

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

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IMPACT OF ORGANISED RETAIL ON UNORGANISED RETAIL IN INDIA

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ABSTRACT

The Indian retail industry has grown 10.6% between 2010 and 2012 and is poised to increase to 750 to 850 billion USD by 2015. Retail industry is a flourishing sector of the country and encompasses activities from sourcing, SCM ,Inventory management, merchandise management, store management, HRM, ERM, ERP, sales promotion, advertisement, CRM and after-sales service. The organized retail constitutes 8% of the total retail market and is expected to grow at 20% by 2020. It is likely to greatly impact businessmen, entrepreneurs, investors and to a great extent the real estate sector. There is great hue and cry that FDI will to a great extent make the small retailers shut the business and opt for alternate employment. The paper focuses on the impact of organized retail on the unorganized sector in Indian retail market.

AN ANALYSIS OF EMPLOYEE RETENTION PREVAILING IN MANUFACTURING INDUSTRY IN HOSUR, TAMIL NADU

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ABSTRACT

Retention means retaining or holding the competent employee within the organization so that he doesn't shift to another organization. Retention of excellent employees is one of the most important challenges in organizations today. Retention of skilled personnel is a major issue for recruiters and employers of the manufacturing companies. The departure of an employee not only means the loss of personnel, knowledge, skill but also the loss of business opportunities. The objective of this study is to know the reasons that affect the employee retention and to have a comparative analysis between Companies. In this research work the primary data is collected by the help of questionnaire and Companies data have been collected for comparative analysis. Descriptive research design is been used to find out the characteristic features of the respondents. The hypotheses are framed on the basis of work life balance, retention policies and relationship between the boss/peers/subordinate as these are considered more sensitive. The findings from this study are that the employees in the organizations are very much satisfied with the working environment and the infrastructure of the organization which is acting as a retention cause. So the conclusion is that the companies are having a great responsibility towards its employees as employees are the real wealth and assets of the organization and the organization should try to retain them.

HRD PRACTICES IN BANKS: A STUDY WITH REFERENCE TO PUBLIC AND PRIVATE SECTOR BANKS

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ABSTRACT

People are the real assets of an organization. There is interdependency between organizations and people to meet their multifaceted goals and objectives. The challenge of human resource management is make this union approach perfection. HRD is a positive concept in HRM. HRD as the formal organizational effort of the financial institutions is receiving substantial attention both from the academic and in-house research. A review of the literature, however, revealed that there is lack of research endeavor comparing the HRD practices in this sector. This study highlights the importance and essence of HRD practices in banks to manage environmental variables, attainment of self-confidence and motivation for the public services. The study was aimed at assessing the extent of HRD climate prevailing and its influence on the level of employee satisfaction and performance. The study is mainly of descriptive nature however a set of statistical tools have been adopted like Correlation of Co-efficient and Regression Analysis to make the study analytical and tries to evaluate the HRD practices followed in the financial Institutions. The study reveals that HRD Climate is a contributing/influencing factor to satisfy different needs of the individuals in both the public sector and private sector banks. To survive and excel in the new economy, the HRD climate is of crucial importance to the Indian public sector organizations. The economic development of a country can be achieved through exploration of natural resources, availability of physical and financial resources, and international aid.

PRE-PURCHASE INFORMATION SEARCH BEHAVIOUR OF RURAL CONSUMERS TOWARDS PRE-OWNED CARS

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ABSTRACT

The study of consumer behaviour is essential in the changing scenario of the Indian consumer market. In recent times, the orientation of rural consumers has turned towards acquiring specialty goods like automobiles. Comprehending the patterns and understanding the rural consumer behaviour is a challenge. The study focuses on pre-purchase information search behaviour of rural pre-owned car owners in Kanniyakumari district, Tamil Nadu. Burgeoning growth of the new car market and the reduced tenure of car ownership resulted in wider availability of used cars. This study is significant as the pre-owned car consumers are potential new car buyers and their experience with a pre-owned car will have a definitive influence on future car purchase decisions. The study has been undertaken with two objectives; to assess the socio-economic and demographic profile of rural pre-owned car owners in Kanniyakumari district and to examine the pre-purchase information search behaviour of rural car owners. Primary and secondary data have been used. The primary data have been collected through structured questionnaire. Judgement sampling method was adopted to select 200 used car owners. Descriptive statistics and Garrett's ranking technique were used for analysis. The pre-owned car market in the study area is dominated by individuals. Pre-owned car was bought due to lower price after brand evaluation but with apprehension on mind. The pre-owned car market can be made organized by proper registration of dealers. To overcome the challenges in reaching rural consumers, the car marketers can formulate effective rural marketing strategies.

