# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT



Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 (2012) & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 6038 Cities in 194 countries/territories are visiting our journal on regular basis.

# **CONTENTS**

Sr.	TITLE & NAME OF THE AUTHOR (S)	Page		
No.	TITLE & NAME OF THE ACTION (3)			
1.	MANAGEMENT OF CASH, INVENTORIES AND RECEIVABLES IN FOOD AND AGRO BASED INDUSTRY (A CASE STUDY IN BAGALKOT DISTRICT)  Dr. SUNANDA S RATHOD & Dr. R HIREMANI NAIK	1		
2.	AGRICULTURAL CREDIT POLICY - NEED FOR RETHINKING  Dr. MANISHA PATHAK	6		
3.	THE EFFECT OF IMPLEMENTATION OF TRAINING AND REPOSITION: THE ROLE OF HUMAN RESOURCES TO THE COMPETENCE AND PERFORMANCE OF EMPLOYEES  FADLI HAVERA, ISMAIL NAWAWI, KHUZAINI & SOLIMUN	9		
4.	TRAINING AND WORK ENVIRONMENT FACTORS AS TOOLS FOR MANAGERIAL EFFECTIVENESS: A CASE STUDY OF PHARMACEUTICAL COMPANIES IN LUCKNOW ANA RIZVI & Dr. SURENDRA KUMAR	14		
5.	PROMOTING TOURISM DESTINATION & ELEVATING TOURIST INFLOW WITH SPECIAL REFERENCE TO UTTARAKHAND SHIKHA CHANDNA & Dr. J. K. TANDON	16		
6.	INFLUENCE OF DEMOGRAPHIC CHARACTERISTICS IN PREFERRING ONLINE SHOPPING PORTALS  M.RAMYA & Dr. I. MOHAMED SHAW ALEM	18		
7.	TRIBAL DEVELOPMENTAL PROGRAMMES AND ITS IMPACT WITH SPECIAL REFERENCE TO PRIMITIVE TRIBALS IN THE NILGIRIS DISTRICT  Dr. HEMASRIKUMAR & G. NITHYA	21		
8.	SCALE DEVELOPMENT TO MEASURE SOCIO-ECONOMIC STATUS KHADI AND VILLAGE INDUSTRIES IN CHHATTISGARH STATE  SATISH KUMAR JAIN & Dr. GAJANAND KATAHARE	25		
9.	DIMENSIONS OF EMPLOYEE TURNOVER FACTORS IN SOFTWARE COMPANIES IN INDIA SUNANTHA KUMAR	29		
10.	A COMPARATIVE ANALYSIS OF TRADING IN EXCHANGE TRADED FUNDS OF THE SAME FUND HOUSES  AMRUTHA SANTHOSH	34		
	REQUEST FOR FEEDBACK & DISCLAIMER	39		

## CHIEF PATRON

#### 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

# ADVISOR

#### Prof. S. L. MAHANDRU

Principal (Retd.), Maharaja Agrasen College, Jagadhri

## **EDITOR**

#### Dr. A SAJEEVAN RAO

Professor & Director, Accurate Institute of Advanced Management, Greater Noida

# CO-EDITOR.

#### Dr. BHAVET

Former Faculty, Shree Ram Institute of Engineering & Technology, Urjani

# <u>EDITORIAL ADVISORY BOARD</u>

#### **Dr. CHRISTIAN EHIOBUCHE**

Professor of Global Business/Management, Larry L Luing School of Business, Berkeley College, USA

#### Dr. JOSÉ G. VARGAS-HERNÁNDEZ

Research Professor, University Center for Economic & Managerial Sciences, University of Guadalajara, Guadalajara, 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. KAUP MOHAMED

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

#### Dr. D. S. CHAUBEY

Professor & Dean (Research & Studies), Uttaranchal University, Dehradun

#### Dr. ANIL K. SAINI

Professor, Guru Gobind Singh Indraprastha University, Delhi

#### Dr. ARAMIDE OLUFEMI KUNLE

Dean, Department of General Studies, The Polytechnic, Ibadan, Nigeria

#### Dr. SYED TABASSUM SULTANA

Principal, Matrusri Institute of Post Graduate Studies, Hyderabad

#### Dr. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture & Tech., Westlands Campus, Nairobi-Kenya

#### **Dr. NEPOMUCENO TIU**

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

#### Dr. BOYINA RUPINI

Director, School of ITS, Indira Gandhi National Open University, New Delhi

#### Dr. ANA ŠTAMBUK

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

#### Dr. FERIT ÖLÇER

Professor & Head of Division of Management & Organization, Department of Business Administration, Faculty of Economics & Business Administration Sciences, Mustafa Kemal University, Turkey

