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

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**PROMOTERS' EQUITY SHARE PLEDGING, FINANCIAL PERFORMANCE AND  
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ON NATIONAL STOCK EXCHANGE OF INDIA**

**S RAMESHKUMAR MEHTHA  
RESEARCH SCHOLAR**

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**ABSTRACT**

*This research paper emphasizes on Promoters' Equity Shareholding pledging and its relationship with Financial Distress and Financial performance. Today many Companies (listed on Indian Stock Exchange promoters) are pledging their Equity shares for various purposes. In this study we have selected six group companies of the Renowned and well-known corporate house namely Future Group which are listed on National Stock Exchange. The promoters of this companies have off late ledged their equity shares with Financial Intuitions. Financial distress is a condition in which a company or individual cannot generate sufficient revenues or income, making it unable to meet or pay its financial obligations. The main aim of the research undertaken is to find out whether company is in Financial Distress using 10 years data for the company Future Group. Data collected on various financial parameters from the year 2010 till 2021. The method used is a case study method with specific company only. The research also tries to find Before and After pledge financial performance and Financial Solvency position using Altman Z Score Model. For Analyzing the Before and After Promoters' Equity Share Pledging on the Financial Performance of the company Independent Sample T Test was Carried out on the Data. Proxy for the financial performance were Earnings per Share, Net profit Margin, Debt Equity Ratio, Current Ratio, Return on Assets and Assets Turnover Ratio. The current study used financial performance indicators viz Net Sales, Total Assets, Retained Earnings, Working Capital etc. The Altman Z score is used for analyzing the data and interpret the financial distress of the company. Financial statement analysis and various financial ratios are used for analysis. The research is based on secondary data and data is mainly collected from Bombay Stock Exchange website and annual reports published. The Research findings were that in the year 2020-2021, five of the Six Group companies were in financial Distress. Other findings were post ledge Asset Turnover Ratio, Earnings per share, Net profit margin, Return on Assets and Assets Turnover Ratio have declined.*

**A STUDY ON ENSURING A MORE INCLUSIVE WORKPLACE INFORMAL GROUP****Dr. SAVITHA R****ASST. PROFESSOR****DEPARTMENT OF MANAGEMENT STUDIES – BBA****MS RAMAIAH COLLEGE OF ARTS, SCIENCE & COMMERCE****BANGALORE****Dr. M. LAKSHMI PATHI NAIDU****HEAD****DEPARTMENT OF MANAGEMENT STUDIES – BBA****MS RAMAIAH COLLEGE OF ARTS, SCIENCE & COMMERCE****BANGALORE****ABSTRACT**

*A lot has been said and written about workplace informal groups. By and large the presence of workplace informal groups has been welcomed by several stakeholder categories, subject of course to a few caveats. The commonest caveat is that the goals the informal groups chase should be in line with the goals the organisation concerned chases. Prima facie, such a caveat is welcome but often this caveat is projected as the pivot on which alone the success of the informal group rests. Other aspects are often side-lined or ignored with the result that the informal group's performance at times gets suboptimal and less inclusive. A little bit of fine-tuning, like ensuring that the informal group gets more inclusive, can go a long way in raising workplace productivity. The researcher's findings reveal that persuading more and more women employees to associate with committed workplace informal groups can go a long way in ensuring that the entire workforce jells at the workplace, leading to superior productivity for the organisation. Although a few valid reasons come in the way of the women employees associating themselves actively with the workplace informal groups, if the right inducement is made available at the right time to the women employees, a more inclusive workplace informal group will emerge. Ensuring a better shop floor presence for women employees, allaying their fears and suspicions and ensuring a fair workplace treatment for them are among the measures the researcher suggests, to forge a more inclusive and committed workplace informal group.*

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