LINKING EMOTIONAL INTELLIGENCE, SALES PERFORMANCE AND SALES SUCCESS OF RETAIL SALESPeOPLE: A REVIEW APPROACH

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ABSTRACT

At present the retail industry in India is accelerating. Though India is still not at an equal pace with other Asian counterparts but it is geared up to become a major player in the retail market. In recent past, retailing has gained lot of importance due to rising investment in this sector. These investments will only be justified with pure performance of the retail outlets and the performance of the retail outlets depend on individual sales performance of retail sales people. Dealing with customer problems and maintaining a smile in difficult situations is very demanding in retail sales and therefore, retail sales providers need to be more supportive and understanding in nature to deal with such demands effectively. Emotional intelligence is the ability to restrain from the negative feelings stemming out of such situations and focus on positive feelings which determines success (Gangai et al., 2013). Many researchers have emphasized the importance of emotional intelligence in sales performance but this has not extended to research in analyzing retail sales performance. This paper tries to explore and investigate the relationship between EI and retail sales people performance through review of various literatures. Based on what literatures indicate, it has been concluded emotional competencies of sales people are very important in determining their sales performance and sales success. More empirical evidence is advocated in future researches.

REASONS AND EXPECTATIONS OF CUSTOMERS TOWARDS SHAMPOO BRANDS**KHAWAJA MUBEENUR RAHMAN****ASST. PROFESSOR****SINHGAD INSTITUTE OF BUSINESS ADMINISTRATION & COMPUTER APPLICATION****LONAVALA****DR. ROSHAN KAZI****PROFESSOR & HEAD****DEPARTMENT OF MBA****ALLANA INSTITUTE OF MANAGEMENT SCIENCES****PUNE****ABSTRACT**

The expectations of today's customer are very high both from the product as well as from the manufacturing organization. That's why the organizations are also continuously taking the feedback of the customers for improvement of their products. In this paper also the researchers have tried to find the reasons and expectations of customers while purchasing a shampoo brand. For this ten different reasons and expectations of the customers regarding shampoo brands were taken into consideration by the researchers. Feedback was taken on a 10 point scale of least preferred feature to the most features from 500 shampoo users of Kolkata city. After analysis it was found that Hair fall has come out as the top most preferred reason for using a shampoo brand whereas Hair cleaning appears to be the most preferred expectation of customers. Similarly Fragrance was considered as the least preferred reason whereas Moisture was considered as the least preferred expectation of the customers.

TEAM FORMATION STRATEGIES BASED ON PERSONALITY TYPES AND COMMUNICATION STYLES TO IMPROVE TEAM EFFECTIVENESS

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ABSTRACT

The creative process starts with assembling a creative team which consists of the right mix of people with a blend of talents and personal attributes that rarely exist in one person. Therefore, creative teams in which different members contribute different complementary skills are very important and ensure an output that is greater than the sum of the individual components. This study evaluates the Goal Accomplishment and Team Effectiveness of teams formed using DeBono's six thinking hats and Myers-Briggs personality types. First year students of the MBA program were used to form teams in the context of a Workshop on Creativity and Lateral Thinking. The students were divided into teams based on their 6 hats or MBTI typologies. A total of 101 students were divided into 9 teams of 4 students each based on 6 hats, 9 teams of 5 students each based on MBTI and 5 teams of 4 students each were formed randomly without following any Team formation Strategy (TFS). ANOVA and t-test were done using SPSS and it was found that Goal Accomplishment was significantly different between the 6 hat teams and MBTI teams. Team Effectiveness was found to be significantly different between the 6 hats team, MBTI teams and the control teams. It is concluded that heterogeneous teams had a positive effect on team effectiveness and goal accomplishment.