#### Dr. SANJIV MITTAL

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

#### Dr. SHIB SHANKAR ROY

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

#### Dr. NAWAB ALI KHAN

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

#### **Dr. SRINIVAS MADISHETTI**

Professor, School of Business, Mzumbe University, Tanzania

#### Dr. ABHAY BANSAL

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

#### Dr. KEVIN LOW LOCK TENG

Associate Professor, Deputy Dean, Universiti Tunku Abdul Rahman, Kampar, Perak, Malaysia

#### Dr. OKAN VELI ŞAFAKLI

Professor & Dean, European University of Lefke, Lefke, Cyprus

#### Dr. V. SELVAM

Associate Professor, SSL, VIT University, Vellore

#### **Dr. BORIS MILOVIC**

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

#### Dr. N. SUNDARAM

Associate Professor, VIT University, Vellore

#### Dr. IQBAL THONSE HAWALDAR

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

#### Dr. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

#### **Dr. ALEXANDER MOSESOV**

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

#### **RODRECK CHIRAU**

Associate Professor, Botho University, Francistown, Botswana

#### Dr. PARDEEP AHLAWAT

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

#### Dr. DEEPANJANA VARSHNEY

Associate Professor, Department of Business Administration, King Abdulaziz University, Saudi Arabia

#### Dr. BIEMBA MALITI

Associate Professor, School of Business, The Copperbelt University, Main Campus, Zambia

#### Dr. KIARASH JAHANPOUR

Research Adviser, Farabi Institute of Higher Education, Mehrshahr, Karaj, Alborz Province, Iran

#### Dr. SAMBHAVNA

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

#### **YU-BING WANG**

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

#### **Dr. MELAKE TEWOLDE TECLEGHIORGIS**

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

#### **Dr. SHIVAKUMAR DEENE**

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

#### Dr. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

#### Dr. JASVEEN KAUR

Head of the Department/Chairperson, University Business School, Guru Nanak Dev University, Amritsar **SURAJ GAUDEL** 

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

#### Dr. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

# FORMER TECHNICAL ADVISOR

#### **AMITA**

# FINANCIAL ADVISORS

#### **DICKEN GOYAL**

Advocate & Tax Adviser, Panchkula

#### **NEENA**

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

# LEGAL ADVISORS

#### **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 <u>M.S. Word format</u> 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**

doing and a doing a doing and a doing a doing and a doing a do	OI MANUSCINI I
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/Computerspecify)	r/IT/ Education/Psychology/Law/Math/other, <mark>please</mark>
DEAR SIR/MADAM	
Please find my submission of manuscript titled 'your journals.	
I hereby affirm that the contents of this manuscript are original. Furthermor fully or partly, nor it is under review for publication elsewhere.	e, it has neither been published anywhere in any language
I affirm that all the co-authors of this manuscript have seen the submitted their names as co-authors.	version of the manuscript and have agreed to inclusion of
Also, if my/our manuscript is accepted, I agree to comply with the formalitidiscretion to publish our contribution in any of its journals.	ies as given on the website of the journal. The Journal has
NAME OF CORRESPONDING AUTHOR	:
Designation/Post*	•

\* 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 author is not acceptable for the purpose</u>.

Institution/College/University with full address & Pin Code

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

Residential address with Pin Code
Mobile Number (s) with country ISD code

E-mail Address

Nationality

Alternate E-mail Address

Landline Number (s) with country ISD code

#### 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.
- 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 COMPARATIVE ANALYSIS OF TRADING IN EXCHANGE TRADED FUNDS OF THE SAME FUND HOUSES

# AMRUTHA SANTHOSH M. Phil. SCHOLAR DEPARTMENT OF COMMERCE & MANAGEMENT AMRITA SCHOOL OF ARTS & SCIENCES KOCHI

#### **ABSTRACT**

An Exchange Traded Fund is similar to an Index Mutual Fund. Both strive to replicate the performance of the benchmark index. The only difference is that the Exchange Traded Funds are not interested to outperform the indices. Four categories of such funds are available in India. But for the study Equity and Gold Exchange Traded Funds launched by the same Fund Houses are only considered. Equity funds include the funds with index as underlying assets. The study attempts to compare the performance of these two funds from 2011-17. The sample size is limited to 12; 6 Equity Exchange Traded Funds, and 6 Gold Exchange Traded Funds. This can be helpful for the investors in making wise investments.

