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 Scholar,

Dinch's Periodicals Directory (9), Produest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar, Deen J-Gage, India [link of the same is duly available at Inflibent of University Grants Commission (U.G.C.)], 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/

CONTENTS

Sr.	TITLE & NAME OF THE AUTHOR (S)	Page	
No.		No.	
1.	COMPREHENDING AND IMPLEMENTING BEST PRACTICES OF QUALITY MANAGEMENT ACROSS INDUSTRIES BALAJI GOPALAN & DR. REVATHI IYER	1	
2 .	INVENTIVE USE OF INFORMATION AND COMMUNICATION TECHNOLOGY IN THE OPEN AND DISTANCE LEARNING SYSTEM: AN EMPIRICAL STUDY B. RUPINI		
3 .	A STUDY ON PROBLEM FACED BY VEGETABLE PRODUCING FARMERS IN NILIGIRI - DISTRICT DR. S. NAMASIVAYAM & K. ARTHI	12	
4.	STUDY ON CONSUMER BEHAVIOUR TOWARDS FROZEN FOOD IN JAMMU CITY OF J & K STATE TAVLEEN KAUR, JYOTI KACHROO & NAVEED HAMID	16	
5.	OPINION DIFFERENCE OF TEACHERS ON EXISTING PERFORMANCE APPRAISAL PRACTICES IN PRIVATE ENGINEERING INSTITUTIONS CHANDRA MOHAN SINGH, DR. ASHOK CHANDRA & DR. SANJAY SHARMA		
6 .	COOPERATIVE INDUSTRIAL ESTATES: THE GOLDEN PLATFORM FOR SMALL SCALE INDUSTRIES DR. ARVIND CHAUDHARI	35	
7 .	ECONOMIC GROWTH, EDUCATION EXPENDITURE AND INCOME INEQUALITY IN INDIA ANIRUDDHA KAYET & DEBASISH MONDAL	38	
8 .	LEADER MEMBER EXCHANGE QUALITY INFLUENCING COMMITMENT AND TRUST AMONG EMPLOYEES OWAIS AHMED & DR. MUSHTAQ AHMED SIDDIQI	44	
9 .	EFFECTIVENESS OF TECHNOLOGY ENABLED LEARNING (TEL) IN LEARNING SCIENCE AT D.T.Ed. LEVEL P. JAYANTHI NIRMALA & DR. K. S. PREMILA	47	
10 .	ROLE OF FIXED ASSETS MANAGEMENT RAMESH VANKADOTH	50	
11.	A REVIEW OF LITERATURE ON THE INTER-LINKAGES OF STOCK MARKET DEVELOPMENT WITH ECONOMIC GROWTH TANUI NANDAN & NIVEDITA SRIVASTAVA	52	
12 .	A STUDY ON EMPLOYEE ATTRITION AND RETENTION IN BPO SECTOR DR. SHAMSHER SINGH & RAVEENA RANA	60	
13 .	A STUDY ON THE INFLUENCE OF ATTITUDINAL AND ENVIRONMENTAL FACTORS ON ENTREPRENEURIAL INTENTION DR. JOHNEY JOHNSON & DR. SONIA KATHERIN MATHEW	64	