MICROFINANCE CRISIS IN ANDHRA PRADESH AND REGULATORY RESPONSE

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ABSTRACT

The microfinance sector of Andhra Pradesh was recently impaired by a series of unfortunate incidents that happened due to extensive lending which resulted in over-indebtedness, defaults and in some cases some of the clients even committed suicide. The main reason for such incidences was said to be the high rates of interest and the marketing tactics such as collection methods adopted by MFIs. This paper explore the reasons behind the hardships of MFIs' clients, causes of inefficiency in operations which have increased the cost of credit and problems with the current marketing strategy and other related areas. This paper focuses the need for policy implications of the various regulatory measures that the Government subsequently should take to control and regulates micro-lending practices in the state.

COST OPTIMIZATION THROUGH 'INTERNAL TALENT RETENTION STRATEGIES': AN ANALYTICAL STUDY

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ABSTRACT

In the current post globalized era, managing business has become very challenging. Globalization is the process of integration of Human Resources, Goods, Finance, Knowledge and Culture across the world. Talent Management is the need of an hour. The organization must have a well defined Talent Management process consisting of recruiting, training, managing, supporting and compensating the human resources acquired. It refers to the anticipation of required human capital the organization needs at the time then setting a plan to meet those needs. It is observed that in many employment categories, particularly high skilled areas such as IT, Software Development, Electrical Engineering, Accounting and Finance, the labour turnover is very high. Retention is a challenge faced by many of the world's most admired companies. Organizations are accelerating their internal talent retention strategies. Against this background, the present research paper focuses on cost effectiveness of "Internal Talent Retention" as a strategy of "Talent Management". The objective of research paper is to study the costs involved in Retention of employees Vs. Hiring. The research paper also covers analytical study of cost effectiveness of "Internal Talent Retention" as a strategy and explores the factors affecting attrition. After analyzing the data, the researcher would give suggestions to the corporates to make Retention strategy more effective. The proposed research work is "Exploratory" in nature. The Secondary Data would be collected from authentic sources like reference books on Talent Management, HR policy of selected companies, journals, articles and websites etc. The Primary Data would be collected by survey method through unstructured questionnaire from selected corporates. The Primary data and Secondary data would be analyzed to arrive at conclusions and suggestions. The analysis of costs of attrition led the researcher to conclude that retention emerges as a cost effective tool, talent strategy is strongly tilted towards the old paradigm of "Grow from within, internal talent retention strategy not only saves the cost but also encourages long term loyalty and hiring becomes costlier than retention. To sum up, strategy should seek In-House talent to grow thereby avoiding recruitment costs would be beneficial in the long term.

TALENT MANAGEMENT: A NEW CORPORATE MANTRA**K. USHA****RESEARCH SCHOLAR & ASSOCIATE PROFESSOR
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Talent Management has become one of the most important buzzwords in Corporate HR and Training today. Organizational leaders recognize that many aspects of market competitiveness like innovation, new product and service can be easily replicated or substituted. Pricing models and decisions to enter new markets are easily followed by the competitors. To replicate the skill and abilities of a leadership team and workforce is almost impossible. Therefore, the ability of a company to select, engage, retain and deploy talent at all levels is perhaps one of the main competitive advantage a company possess. This is where talent management makes an entry. Talent Management involves individual and organisational development in response to a changing and complex operating environment. It makes use of the skill, knowledge and passion of the employees by proper identification and taking measures for its conversion into company profitability. This article tries to explore the new facets of Talent Management.