#### **KEYWORDS**

exchange traded funds, gold exchange traded funds, index, investments.

#### **JEL CODE**

G11

#### 1. INTRODUCTION

country consists of poor and rich. Development of these two categories is very much essential for the development of a country, especially India. The development should be balanced. Stock market is a component of a financial system it facilitates the transfer of financial surplus from surplus areas to the deficit areas. This can ultimately lead to balanced regional development. For this purpose, adequate investments should be made. However, some are hesitant to make investments fearing about the loss of money or assets. Proper measures or schemes favourable to them should be introduced. Investors should be convinced about the importance of these schemes. Proper regulations and liberal working environments should also be arranged by the statutory authorities. Mutual fund is a type of scheme, which is launched for the upliftment of the poor. These funds mobilize and pool the savings of many poor people and make investments in government securities or other corporate societies. They are providing interests, dividends, capital gains etc to the people. Mutual fund schemes can be classified into various categories.

An Index Fund is a type of mutual fund, which aims to replicate or outperform the performance of the benchmark index. An Exchange Traded Fund is similar to an Index Fund. Both are having same aim. The difference is that the former does not attempt to outperform the benchmark index. It can be bought and sold like stocks on a stock exchange. They are having much acceptance worldwide compared to the previous years. It is mainly classified into Equity and Gold in India. Equity Exchange Traded Fund tries to track the performance of its underlying index and Gold Exchange Traded Funds attempts to track the performance of physical gold. These schemes are having less expense ratios, transaction costs etc. They provide more diversification and liquidity. Equity Exchange Traded Funds are cheaper for first time investors. The Gold Exchange Traded Funds help the investors to make investments in gold without actually owing them and can't be stolen or destroyed.

These Exchange Traded Funds are introduced and carried out by big companies or firms, commonly referred to as fund houses. Many fund houses and Exchange Traded Schemes are there in our native country. Some fund houses will be interested in dealing with Equity and Gold Exchange Traded Funds separately, but nowadays a few fund houses are launching these two schemes simultaneously. It is not feasible to include all the schemes for the current study. So the present study deals with the schemes launched by top performing fund houses (for the past 6 years; 2011-17) of India like Birla Sun Life, Kotak, Reliance, Invesco India Asset, Quantum and ICICI Prudential. The Exchange Traded Funds in India are performing poor compared to foreign funds because of the development status of India. But scholars are of the opinion that such funds are having large potential. So it is urgent to look for efficient and effective investors for the same.

#### 2. MORE ABOUT EXCHANGE TRADED FUNDS (ETFS)

Exchange Traded Funds are one of the latest financial products available in the modern era. It had taken a huge time for the evolution. Since the plain vanilla ETFs were developed, they have evolved over time. The initial ETFs held a basket of securities that replicated the component securities of broad-based stockmarket indexes, such as the S&P 500. <sup>1</sup>With the passage of time more and more ETFs are coming forward. As predicted by Goldman Sachs, the Global Investment Bank, by 2035 India would be the third largest economy of the world just after US and China. It will grow to 60% of size of the US economy<sup>2</sup>. Most of the press coverage has correctly noted the major advantages of ETFs—low—costs, intraday trading and high tax efficiency with no material premiums or discounts to the funds' intraday net asset value. However, there is a fair degree of misunderstanding about how ETFs work, what sectors of the market are good candidates for ETFs and what sectors are not, why the expense ratios tend to be low, and how most of the funds manage to avoid significant capital gains distribution<sup>3</sup>. As more and more funds are coming forward the risk, complexity and competition also increased which creates a burden on the investors. So the former should follow proper strategies and strict adherence to SEBI guidelines. Crisis experience has shown that as the financial intermediation chain lengthens, it becomes complicated to assess the risks of financial products due to a lack of transparency as to how risks are managed at different levels of the intermediation chain. Exchange-traded funds, which have become popular among investors seeking exposure to a diversified portfolio of assets, share this characteristic, especially when their returns are replicated using derivative products. As the volume of such products grows, such replication strategies can lead to a build-up of systemic risks in the financial system.<sup>4</sup> Using an economical scanning it is spotted that the schemes of the fund houses Birla, HDFC, ICICI, Invesco, Kotak,

<sup>&</sup>lt;sup>1</sup> Aggarwal, R., & Schofield, L. (2012). The growth of global ETFs and regulatory challenges.