14.	E-GOVERNANCE: A BOON OR BLISS TO SOCIETY: A RESEARCH DR. SHALINI SRIVASTAV, DR. SUMIT AGARWAL & DR. GARIMA BHARDWAJ	68	
15.	BREXIT-AN END IN ITSELF OR THE BEGINNING OF A NEW ERA DEEPA SHARMA	71	
16 .	ROLE OF BUYER CHARACTERISTICS IN ONLINE SHOPPING DR. ADIL RASOOL	79	
17.	FOREIGN INSTITUTIONAL INVESTORS (FIIs) FLOWS AND VOLATILITY IN STOCK MARKETS OF INDIA DURING SUB-PRIME CRISIS AND POST FPI ACT RAJNISH KLER		
18 .	ASSESSMENT OF KNOWLEDGE LEVEL, NEED AND IMPACT OF ICTS AMONG FARMERS IN DIFFERENT ASPECTS OF AGRICULTURE AT TALERA BLOCK OF BUNDI DISTRICT IN RAJASTHAN DR. SUSMIT JAIN & NEERAJ KUMAR PRAJAPATI		
19 .	ESSENTIAL FACTORS FOR TRAINING TRANSFER: A STUDY OF PHARMACEUTICAL REPRESENTATIVES IN LUCKNOW AREA ANA RIZVI & DR. SURENDRA KUMAR	104	
20 .	EXPLORING PSYCHOLOGICAL CAPITAL IN INDIAN CONTEXT AMONG MSME ENTREPRENEURS MARIA TRESITA PAUL V. & DR. N. UMA DEVI	108	
21 .	FRUIT PROCESSING INDUSTRY IN MURSHIDABAD DISTRICT OF WEST BENGAL - PRESENT STATUS AND FUTURE PROSPECTS MADHAB KUMAR BISWAS & DR. SUDIPTA SARKAR	113	
22 .	A COMPARATIVE STUDY ON REPORTING OF MERGERS AND ACQUISITIONS ACTIVITIES UNDER IGAAP AND IND AS NARAYAN KAFLE	117	
23 .	CULTURAL INTELLIGENCE: AN INTEGRAL PART OF CROSS CULTURAL ORGANISATIONS JASLEEN KAUR ANEJA, VAISHALI JOSHI & PRIYANKA MARWA	120	
24 .	BILATERAL RELATION BETWEEN INDIA AND THAILAND DR. SHEETAL ARUN KHANDRE	122	
25 .	AN EVALUATION OF THE STATUS OF HIGHER EDUCATION IN INDIA DR. YOGESH H S & DR. KIRAN S P	127	
26 .	STOCK PERFORMANCE OF AMERICA'S LARGEST BANKS AFTER MERGERS & ACQUISITIONS SAL VILLEGAS	131	
27 .	CORPORATE SOCIAL RESPONSIBILITY (CSR) AND CUSTOMER'S PERSPECTIVE OF INDIAN BANKS PUNEET KAUR	139	
28 .	WIRELESS ROUTING PROTOCOLS AND ITS SECURITY ISSUES IN AD HOC NETWORK NEHA CHUGH	147	
29 .	POLICY SUPPORT TO AUGMENT THE AGRIBUSINESS POTENTIAL OF KARNATAKA NAGARAJA K.	150	
30.	WORK-LIFE BALANCE: ITS CORRELATION WITH JOB SATISFACTION, LIFE SATISFACTION AND STRESS LEVEL AMONGST EXECUTIVES OF PUBLIC SECTOR BANKS IN PUNJAB JASPREET KAUR	154	
	REQUEST FOR FEEDBACK & DISCLAIMER	160	