RATIONALITY AND EMOTIONALITY IN CUSTOMERS' ADVERTISING AND BRAND ELEMENT RECOLLECTION: A STUDY ON LOYAL CUSTOMERS OF CERTAIN BRANDS

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ABSTRACT

There is always a connect between the patronisation or loyalty towards a brand and the extend as well as the nature of images that befall on the mind of customers of those brands is the view point of theorists' and they call such an effect as Exposure-familiarity effect and this type of an effect is noticed in the low involvement product purchases. The said imagery could be well recognised by the nature of the recall by the respondents' and thus one can find out the patterns of such recollections and come to a fair amount of meaningful conclusion on what constitute a brand. This study uses unaided recall to find out the pattern of imagery existing in the mind of the customers of a low involvement product among a segment of Management students. The study is exploratory in nature and is consequently not elaborate in the sample selection. The schedule used for the study is an open ended one which extract whatever associations formed in the mind of the respondent about the brand. Result shows clear cut differences in the way the images are formed for different brands in this product category along cognitive and affective lines.

INDUSTRIAL-CORPORATE SOCIAL RESPONSIBILITY

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ABSTRACT

Corporate social responsibility basically a concept whereby companies decide voluntarily to contribute to a better society and a cleaner environment. Corporate social responsibility is represented by the contributions undertaken by companies to society through its business activities and its social investment. This is also to connect the Concept of sustainable development to the company's level. Over the last years an increasing number of companies worldwide started promoting their Corporate Social Responsibility strategies because the customers, the public and the investors expect them to act sustainable as well as responsible. In most cases CSR is a result of a variety of social, environmental and economic pressures.

BRING YOUR OWN DEVICE (BYOD): AN EMPIRICAL STUDY ACROSS INDUSTRIES

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ABSTRACT

Bring your own device (BYOD) (also called bring your own technology (BYOT), bring your own phone (BYOP), and bring your own PC (BYOPC)) refers to the policy to permit employees to bring personally owned mobile devices such as laptops, tablets, and smart phones to their office, and to use them to access privileged company information and applications. A Bring Your Own Device (BYOD) program comprise of the organizational technology policies and procedures that provide a secure mobile computing atmosphere on the devices employees want to use for their work. But BYOD is not just a technology issue. It's a central business issue that requires an effective approach around business strategy. The study has been undertaken to analyze if people working in different industries are aware of the BYOD policy of their organization. Also, the study analyzes the level of acceptability of BYOD system. The study has been conducted on 506 employees from five major industries, namely, IT, Manufacturing, Financial Services, Education and others. The study would help the organizations in understanding the major threats and opportunities from the BYOD policy for the organization.

FOREIGN BANKS IN INDIA: A LITERATURE REVIEW

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ABSTRACT

In response to statement by the current Governor of RBI, the study seeks to contribute to the debate relating to further deregulation of foreign banks in Indian context. The stakes in the debate are quite high and the debate need to be informed by history, theory as well as objective reality of foreign banks operating in India. In this context, the present study contributes to the debate by analyzing the evolution of foreign banks, beginning with the colonial era, up to the current period. It carries on the analysis till 2013 and concludes that foreign banks enjoy high profits despite entry of new foreign banks. Post reforms phase saw a significant rise in the number of banks after deregulation of entry was found to be accompanied by considerable fluctuations. It is not apparent how supposed benefits of entry of foreign banks will accrue to the economy in the absence of stability of new entrants.

COST–BENEFIT ANALYSIS OF BUS TRANSPORT IN KUMBAKONAM REGION OF TAMIL NADU

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ABSTRACT

The study analyzed the costs involved in the operation of bus services of the TNSTC Kumbakonam Division I and benefits extended to its passengers. The study reveals that the TNSTC Kumbakonam Division I has been rendering good services to the public in their operating area despite certain limitations. But the passengers in the study area were not satisfied with the operating and service efficiency of the study unit as there exists a big gap between the expectations and perceptions of the passengers. The study suggests that mini buses may be operated in large number and more frequently to fulfill the transport demand of the commuters and to minimize revenue losses. Instead of sticking on to the scheduled times, the operation of the buses be budgeted on zero base, wherever there is no competition from private operators. The Corporation may think about diversification of business in the lines of courier service, parcel service along with regular bus service to improve its revenue as these lines are highly potential. The Corporation can allow the sites both inside and outside the buses suitable for advertising to gear up the non operating revenues. The number of Non-stop buses without conductors is to be increased to minimize losses. Conducting frequent training programmes, for crew members will improve the quality of services and cordial relationship between the crew and the passengers. Besides rendering service to the people by extending bus services to economically unviable routes, it should also endeavor to earn profit by increasing the bus fare atleast to cover the total fixed and operating costs and to fulfill the expectations of its stake holders and to emphasis more on Passenger - Friendly services.