<sup>&</sup>lt;sup>2</sup> Umarani R., & Deepa D, (2014), Exchange Traded Fund in Indian Stock Marke. IOSR Journal of Business and Management (IOSR-JBM), 16(2), 19-23.

<sup>&</sup>lt;sup>3</sup> Gastineau, G. L. (2001). Exchange-traded funds: An introduction. The Journal of Portfolio Management, 27(3), 88-96.

<sup>&</sup>lt;sup>4</sup> Ramaswamy, S. (2011). Market structures and systemic risks of exchange-traded funds.

MAHAJAN, P., & SAXENA, S. (2014). Performance Comparison of Index Funds and ETFs in India. The Indian Journal of Commerce, 67(3), 21.

TABLE 1: LIST C	F GOLD ETFS TRADED AT NATIONAL STOCK EXCHANGE	
Issuer	Name	Symbol
Axis Mutual Fund	Axis Gold ETF	AXISGOLD
Birla Sun Life Mutual Fund	Birla Sun Life Gold ETF	BSLGOLDETF
Canara Robeco MF	Canara Robeco Gold ETF	CANGOLD
Goldman Sachs Asset Management	Goldman Sachs Gold Exchange Traded Scheme	GOLDBEES
HDFC Mutual Fund	HDFC Gold Exchange Traded Fund	HDFCMFGETF
ICICI Prudential Mutual Fund	ICICI Prudential Gold Exchange Traded Fund	PGETF
IDB I AMC	IDBI Gold ETF	IDBIGOLD
Kotak Mutal Fund	Kotak Gold Exchange Traded Fund	KOTAKGOLD
Quantum Mutual Fund	Quantum Gold Fund (an ETF)	QGOLDHALF
Reliance Mutual Fund	Reliance Gold Exchange Traded Fund	RELGOLD
Religare Mutual Fund	Religare Gold Exchange Traded Fund	RELIGAREGO
SBI Mutual Fund	SBI Gold Exchange Traded Scheme	SBIGETS
UTI Mutual Fund	UTI GOLD Exchange Traded Fund	GOLDSHARE

Source: Secondary data

#### TABLE 2: LIST OF EQUITY ETFS TRADED AT NATIONAL STOCK EXCHANGE

Issuer Name	Name	Symbol	Underlying	
E delweiss AMC	Edelweiss Exchange Traded Scheme - Nifty	NIFTYEES	Nifty 50 Index	
Goldman Sachs Asset Management	GS Nifty BeES	NIFTYBEES	Nifty 50 Index	
ICICI Prudential AMC	ICICI Prudential Nifty ETF	INIFTY	Nifty 50 Index	
Kotak AMC	Kotak Nifty ETF	KOTAKNIFTY	Nifty 50 Index	
Motilal Oswal AMC	MOSt Shares M50	M50	Nifty 50 Index	
Quantum AMC	Quantum Index Fund - Growth	QNIFTY	Nifty 50 Index	
Reliance AMC	R*Shares Nifty ETF	RELNIFTY	Nifty 50 Index	
Religare AMC	Religare Invesco Nifty ETF	RELGRNIFTY	Nifty 50 Index	
SBI AMC	SBI ETF Nifty	SETFNIFTY	Nifty 50 Index	
UTI AMC	UTI Nifty ETF	UTINIFTETF	Nifty 50 Index	
Birla Sun Life AMC	Birla Sun Life Nifty ETF	BSLNIFTY	Nifty 50 Index	
ICICI Prudential AMC	ICICI Prudential CNX 100 ETF	ICNX100	Nifty 100	
Reliance AMC	R*Shares CNX 100 ETF	RELCNX100	Nifty 100	
Goldman Sachs Asset Management	GSBank BeES	BANKBEES	Nifty Bank	
Kotak AMC	Kotak Banking ETF	KOTAKBKETF	Nifty Bank	
Reliance AMC	R*Shares Banking ETF	RELBANK	Nifty Bank	
SBI AMC	SBI ETF Banking	SETFBANK	Nifty Bank	
Goldman Sachs Asset Management	CPSE ETF	CPSEETF	Nifty CPSE Index	
Reliance AMC			Nifty Dividend Opportunities 50	
Reliance AMC	R*Shares Consumption ETF	RELCONS	Nifty India Consumption	
Goldman Sachs Asset Management	G S Infra BeE S	INFRABEES	Nifty Infrastructure	
Motilal Oswal AMC	MOSt Shares M100	M100	Nifty Mideap 100	
Goldman Sachs Asset Management	GS Junior BeES	JUNIORBEES	NiftyNext 50	
SBI AMC	SBI ETF Nifty Junior	SETFNIFJR	Nifty Next 50	
Goldman Sachs Asset Management	G S PSU Bank BeES	PSUBNKBEES	Nifty PSU BANK	
Kotak AMC	Kotak PSU Bank ETF	KOTAKPSUBK	Nifty PSU BANK	
Goldman Sachs Asset Management	G S Shariah B eE S	SHARIABEES	Nifty50 Shariah Index	
Reliance AMC	R*Shares NV 20 ETF	RELNV20	Niftv50 V alue 20 Index	
ICICI Prudential AMC			S&P BSE Sensex	
UTI AMC	UTI Sensex ETF	UTISENSETF	S&P BSE Sensex	