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

iii

<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, 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

<u>ADVISOR</u>

Prof. S. L. MAHANDRU

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR

Dr. 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

Dr. 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, USA

Dr. 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, Gua-

dalajara, Mexico

Dr. 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, Indonesia

Dr. M. S. SENAM RAJU

Professor, School of Management Studies, I.G.N.O.U., New Delhi

Dr. CLIFFORD OBIYO OFURUM

Professor of Accounting & Finance, Faculty of Management Sciences, University of Port Harcourt, 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 & Tech., Westlands Campus, Nairobi-Kenya

Dr. SYED TABASSUM SULTANA

Principal, Matrusri Institute of Post Graduate Studies, Hyderabad

Dr. NEPOMUCENO TIU

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

Dr. SANJIV MITTAL

Professor & Dean, University School of Management Studies, GGS Indraprastha University, Delhi

Dr. ANA ŠTAMBUK

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

Dr. 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

Dr. ANIL K. SAINI

Professor, Guru Gobind Singh Indraprastha University, Delhi

Dr. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

Dr. NAWAB ALI KHAN

Professor & Dean, Faculty of Commerce, Aligarh Muslim University, Aligarh, U.P.

MUDENDA COLLINS

Head, Operations & Supply Chain, School of Business, The Copperbelt University, Zambia Dr. EGWAKHE A. JOHNSON

Professor & Director, Babcock Centre for Executive Development, Babcock University, Nigeria

Dr. A. SURYANARAYANA

Professor, Department of Business Management, Osmania University, Hyderabad

Dr. MURAT DARÇIN

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

Dr. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engg. & Tech., 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)

Faculty in Economics, KPB Hinduja College of Commerce, Mumbai

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

FINANCIAL ADVISORS

DICKEN 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

<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: _____

vi

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.aeaweb.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.

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 http://ijrcm.org.in/

- 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

AN EVALUATION OF THE STATUS OF HIGHER EDUCATION IN INDIA

DR. YOGESH H S POST DOCTORAL FELLOW DEPARTMENT OF STUDIES IN ECONOMICS & CO-OPERATION UNIVERSITY OF MYSORE MANASAGANGOTHRI

DR. KIRAN S P POST DOCTORAL FELLOW DEPARTMENT OF STUDIES IN ECONOMICS & CO-OPERATION UNIVERSITY OF MYSORE MANASAGANGOTHRI

ABSTRACT

Higher education system of India is the world's third largest in terms of students, next to China and the United States. India educates approximately 11 per cent of its youth in higher education as compared to 20 per cent in China. Apart from these higher education institutes there are several private institutes in India that offer various professional courses in India. Further, the main intension of the paper is to analyze the status of higher education in India and to capture the shortcomings of higher education system in India. The study has been prepared purely on the basis of secondary data and also used simple averages, analytical tables to assess the current issue. Finally, the paper concluded that, the overall scenario of higher education in India does not match with the global quality standards. Hence, there is enough justification for an increased assessment of the quality of the country's educational institutions.

KEYWORDS

higher education, universities, student's enrolment.

INTRODUCTION

igher education system of India is the world's third largest in terms of students, next to China and the United States. Unlike China, India has the advantage of English being the primary language of higher education and research. India educates approximately 11 per cent of its youth in higher education as compared to 20 per cent in China. The main governing body at the tertiary level is the University Grants Commission (India), which enforces its standards, advises the government, and helps coordinate between the centre and the state. Universities and its constituent colleges are the main institutes of higher education in India. At present in 2011, there are 227 government-recognized Universities in India. Out of them 20 are central universities, 109 are deemed universities and 11 are Open Universities and rest are state universities. Most of these universities in India have affiliating colleges where undergraduate courses are being taught.

Apart from these higher education institutes there are several private institutes in India that offer various professional courses in India. Distance learning is also a feature of the Indian higher education system. Some institutions of India, such as the Indian Institutes of technology (IITs), have been globally acclaimed for their standard of education. The IITs enroll about 8000 students annually and the alumni have contributed to both the growth of the private sector and the public sectors of India. However, India has failed to produce world class universities like Harvard and Cambridge. According to the London Times Higher Education (2009)-Quacquarelli Symonds (QS) World University rankings, no Indian university features among the first 100. But universities in East Asia have been included in the first hundred. Hong Kong has three, ranked at 24, 35 and 46; Singapore two ranked at 30 and 73; South Korea two ranked at 47 and 69 and Taiwan one in the 95th position. Notably, China's Tsinghua University and Peking University are ranked at 49 and 52 respectively. There is no Indian university in the rankings from 100 to 200. It is only when one moves on to the next 100 that we find the Indian Institute of Technology, Kanpur at 237; IIT Madras at 284 and the University of Delhi at 291. A recent evaluation of universities and research institutes all over the world, conducted by a Shanghai university, has not a single Indian university in the ranking strict that. Yet this decisive edge also has its shortcomings. Besides top rated universities which provide highly competitive world class education to their pupil, India is also home to many universities which have been founded with the sole objective of making easy money.