RELATIONSHIP BETWEEN INDIAN CAPITAL MARKET AND FOREIGN INSTITUTIONAL INVESTMENT

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ABSTRACT

This paper studies the relationship between Indian capital markets and foreign institutional investment which in turn will cater to the interest of policy makers and investors especially focusing on the behavioral study during phases of change in the market. The study is based on secondary data taken for approx. 12 years spanning from January 2001 to October 2012. VAR approach and Granger Causality tests have been used in research of subjected study. The study finds a positive correlation between FII's and Sensex in all the phases of market and strong relationship between the Sensex and FIIs during the technology crisis in Indian economy.

AN ANALYSIS OF EFFECTS OF ENVIRONMENTAL PERFORMANCE OF CONSUMER GOODS INDUSTRY AND THE FINANCIAL PERCEPTION OF THE INVESTORS: A COMPARISON OF INDIAN AND US FIRMS

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ABSTRACT

A lot of studies suggest that the environmental performance of firms affect their financial performance. Financial performance could be the operational or market performance of the firm. However, in this paper we have looked through a different perspective where we have analyzed whether how do the investors of a company perceive environmental performance of the company and affect the future prices of the stocks and the earnings. We find that the environmental performance of companies does in fact affect how investors perceive a company's reputation and certainty of its future, and hence affecting the future stability of company's stock prices. By comparing the results of US and India we find that in US investors' perception about the company's future and reputation is affected more due to its environmental performance, as compared to the perception of Indian investors.

DESIRED CONTRIBUTION: IMPACT OF PENSION FUND MANAGERS PERFORMANCE ON RISK AND RETURN

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ABSTRACT

A pension fund is a plan, fund, or scheme which provides retirement income. The National Pension System (NPS) is a defined contribution based pension system launched by Government of India with effect from 1 January 2004. The pension contributions of Central Government employees covered by the National Pension System (NPS) are being invested by Professional Pension Fund Managers in line with investment guidelines of Government applicable to non-Government Provident Funds. The Indian population is greying. According to the latest UNFPA report, the number of Indians above 60 years is projected to rise to 55% by 2050. The demographics also indicate an increasing longevity with a more active lifestyle after retirement owing to betterment in medical facilities. The NPS is a sophisticated innovation that is based on the world's best practices in the pension sector. Pension fund managers will invest it in stocks and shares and the returns earned by it will be given to the pension holders. This paper examines the impact of pension fund managers performance on return and risk pattern in recent years.

AGE WISE STUDY OF JOB SATISFACTION OF DELHI UNIVERSITY FACULTY

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ABSTRACT

The relationship between job satisfaction and performance can never be undermined. Job satisfaction is an inherent component in occupation of any nature. It is particularly important amongst teachers who are endowed with the task of imparting education to the future of the country and have great influence on their attitude and thinking. Little empirical research has been done till date regarding the job satisfaction level of teachers in higher education in developing countries like India. Through this study an attempt has been made to find out the level of satisfaction of teachers across age groups to find out how job satisfaction varies as age progresses. Factors contributing to satisfaction/dissatisfaction have also been identified. One of the most prestigious central universities, University of Delhi was chosen for this purpose. The study was a descriptive study and made use of standardized job satisfaction scale as a research tool. 163 faculty members working in Delhi University in 18 different colleges were selected between September to November 2013. The findings of study showed that most academic members of Delhi universities were satisfied with their job across all streams. There is no significant difference in job satisfaction amongst faculty members as a whole, however in faculty members within 25-35 age and 35-45 age , we found significant difference in satisfaction level in arts and commerce/economics.