Source: Secondary data

#### 3. STATEMENT OF THE PROBLEM

With the passage of time the concept of Exchange Traded Funds are becoming more complex. Many Fund Houses are coming forward claiming that their funds are the best. Same Fund Houses are launching two different categories of the funds namely Equity Exchange Traded Funds and Gold Exchange Traded Funds. It is not feasible to make investments is all these funds Investors should be very keen in selecting the proper one. They are interested to look at the current performance of the same before moving forward. The current study can aid them in this regard.

#### 4. OBJECTIVES

- 1. To compare the performance of Equity Exchange Traded Funds and Gold Exchange Traded Funds launched by the same Fund Houses.
- 2. To study the risk associated with the funds.
- 3. To identify the best fund(s) in terms of risks and returns.

#### **5. RESEARCH HYPOTHESIS**

1st set of hypothesis:

H<sub>0</sub>: There is no difference between the performance of Exchange Traded Funds launched by the same Fund Houses.

H<sub>1</sub>: There is difference between the performance of Exchange Traded Funds launched by the same Fund Houses.

2nd set of hypothesis:

 $H_{\text{o}}$ : There is no difference between the returns generated by the funds

H<sub>1</sub>: There is a difference between the returns generated by the funds

3<sup>rd</sup> set of hypothesis:

H<sub>o</sub>: There is no difference between the risks associated with the funds

 $\mbox{\rm H}_{\mbox{\scriptsize 1}}\mbox{:}$  There is a difference between the risks associated with the funds

Final set:

H<sub>o</sub>: All the funds are having equal ranks.

H<sub>1</sub>: All the funds aren't having equal ranks.

#### 6. RESEARCH METHODOLOGY

The research design used here is purely descriptive. The data entirely replies upon secondary data collected from websites textbooks and online journals. Exchange Traded Funds traded in Indian Stock Exchanges constitute the sampling population. Descriptive Statistics and Independent T Test are used. PSPP Software is also made use of. Samples are collected by following the simple random sampling technique.

#### 7. SCOPE OF THE STUDY

Birla Sun Life Nifty Exchange Traded Fund, Kotak PSU Bank ETF, Quantum Index Fund, ICICI SENSEX Prudential ETF, R\*Shares Banking ETF and Invesco India INVESCO Nifty ETF represents EQUITY Exchange Traded Funds. Gold Exchange Traded Funds; Birla Sun Life Nifty Exchange Traded Fund, Kotak Gold Exchange Traded Fund, Reliance Gold Exchange Traded Fund Invesco India Gold Exchange Traded Fund, Quantum Gold Fund and ICICI Prudential Gold Exchange Traded Fund are included here. These Exchange Traded Funds are introduced by the fund houses namely Birla Sun Life, Kotak, Reliance, Invesco India, Quantum and ICICI.

#### 8. DATA ANALYSIS AND INTERPRETATIONS

The part is divided into three sections

- 1. Performance evaluation of exchange traded funds and gold exchange traded funds of the same fund houses. This is done using an z(t) test
- 2. Overall Risk returns comparison of all the funds computed using Anova
- 3. Selection of the best fund. This is done after looking into 1 and 2 points.