UGC and other Regulatory authorities have been trying very hard to extirpate the hazard of private universities which are running courses without any affiliation or recognition. Students from rural and semi urban background often fall victim to these institutes and colleges. Today, Knowledge is power. The more knowledge one has, the more empowered one is. According to the University Grants Commission (UGC), India needs 1500 more universities with adequate research facilities in order to compete in the global market. The country lacks the critical mass in higher education. Its gross enrolment ratio (GER) is a mere 11 per cent compared to China's 20 per cent, the USA's 83 per cent and South Korea's 91 per cent. This means that in comparison to India, China has double the number of students pursuing higher education. The Eleventh Five Year Plan envisages increase in the Gross Enrolment Ratio (GER) in higher education to 15 per cent of the population in the age cohort group of 18-24 years by 2011-12 but it has achieved only 12 per cent. During the 12th Five Year Plan the government has a target of achieving 30 per cent GER. In consonance with the target of the 12th FYP, the University Grants Commission has launched a national level mission called Rastriya Uchchatar Shiksha Abhiyan (RUSA) to achieve quality higher education with access and equity. The major objectives of RUSA include: to achieve 32 per cent GER by 2022 (at the end of the 13th FYP). This requires a substantial increase in the number of institutions and consequently would require an adequate number of teachers for imparting education. Failure to redress the faculty shortage would hamper the achievement of the targets for increase in GER set out by Government. However, the overall scenario of higher education in India does not match with the global quality standards. Hence, there is enough justification for an increased assessment of the quality of the country's educational institutions.

Hence, the present study tries to analyze the status of higher education in terms of growth of no of universities and colleges, enrolment, state level details of higher education and some of the shortcomings and reforms of higher education in India.

OBJECTIVES OF THE STUDY

- 1. To analyze the status of higher education in India
- 2. To capture the shortcomings of higher education system in India

METHODOLOGY

The present study has been used secondary data collected from Ministry of Human Resource Development and All India Survey on Higher Education 2014-15. Further it has been used averages, analytical tables to present the work more scientifically and systematically.

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 <u>http://ijrcm.org.in/</u>

GROWTH OF HIGHER EDUCATION IN INDIA

This is the time of growth of higher educational institutions and increase in the number of students' enrolment in regional and national levels. It has seen that every country gave due importance to higher education and considers it as the basic for human resource and economic development. However, the number of higher educational institutions and students' enrolment vary from states to state. So an attempt is made to find out the status of Indian higher educational system in the Indian scenario.

Year	No of Universities	No of Colleges	Total
1950-51	30	695	725
1960-61	55	1542	1597
1970-71	103	3604	3707
1980-81	133	4722	4855
1990-91	190	7346	7536
2000-01	256	12806	13062
2010-11	634	31324	31958

Source: Selected educational statistics, Various Issue FICCI Higher Education Summit 2012 Website: www.ugc.ac.in

The table 1 shows the decadal growth of higher education in India since 1950-51 to 2010-11. According to the table, during the period 1950-51 there were only 30 universities existed and 695 colleges were working and total of 725 higher education institutions were existed in India. After six decades i.e., in the year 2010-11, there was enormous increase in the growth of higher education in India it means that there were around 634 universities, 31324 colleges and total of 31958 higher education institutions were existed in India during the year 2010-11.

TABLE 2: DECADAL GROWTH OF ENROLMENT OF HIGHER EDUCATION IN INDIA

	year	No of students in Million
	1950-51	0.4
	1960-61	1.1
	1970-71	2
	1980-81	2.8
	1990-91	4.9
	2000-01	9.8
	2010-11	17
~	=	

Source: FICCI higher education Summit 2012

The table 2 illustrates the decadal growth of enrolment of higher education in India since 1950-51 to 2010-11. As per the given table, the total enrolment of higher education was only 0.4 million in the year 1950-51. But it was slowly increased in subsequent decades, after six decades the total enrolment of higher education in India was increased to 17 million in the year 2010-11. But the growth of enrolment was very slow in India when compared to other neighbor countries.