THE EFFECT OF OWNERSHIP STRUCTURE ON AUDIT QUALITY

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ABSTRACT

The objective of the current study is to survey the effect of the ownership structure on the auditing quality of the companies accepted in Tehran's Securities Exchange. Therefore, by using the data collected from the study sample which includes 106 companies during a 5-year period from 2007 to 2012, this effect has been studied. The study methodology is in the applied form from the study objective point of view and it is of the descriptive-correlation type and the model's variables relationship has been dealt with by making use of the Pierson correlation coefficient and to analyze the model logistic regression has been used. To test the ownership structure as the independent variable this structure was evaluated in three items which include ownership concentration, block ownership, and institutional ownership. The company size and the company leverage were chosen as the study control variables. The study results show that, generally, from among the three hypotheses of the study one is confirmed and it became clear that corporate ownership has a direct and significant effect on the audit quality of the companies doing business in Islamic Republic of Iran's capital market and the ownership concentration and block ownership have a significant effect on the audit quality of the companies accepted in Tehran's Securities Exchange.

A REFLECTION ON THE NATURE OF CORPORATE GOVERNANCE IN INDIA

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ABSTRACT

Wholesome corporate governance doings are a prerequisite for environmentally sustainable business. It marks for producing long-term significance to all its shareholders and other stakeholders. Corporate governance (CG) is not a new or recent spectacle. It is in existence for a number of years. The abrupt and unexpected breakdown of recognized and reputed corporations like World Com and Enron created quivers and waves of disbelief around the globe. These incidents therefore have paved the path for the need of corporate governance in directing or controlling a company. Corporate Governance is needed to create a corporate culture of consciousness, transparency and openness. It enables a company to maximize the long-term value of the company's performance. Corporate governance is a term that refers broadly to the rules, processes, or laws by which businesses are operated, regulated and controlled. In India, various suggestions have been received from committees and boards which were set up to assess the appropriateness of prevailing corporate governance practices with a vision to improvise. It is a given that if upright and suitable corporate government is adopted, it may provide stability and growth to the enterprises. It aids in building conviction and confidence among the stakeholders. In this perspective, an attempt has been made in this paper to discuss about 'Corporate Governance' embracing the concept, definition, importance, ingredients, doctrines, assistances and regulatory framework (in Indian context).

THE PERCEPTION OF AGRICULTURAL STUDENTS AND SELF-EMPLOYMENT IN AGRIBUSINESS: A CASE STUDY OF STUDENTS OF UNIVERSITY FOR DEVELOPMENT STUDIES, GHANA

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ABSTRACT

Graduate job placement has become a major challenge facing developing countries including Ghana. This has pushed some policy makers to advocate for the training of graduates who are skill oriented to go into self-employment ventures. University for Development Studies (UDS) is one of such Institutions in Ghana mandated to train self-employed graduates. This paper therefore examines the perception of UDS students in Ghana towards seeking self-employment in agribusiness sector. Structured questionnaire was used as a data collection instrument for this study. Students' perception regarding the prospects of agribusiness as a self-employment avenue was measured on a five point Likert Scale. The study found that students interviewed generally agreed that agribusiness has a high potential for self-employment and that there is high prospects of its success in Ghana. However, students generally were undecided with regards to the easiness of self-employment creation in agribusinesses. More than half (54.8%) of the 192 students interviewed do not prefer agribusiness as an avenue for self-employment after graduation. Investment in self-employment of agriculture graduates is likely to fail if proper sensitisation is not made to motivate agricultural science graduates to go into agribusiness. The paper also recommends a review of self-employment policies to capture the interest of agriculture graduates because the current packages are not attractive to them.

