' SCORE MODEL, the researcher can have concluded that the company is too healthy and is financially viable.

REFERENCES

BOOKS

- 1. Gitman L.J "Principles of managerial Finance" 2005, Addison Wesley Publication
- 2. I M Panday "Financial Management" 8th Edition, New Delhi, Vikas Publishing Pvt. Ltd, 2009
- 3. Kulshetra N K "Management Accounting Concepts and Cases" Tata McCraw Hill Publications, New Delhi, 2009
- 4. Sharma R K and K Shasi Gupta "Financial management" Kalyani Publishers, Ludhiana, New Delhi 2006
- 5. Solomon E, "Theory of Financial Management", New York 1999

JOURNAL AND OTHER ARTICLES

- Basavraj S. Benni (2005), "Econometric Analysis of Financial and Physical Performance Indicators of Sugar Factories in Kolhapur District", Co-operative Sugar, Vol.37, No.3, November 2005.
- 7. Chandrakant Janardhana Joshi (1991), "Analysis of the Finance of Sugar Factories in Kolhapur District of Maharashtra", Co-operative Sugar, Vol.8, May 1991.
- 8. Dr. A Muthusamy and Muthumeena (2015), Studied financial performance of Selected Private Airlines in India, zenith international journal of Business Economics and management research, vol.5(6), June 2015, pp 229-245, ISSN 2249-8826.
- 9. Indian Journal of Finance, 'A study on Financial Health of Sugar industry using Z-score model', 2009
- Mahadev G. Powar (1997), The Raising and Utilization of Finance by Co- operative Sugar Factories in Satar District of Maharashtra, Co-operative Sugar, Vol.5, May 1997.

WEBSITE

11. www.chini.com

ANNEXURE	· · · · · ·					
Balance Sheet of Balrampur Chini Mills (Rs. in Crore)						
	Mar 15	Mar-14	Mar-13	Mar-12	Mar-11	
	12 mths	12 mths	12 mths	12 mths	12 mths	
EQUITIES AND LIABILITIES						
SHAREHOLDER'S FUNDS						
Equity Share Capital	24.49	24.48	24.43	24.43	25.63	
Total Share Capital	24.49	24.48	24.43	24.43	25.63	
Revaluation Reserves	0.18	0.18	0.18	0.18	0.18	
Reserves and Surplus	1,104.78	1,193.84	1,298.44	1,193.50	1,263.55	
Total Reserves and Surplus	1,104.96	1,194.03	1,298.62	1,193.68	1,263.73	
Total Shareholders Funds	1,129.45	1,218.51	1,323.05	1,218.12	1,289.36	
NON-CURRENT LIABILITIES						
Long Term Borrowings	429.79	491.09	226.4	494.66	354.3	
Deferred Tax Liabilities [Net]	229.24	264.5	230.6	224.47	224.85	
Other Long Term Liabilities	6.1	5.03	3.96	2.93	1.88	
Long Term Provisions	2.66	2.35	9.79	10.96	26.52	
Total Non-Current Liabilities	667.79	762.98	470.75	733.02	607.54	
CURRENT LIABILITIES						
Short Term Borrowings	1,182.83	856.91	1,260.20	1,221.22	1,290.02	
Trade Payables	736.17	1,015.39	712.01	617.09	100.57	
Other Current Liabilities	182.87	300.38	400.41	416.89	501	
Short Term Provisions	3.42	3.02	59.79	2.21	23.3	
Total Current Liabilities	2,105.28	2,175.70	2,432.41	2,257.41	1,914.89	
Total Capital And Liabilities	3,902.52	4,157.19	4,226.21	4,208.54	3,811.79	
ASSETS						
NON-CURRENT ASSETS						
Tangible Assets	1,371.85	1,521.81	1,520.40	1,611.67	1,709.89	
Intangible Assets	3.32	0.56	0.74	0.81	0.04	
Capital Work-In-Progress	7.56	0.3	5.11	0.43	6.09	
Fixed Assets	1,382.74	1,522.67	1,526.24	1,612.91	1,716.02	
Non-Current Investments	40.87	40.87	43.23	44.25	3.61	
Long Term Loans And Advances	89.06	71.1	66.19	62.09	60.61	
Other Non-Current Assets	171.52	171.08	171.08	0.85	1.38	
Total Non-Current Assets	1,684.18	1,805.72	1,806.75	1,720.09	1,781.62	
CURRENT ASSETS						
Inventories	1,669.25	2,092.29	1,886.57	1,997.79	1,491.31	
Trade Receivables	158.61	64.06	181.38	146.96	89.88	
Cash And Cash Equivalents	82.18	143.44	191.19	11.47	156.16	
Short Term Loans And Advances	30.53	28.29	156.01	159.12	166.35	
Other Current Assets	277.76	23.38	4.32	173.11	126.47	
Total Current Assets	2,218.34	2,351.47	2,419.47	2,488.45	2,030.17	
Total Assets	3,902.52	4,157.19	4,226.21	4,208.54	3,811.79	
OTHER ADDITIONAL						
INFORMATION CONTINGENT LIABILITIES,						
COMMITMENTS						
Contingent Liabilities	45.41	15.36	46.73	14.99	40.47	
CIF VALUE OF IMPORTS						
Raw Materials	0	0	0	0	147.28	
Stores, Spares And Loose Tools	0.16	1.2	0.41	0.28	0.22	
Capital Goods	0.11	0	0	0	0	
EXPENDITURE IN FOREIGN	•	-	-	-	-	
EXCHANGE						
Expenditure In Foreign Currency	1.45	2.04	4.73	9.8	20.59	