#### 8.1. Performance evaluation

**TABLE 3: BIRLA SUN LIFE** 

ETFs	Mean	Std. Deviation	P Value	
			Levene's Test Equality of Variances	<b>Equality of Means</b>
Nifty ETF	10	14	0.539	0.529
Life Gold ETF	5	13		

Source: Secondary Data

#### Interpretation

There is no difference between the performance of Exchange Traded Funds of Birla Sun Life.

H<sub>1</sub>: There is difference between the performance of Exchange Traded Funds of Birla Sun Life.

At the 5 percent level of significance, it is seen that the p value corresponding to Levine's Test for Equality of Variances is 0.539. It is greater than 0.05.So equal variances are assumed. It is true there is no such difference between the standard deviations of both the funds. P value corresponding to t-test for Equality of Means is.529. It is greater than 0.05. So null hypothesis can be accepted. There is no difference between the performance Exchange Traded Funds of Birla Sun Life. However it is also noted that more returns can be generated when more risks are taken. Risk taking ones can select Nifty ETF others can option for Gold ETF. Birla Sun Life Nifty ETFs persuade people to make investments whenever they are optimistic or when are having enough money with them, while investments are made in the other when the gold market is deteriorating.

**TABLE 4: ICICI PRUDENTIAL** 

ETFs	Mean Std. Deviation		P Value	
EIFS	iviean	Std. Deviation	Levene's Test Equality of Variances	Equality of Means
SENSEX Prudential ETF	5	2	0.053	
Prudential Gold ETF	6	14	0.053	0.839

Source: Secondary Data

#### Interpretation

H<sub>o</sub>. There is no difference between the performance of Exchange Traded Funds of ICICI Prudential.

 $H_1$ : There is difference between the performance of Exchange Traded Funds of ICICI Prudential.

At 5 percent level of significance, it is seen that the p value corresponding to Levine's Test for Equality of Variances is 0.053. It is equal to 0.05(approximately). So equal variances are not assumed. This is further substantiated by the standard deviations. P value corresponding to t-test for Equality of Means is 0.839. It is greater than 0.05. So null hypothesis can be accepted. There is no difference between the performance of Equity and Gold Exchange Traded Funds of ICICI Prudential. More risks imply more return and vice versa. In that sense the former is better. The ability of the investors to devise proper hedging strategies to gain more returns made its status better and the inability lead to the poor performance of Gold ETF.

**TABLE 5: KOTAK** 

ETE	ETFs Mean Std. Deviation		P Value		
EIFS			Levene's Test Equality of Variances		
PSU Bank ETF	-3	26	0.146	0.525	
Gold ETF	6	16	0.146		

Source: Secondary Data

#### Interpretation

 $H_{\text{o}:}$  There is no difference between the performance of Exchange Traded Funds of Kotak.

 $H_1$ : There is difference between the performance of Exchange Traded Funds of Kotak.

At 5 percent level of significance, it is seen that the p value corresponding to Levene's Test for Equality of Variances is 0.146.It is greater than 0.05. So equal variances are assumed. P value corresponding to t-test for Equality of Means is 0.525. It is greater than 0.05. So null hypothesis can be accepted. There is no much difference between the performance Exchange Traded Funds of Kotak. The returns of PSU Bank ETF are negative, this is because of the effect of demonetization

in India and the reason for more returns of Gold ETF is because of making proper investment when the gold prices are rocketing. Demonetarization affected PSU Bank funds of Kotak very badly.

**TABLE 6: QUANTUM** 

TABLE 6. QUARTON					
ETFs	s Mean Std. Deviation		P Value		
EIFS	iviean	Std. Deviation	Levene's Test Equality of Variances	<b>Equality of Means</b>	
Index Fund	9	16	0.778	0.642	
Gold Fund	5	16	0.778	0.042	

Source: Secondary Data

#### Interpretation

Ho: There is no difference between the performance of Exchange Traded Funds of Quantum.

H<sub>1</sub>: There is difference between the performance of Exchange Traded Funds Quantum.