TABLE 3: TYPES OF HIGHER EDUCATION INSTITUTIONS IN INDIA

ADEE 5. THE ES OF HIGHER EDUCATION INSTITUTIONS IN INC			
	Type of Institution	2012-13	Percent
	State Universities	306	43.4
	Central Universities	44	6.24
	Deemed Universities	130	18.49
	Private Universities	154	21.84
	Institute of National Recognition	39	5.59
	National institute of technology	32	4.54
	Total	705	100

Source: UGC, MHRD Annual Report 2011-12

The table 3 clearly represents the type of higher education institutions existed in India during the period 2012-13. According to the table, there was 43.4 percent of state universities, 6.24 percent of central universities, 18.49 percent of deemed universities and 21.84 private universities existed in India during the year 2012-13. Further, only 5.59 percent of institutes were national recognized and only 4.54 percent of national institute of technology were working in India during the same period. As per the given table, the percentage of private and deemed universities was very high in India.

VOLUME NO. 7 (2017), ISSUE NO. 07 (JULY)

TABLE 4: STATE-WISE TOTAL NO OF HIGHER EDUCATION INSTITUTIONS AND ENROLMENT IN INDIA 2012-13				
Name of the States/Union Territories	Total No of Higher Education Institutions	Percent	No. of Students	Percent
Andhra Pradesh	4597	12.74	217542	11.96
Arunachal Pradesh	21	0.06	20154	0.11
Assam	522	1.45	279243	1.54
Bihar	728	2.02	390144	2.13
Chattisgarh	700	1.94	334317	1.84
Delhi	268	0.73	293081	1.61
Goa	62	0.17	27791	0.15
Gujarat	1892	5.24	923914	5.08
Haryana	1003	2.78	452690	2.49
Himachal Pradesh	371	1.08	144503	0.79
Jammu and Kashmir	325	0.9	206129	1.13
Jharkhand	245	0.68	29198	0.16
Karnataka	3414	9.27	1005572	5.53
Kerala	1062	2.84	504139	2.77
Madhya Pradesh	2351	6.62	1165173	6.39
Maharastra	4881	13.52	2415711	13.28
Manipur	83	0.23	36968	0.2
Meghalaya	79	0.22	44006	0.24
Mizoram	31	0.09	15843	0.09
Nagaland	62	0.17	24207	0.13
Odisha	1136	3.15	513479	2.82
Puducherry	90	0.25	49287	0.27
Punjab	1001	2.77	479136	2.63
Rajasthan	2812	7.79	790114	4.34
Sikkim	20	0.05	12788	0.07
Tamil Nadu	2469	6.84	1492740	8.21
Tripura	43	0.12	33104	0.18
Uttar Pradesh	4501	12.39	3021326	16.61
Uttaranchal	436	1.21	291104	1.6
West Bengal	969	2.68	945077	5.19
Chandigarh	30	0.08	67205	0.37
Andaman and Nicobar Islands	6	0.02	3658	0.02
Lakshadweep	3	0.01	429	0.003
Daman and Diu	4	0.01	947	0.005
D and N Haveli	4	0.01	2170	0.01
Total	36095	100	18190689	100

Source: UGC Report and Higher Education in India at a glance 2013

The table 4 clearly exhibits total no of higher education institutions existed and total enrolment in the states and union territories during the period 2012-13. It is very important to note that more than 60 percent of the education institutions and the enrolment were found in six states namely; Maharashtra (13.52%), Andhra Pradesh (12.74%), Uttar Pradesh (12.47%), Karnataka (9.36%), Rajasthan (7.79%), Tamil Nadu (6.84%) and Madhya Pradesh (6.73%) rest of the table have less no of educational institutions. Further, in total enrolment also, around 50% of the total enrolment was found in four states namely; Uttar Pradesh (16.61%), Maharashtra (13.28%), Andhra Pradesh (11.96%) and Tamil Nadu (8.21%) rest of the table have less no of enrolment during the period 2012-13. However, it is observed that higher education has been given due importance in most of the states in the country.