REMITTANCES IN FOREIGN					
CURRENCIES FOR DIVIDENDS					
Dividend Remittance in Foreign					
Currency	-	8.59	-	3.87	12.4
EARNINGS IN FOREIGN					
EXCHANGE					
FOB Value of Goods	-	-	-	-	49.41
Other Earnings	-	-	0.14	0.84	-
BONUS DETAILS					
Bonus Equity Share Capital	14.83	14.83	14.83	14.83	15.55
NON-CURRENT INVESTMENTS					
Non-Current Investments					
Quoted Market Value	-	-	-	-	-
Non-Current Investments					
Unquoted Book Value	40.87	40.87	43.23	44.25	3.61
CURRENT INVESTMENTS					
Current Investments Quoted					
Market Value	-	-	-	-	-
Current Investments					
Unquoted Book Value	_	_	_	_	-

PROFIT & LO					
	Mar 15	Mar-14	Mar-13	Mar-12	Mar-11
	12 mths	12 mths	12 mths	12 mths	12 mths
INCOME					
Revenue From Operations [Gross]	3,093.21	2,758.71	3,384.03	2,390.31	3,063.22
Less: Excise/Sevice Tax/Other Levies	106.23	93.76	109.19	80.77	90.83
Revenue From Operations [Net]	2,986.98	2,664.94	3,274.84	2,309.55	2,972.39
Other Operating Revenues	0	0	0	0	4.18
Total Operating Revenues Other Income	2,986.98 19.08	2,664.94 25.94	3,274.84 42.8	2,309.55 27.74	2,976.57 24.03
Total Revenue	3,006.06	25.94 2,690.89	42.0 3,317.64	2,337.28	3,000.61
EXPENSES	3,000.00	2,090.09	3,317.04	2,337.20	3,000.01
Cost of Materials Consumed	2,083.54	2,275.00	2,410.91	2,262.63	3,085.26
Purchase of Stock-In Trade	0	0	0	0	98.94
Changes In Inventories Of FG, WIP And Stock-In Trade	426.41	-184.1	108.05	-487.1	-1,151.19
Employee Benefit Expenses	150.3	141.7	129.46	- 4 67.1 117.74	167.73
Finance Costs	102.09	141.7	143.87	147.41	148.64
Depreciation And Amortisation Expenses	115.6	109.45	108.26	110.78	168.11
Other Expenses	204.27	218.32	206.55	178.03	257.61
Total Expenses	3,082.22	2,678.22	3,107.09	2,329.50	2,775.10
	Mar-15	Mar-14	Mar-13	Mar-12	Mar-11
	12 mths	12 mths	12 mths	12 mths	12 mths
Profit/Loss Before Exceptional,					
Extraordinary Items And Tax	-76.16	12.67	210.56	7.78	225.5
Profit/Loss Before Tax	-76.16	12.67	210.56	7.78	225.5
Tax Expenses-Continued Operations	•	0.0	40.4	4.50	10.10
Current Tax	0	3.6	42.4	1.56	40.16
Deferred Tax	-18.43	33.9	6.13	-0.38	20.97
Tax For Earlier Years	0 -18.43	-28.47 9.03	0 48.53	-0.03 1.16	-0.04
Total Tax Expenses Profit/Loss After Tax And	-10.43	9.03	40.53	1.10	61.09
Before ExtraOrdinary Items	-57.73	3.64	162.03	6.62	164.41
Profit/Loss From Continuing Operations	-57.73	3.64	162.03	6.62	164.41
Profit/Loss For The Period	-57.73	3.64	162.03	6.62	164.41
	Mar-15	Mar-14	Mar-13	Mar-12	Mar-11
	12 mths	12 mths	12 mths	12 mths	12 mths
OTHER ADDITIONAL INFORMATION					
EARNINGS PER SHARE					
Basic EPS (Rs.)	-2	0	7	0	6
Diluted EPS (Rs.)	-2	0	7	0	6
VALUE OF IMPORTED AND					
INDIGENIOUS RAW MATERIALS					
Imported Raw Materials	0	0	0	0	217.2
Indigenous Raw Materials	2,083.54	2,275.00	2,410.91	2,262.63	2,868.06
STORES, SPARES AND LOOSE TOOLS	0.10	0.07	0.00	0.14	0.10
Imported Stores And Spares	0.16	0.07	0.02	0.14	0.19
Indigenous Stores And Spares	25.53	22.21	21.16	20.91	26.46
DIVIDEND AND DIVIDEND PERCENTAGE	0	0	10 06	0	19.11
Equity Share Dividend Tax On Dividend	0 0	0 0	48.86 8.3	0	3
Equity Dividend Rate (%)	0	0	200	-	3 75
FULLY LIVIDEDU RATE (%)	()			0	

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, IT & 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 infoijrcm@gmail.com 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, 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.