ISLAMIC BANKING AND IJARAH FINANCING IN PAKISTAN**KALSOOM AKHTAR****LECTURER****THE DEPARTMENT OF MANAGEMENT SCIENCES****ISLAMIA UNIVERSITY OF BAHAWALPUR****BAHAWALPUR****AIMAN CHISHTI****STUDENT****DEPARTMENT OF MANAGEMENT SCIENCES****ISLAMIA UNIVERSITY OF BAHAWALPUR****BAHAWALPUR****SAMRA KANWAL****STUDENT****DEPARTMENT OF MANAGEMENT SCIENCES****ISLAMIA UNIVERSITY OF BAHAWALPUR****BAHAWALPUR****NADIA ASLAM****STUDENT****DEPARTMENT OF MANAGEMENT SCIENCES****ISLAMIA UNIVERSITY OF BAHAWALPUR****BAHAWALPUR****SOBIA ASLAM****STUDENT****DEPARTMENT OF MANAGEMENT SCIENCES****ISLAMIA UNIVERSITY OF BAHAWALPUR****BAHAWALPUR****ABSTRACT**

Islamic banking came into existence four decades ago and now it is very popular all over the world due to its unique attraction and continuous growth. Muslims accept it because of its religious prospects and its growth trend which is increasing day by day. Islamic banking system increases rapidly not only in Muslim world but other Non-Muslim countries also adopting this system. It is getting more attention now-a-days. Islamic financing is different from Conventional financing in all respect. Ijarah is the one of highly popularize product innovation by Islamic banks. It is also known as AITAB (al Ijarah Thumma Al Bai'). Conventional Banks are using leasing concept which is opposite to the Ijarah financing. Pakistan is among the pioneer countries that embedded Islamic banking concept at early stages. In present scenario Pakistan come into the list of major player of Islamic banking industry. The aim of this study is to understand Islamic banking system and its challenges, and future growth. Further this study investigates the nature and difference of Ijarah financing compared to conventional banks and also sees its growth, challenges and future prospects.

ENVIRONMENTAL AUDIT: STEP TOWARDS SUSTAINABLE DEVELOPMENT

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ABSTRACT

Environmental pollution has a great impact on men and society. It adversely affects on the human health or public health, animals and plants. Managing environment is really an issue of life and death. The 'Environmental Audit' is an initial step towards the pursuit of environmental quality management. This environment audit makes the organization self-regulating. Moreover undertaking of 'environmental audit' on regular basis provides a platform for improvement aiming at "zero spills, zero pollution, zero waste and zero accidents". Against this background, different aspects of Environmental Audit framework have been highlighted in this paper.

CHIT FUND- ROTATION OF MONEY

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ABSTRACT

Today, investment is related to saving and deferring consumption. This word investment is investment is involved in a lot of areas of economy. There are basically two types of institution where an individual invest his/her money. The first one is bank and the second one is NBFC. Bank is one that holds banking license and works under the Rules and regulations of RBI. Whereas NBFC are financial institution that provide banking facility without meeting the services without meeting the legal definitions of bank. Chit Fund also comes under definition of NBFC by RBI under the sub head miscellaneous non banking company (MNBC). But RBI not laid down any regulatory frame work for them. Due to this a lot of chit fund companies are making fraud with poor people.

CURRENCY DEVALUATION: A STORY FROM 1966 TO 2013

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ABSTRACT

This research paper is related to the devaluation of rupee in India. After 1947, India has faced two major financial crises and two consequent devaluations of the rupee. These crises were in 1966 and 1991 and now in 2013 the situation is also parallel and very destructive, as I plan to show in this paper, they had similar causes. The price of 16 Ananas is 1 rupee in 1947. The demand for decimalization existed for over a century. Sri Lanka decimalized its rupee in 1869. The Indian Coinage Act was amended in September 1955 for the adoption of a decimal system for coinage .it, however, was now divided into 100 'Paisa' instead of 16 Ananas or 64 Pice. In 1947 the value of rupee was one against the US dollar and in 1966 was 7.5, and in 1990 was 17.01 but it is 63.54 at November 2013. The Indian rupee touched a lifetime low of 68.85 against the US dollar on August 28, 2013. The rupee plunged by 3.7 percent on the day in its biggest single-day percentage fall in more than two decades. There is no denying that India is not the only emerging market experiencing a rapid decline in its currency's value. Since January 2013, the rupee has lost more than 20 percent of its value, the biggest loser among the Asian currencies. In this research we will learn about the reasons, causes and effects, and suggestions to evaluate the impact of the falling rupee on the Indian economy.