At 5 percent level of significance, it is seen that the p value corresponding to Levene's Test for Equality of Variances is.778.It is greater than 0.05. So equal variances are assumed. P value corresponding to t-test for Equality of Means is.642. It is greater than 0.05. So null hypothesis can be accepted. There is no difference between the performance of Equity and Gold Exchange Traded Funds of Quantum. Quantum Index fund is a fund which possess 100 % dedication towards investors, investor protection and experienced managers. Demonization is a boon as well as a curse. In terms of gold funds of quantum it is curse. The anxiety, pressure etc. on the minds of customers about cash (shortage/ability) resulted in less return. The risk of both the funds is 16.

**TABLE 7: RELIANCE** 

TABLE 7. RELIANCE					
ETFs	Maan	Std. Deviation	P Value		
ETFs Mean Std. De		Sta. Deviation	Levene's Test Equality of Variances	<b>Equality of Means</b>	
Banking ETF	11	21	. 503	. 503	
Gold ETF	7	16	. 303		

Source: Secondary Data

#### Interpretation

Ho: There is no difference between the performance of Equity and Gold Exchange Traded Funds of Reliance.

H<sub>1</sub>: There is difference between the performance of Exchange Traded Funds of Reliance.

At 5 percent level of significance, it is seen that the p value corresponding to Levene's Test for Equality of Variances is 0.503. It is greater than 0.05. So equal variances are assumed. P value corresponding to t-test for Equality of Means is 0.503. It is greater than 0.05. So null hypothesis can be accepted. There is no difference between the performance of Equity and Gold Exchange Traded Funds of Reliance. There is no much difference between the returns and standard deviations. Both the funds are equally good. Those who aren't risk averse can choose Banking ETF. The positive effects of demonetization is reflected here. Apart from the latter e marketing strategies and other investment promotional strategies (in terms of ETF) can also be regarded as other causes for the remarkable performance of the fund house.

**TABLE 8: INVESCO INDIA** 

ETFs	Mean Std	Std. Deviation	P value	
EIFS	iviean		Levene's Test Equality of Variances	<b>Equality of Means</b>
Invesco India Nifty ETF	14	19	19	
Invesco India Gold ETF 5 1		15	. 542	0.46
Source: Secondary Data				

#### Interpretation

H<sub>o</sub>. There is no difference between the performance Exchange Traded Funds of Invesco India.

H<sub>1</sub>: There is difference between the performance of Exchange Traded Funds of Invesco India

At 5 percent level of significance, it is seen that the p value corresponding to Levene's Test for Equality of Variances is 0.542.It is greater than 0.05. So equal variances are assumed. P value corresponding to t-test for Equality of Means is 0.460. It is greater than 0.05. So null hypothesis can be accepted. There is no difference between the performance Exchange Traded Funds of Invesco India. When risk increases returns also increase, when risk decreases, returns also decrease. The miraculous performance of Invesco India Nifty ETF may be because of sowing and reckoning and implementing only the positive aspects of demonetization.

#### 8.2. Risk return comparison

**TABLE 9: OVERALL RETURNS AND RISK PATTERN** 

	Sig.			
Returns	0.525			
Standard Deviations	0			
Source: Secondary Data				

#### Internretation

 $H_{\text{o}}$ : There is no difference between the return and risk pattern generated by the funds

 $H_1$ : There is a difference between the return and risk pattern generated by the funds

By checking table 8.7 it is assumed that p value corresponding to returns, 525 is greater than level of significance (5 %). So the conclusion can be that in terms of returns alone all the funds are equally performing. This may because of the ability of the funds to track the movements of underlying asset. However, in terms of risks, the p value is less than 0.05, i.e. the funds are having different standard deviations. Different funds have different risk patterns. In terms of financial context, when risks are more profits are also more and vice versa.  $H_0$  is rejected and  $H_1$  is accepted. This fact pave way for the final outcome that there is a difference between the return and risk pattern generated by the funds. Demonetization and the anxiety, pressure created in the mindset of the mob may be the key reason for the same.

#### 8.3. Selection of the best fund

TABLE 10: A FEW SELECTED FUNDS

Funds	Returns	Risks
Birla Sun Life Nifty ETF	10	14
Quantum Index Fund	9	16
Invesco India Nifty ETF	14	19
R*Shares Banking ETF	11	21

Source: Secondary Data

#### Interpretation

From the study, the top four funds founded out are shown in table 8.8. Standard deviations and returns are somewhat similar. So these four can be summarized as the best among others. The investments in gold exchange traded funds are not up to the level. Demonetarization, frequent fluctuations in the gold prices etc. created havoc situations.