SHORTCOMINGS IN HIGHER EDUCATION IN INDIA

India has been witnessing a healthy growth of higher education institutions as well as students' enrolment 1950-51. The students' enrolment from 1950-51 to 2012-13. Though there is a positive trend in the growth of higher education, several studies are also found some of the important shortcomings which have to be considered seriously. They are as follows,

- However, higher education system in India continues to be afflicted with the three major problems of access, equity and quality.
- Extensive disparities have been existed in enrolment percentages among the States and between urban as well as rural areas.
- Disadvantaged sections of society and women have significantly lower enrolments than the national average.
- The higher education sector is plagued by a shortage of well-trained faculty, poor infrastructure, outdated and irrelevant curricula activities.
- The use of technology remains inadequate and standards of research and teaching at Indian universities are far below compared to international standard.
- Curricular reforms leading to regular revision and upgrading of curricula, introduction of semester system, choice-based credit system, and examination
 reforms are yet to take place in higher educational institutions across the country.
- Exceptions apart, majority of Indian higher education institutions perform poorly in the area of quality on a relative global scale.
- In recent years, the massive expansion in enrolment in higher education in the country has resulted in unbearable burden being put on the physical and
 pedagogic infrastructure of colleges and universities. This is reflected in overcrowded classrooms and distortion of desirable student-teacher ratios, overall
 shortage of teaching and tutorial space, overloading of laboratory and library facilities, and often a lowering of quality of teaching. All these issues require
 urgent correctives.

REFORMS NEEDED IN HIGHER EDUCATION SECTOR

- Curricular and academic reforms are required to improve student choices, with a fine balance between the market oriented professional and liberal higher education.
- Higher education must be aligned to the country's economy and also to the needs of the global market. Innovative and relevant curricula should be designed
 to serve different segments of the job market or provide avenues for self-employment. And emphasis must be given to the expansion of skill-based programmes in order to make our youth employable in the job market.
- Fact remains that today, around 60% of total enrolments in higher education are in private institutions. Some of them excel in their chosen areas. There also
 exist legitimate concerns about many of these institutions being substandard, exploitative and suffering from the general shortcomings mentioned earlier.
 Governance reforms are required to enable these institutions to have their autonomy to develop distinctive strengths, while being held accountable for
 ensuring quality and fulfilling their responsibility to society.

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 <u>http://ijrcm.org.in/</u>

CONCLUSION

Higher education has been playing a vital role in improving the status of human development in the country. The status of higher education institution and the overall enrollment in India has been growing steadily but only a few states have been performing well in terms of no of intuitions and enrolment but much attention is required towards the remaining states which are less performed. Though there was a steady growth in higher education sector, there are also some shortcomings which should be taken into consideration and reforms of the sector is also much needed to overcome from such shortcomings. However, the overall scenario of higher education in India does not match with the global quality standards. Hence, there is enough justification for an increased assessment of the quality of the country's educational institutions.

REFERENCES

- 1. Agarwal Pawan (2006) Higher Education in India, working paper No. 180, ICRIER, New Delhi p-5.
- 2. All India Survey on Higher Education 2014-15.
- 3. Dhar B.B (2008)., Higher Education System, A.P.H. Publishing Corporation, New Delhi, 1-3
- 4. FICCI Higher Educational Summit 2011 New Delhi P-10.
- 5. Government of India, Economic Survey (2012-13), Ministry of Finance, New Delhi, 285 (2012)
- 6. Gupta Sumit and Gupta Mukta (1997), Higher Education in 21st Century, Anmol Publications Pvt. Ltd., New Delhi, 37-38
- 7. Rani, Geetha (2010) changing Land scope of Higher Education in India, the case of engineering Education in Tamil Nadu, NUEPA Occational paper 36, National University of Educational Planning and Administration, New Delhi. PP.5-16.
- 8. Tilak, J.B.G. (1996), "Higher Education under Structural Adjustment", Journal of Indian School of Political Economy 8 (2) (April-June): 266-93.
- 9. UGC-Higher Education: A Glance-2013
- 10. UGC-Report, Higher Education in India

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 <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

AAL OF RESEAR

ATIONAL JOURNAL





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 http://ijrcm.org.in/

IV