CHILD LABOUR AND TRADE LIBERALISATION

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ABSTRACT

In recent years the impact of globalization on the incidence of child labour has started to spark both public and academic debate, and has become an issue that invokes passion because it brings together people concerned about the exploitation of children on moral and ethical grounds and organized labour interested primarily in protecting jobs. Through this paper, it is argued that trade openness as depicted by stock of Foreign Development Investment (FDI) in the economy, and trade ratio, is negatively related to child labour. The more a developing country is integrated in the world economy, lesser are the chances of the incidence of child labour.

CORPORATE SOCIAL RESPONSIBILITY IN INDIAN BANKING SECTOR: A STUDY OF SONIPAT BRANCHES

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ABSTRACT

In today's era, deregulation of financial sector, technological advancement and other product innovations makes the market competition stiffer. Various institutions and banks had undertaken CSR practices to have a special edge. Corporate Social Responsibility (CSR) is a concept whereby organizations consider the interest of society by taking responsibility. CSR practices adopted by banks can led to betterment of society specially the weaker section, increased profits, enhancing customer loyalty and brand awareness. Present study put light on the concept of CSR practices taken by Public sector & Private sector banks in Sonipat branches. The study shows that all surveyed banks present themselves as having Corporate Social Responsibility policy and practices. A wide range of Corporate Social Responsibility initiatives ranging from income generation activities for livelihood, mobile health services, education, adult literacy, agricultural development, establishment of credit counseling centers, infrastructure facilities being carried out by these Banks. The main obstacle which comes in the way is of lack of dedicated human resources towards Corporate Social Responsibility.

AN ASSESSMENT ON JOB SATISFACTION OF ACADEMIC EMPLOYEES: A SURVEY ON ETHIOPIAN PRIVATE INSTITUTIONS OF HIGHER LEARNING

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ABSTRACT

It is a well established business reality that organizations in the world over no longer achieve competitive advantage through their products, but rather through people (employees). However, Managers spend a minimal amount of time learning more about human behavior, communication and how their attitudes and behavior impact employee performance. Concerns about employee job satisfaction are just as critical in the education industry as they are in other business sectors. The major purpose was: to address the major factors of job satisfaction of academic employees in the Ethiopian universities; determine job satisfaction levels of employees in the selected organizations and recommend job satisfaction measures to be taken in to account. The study adopted the quantitative research design. This cross-sectional study was done using Job Satisfaction Survey Job Satisfaction Survey (JSS) questionnaire distributed to the academic employees. 130 respondents were selected using stratified random sampling method. The conclusion of this research showed different factor of job satisfactions were correlated with the independent dependent variable, job satisfaction. Of which highest dissatisfaction levels occur in the area of salary and fringe benefit. In this study, demographic variables such as employees' age, gender, service years, marital status and organizational position were seen as having significant effects on their job satisfaction. Generally, the total job satisfaction of the respondents was 3.77 point (moderate satisfaction) from six credits.

REGULATIONS IN INDIAN CORPORATE DEBT MARKET

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ABSTRACT

Corporate debt can be defined as a debt security issued by a corporation and sold to investors. The backing for the debt is usually the payment ability of the company, which is typically money to be earned from future operations. Corporate debt securities are considered more risky than the government securities. As a result, interest rates are almost always higher, even for top-flight credit quality companies. The aim of this study is to see how Indian Corporate Debt Market is regulated. Well-developed corporate debt market is crucial for a developing country like India to augment the fund requirement for firms and facilitate the much needed infrastructure financing. I have also reviewed the regulatory changes taken by the Securities Exchange Board of India. Over a period of time SEBI has taken many steps to promote the growth of Indian Debt Market. I have presented all the regulatory steps taken by SEBI on yearly basis, this will help the reader to understand how Indian Corporate Debt Market has witnessed growth over a period of time and how the Regulatory body, SEBI has taken steps to stimulate this growth.

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With sincere regards

Thanking you profoundly

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Co-ordinator

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