#### 9. FINDINGS

#### 1. To compare the performance of Equity Exchange Traded Funds and Gold Exchange Traded Funds launched by the same Fund Houses

There is no much difference between the performance of Equity and Gold Exchange Traded Funds of Birla Sun Life., Kotak, Quantum and ICICI, Reliance and Religare. The reason for the same depends mainly upon fund managers and current Indian economy. Other reasons are quoted in the appropriate places. In terms of returns alone all the funds are equally performing. This may because of the ability of the funds to track the movements of underlying asset However, in terms of risks, the p value of the funds generated using the software is less than 0.05, so the conclusion is that the funds are having different standard deviation. Different funds have different risk patterns. In terms of financial context, when risks are more profits are also more and vice versa. This fact pave way for the final outcome that there is a difference between the return and risk pattern generated by the funds. Demonetization and the anxiety, pressure created in the mindset of the mob may be the key reason for the same.

#### 2. To study the risk associated with the funds

The standard deviations of exchange traded funds and gold funds of the fund house are also approximately same, except ICICI. The underlying asset of ICICI Exchanged traded fund is S&P BS SENSEX. Because of demonetization, the value of the index increased hence the fund is having less standard deviation in comparison with its gold funds. The following indicates the riskier funds in order Kotak PSU Bank ETF, R\*Shares Banking ETF, Invesco India Nifty ETF, Kotak Gold ETF, Quantum Index Fund, Quantum Gold Fund, Reliance Gold ETF, Invesco India Gold ETF, Birla Sun Life Nifty ETF, ICICI Prudential Gold ETF, Birla Sun Life Gold ETF and ICICI SENSEX Prudential ETF. The most risky fund is Kotak PSU Bank ETF and the least is ICICI SENSEX Prudential ETF.

#### 3. To identify the best fund(s) in terms of risks and returns

Birla Sun Life Nifty ETF, Quantum Index Fund, Invesco India Nifty ETF and R\*Shares Banking ETF are the best funds identified after preparing the current study. Standard deviations and returns are somewhat similar

#### 10. SUGGESTIONS

- 1. Adequate customization facilities should be launched. Special care and attention should be given to small scale sector.
- 2. More people especially poor and rural should be able aware about the importance of Exchange Traded Funds. They can seek the guidance of experienced and renowned individuals, textbooks, magazines etc.
- 3. Pros of implementing demonetization should be well communicated among the mob.
- 4. Regulatory authorities like Securities and Exchange Board of India should make more investor friendly norms.

#### 11. CONCLUSION

Exchange Traded Funds are showing good performance. They generate maximum returns in comparison with the gold exchange traded funds. Equity Exchange Traded Funds aim to track the performance of benchmark index. The idea of the later is to replicate the performance of physical gold. These two schemes are very much essential for the small scale investors. They should act wisely before proceeding to reap the benefits in future. Stock market officials, brokers or other intermediaries and investors should be sincere while exercising their rights. They are not supposed to make use of any unethical practices. The present study highlights that there is no much difference between the performance of Exchange Traded Funds of the selected fund houses. The most risky fund is Kotak PSU Bank ETF and the least is ICICI SENSEX Prudential ETF. Birla Sun Life Nifty ETF, Quantum Index Fund, Invesco India Nifty ETF and R\*Shares Banking ETF are the best funds. The study also identified the fact that demonetization is both a boon and a curse (mainly for gold funds). The present study can also pave way for future researches.

#### REFERENCES

- 1. Aggarwal, R., & Schofield, L. (2014). The Growth of Global ETFs and Regulatory Challenges. In *Advances in Financial Economics* (pp. 77-102). Emerald Group Publishing Limited.).
- 2. Antoniewicz, R. S., & Heinrichs, J. (2014). Understanding Exchange-Traded Funds: How ETFs Work.
- 3. Ferri, R. A. (2011). The ETF book: all you need to know about exchange-traded funds. John Wiley & Sons.
- 4. Gordon, E., & Natarajan, K. (2012). Financial Markets and Services. Himalaya Publishing House.
- 5. Hill, J. M., Nadig, D., & Hougan, M. (2015). A Comprehensive Guide to Exchange-Traded Funds (ETFs). Research Foundation Publications, 2015(3), 1-181.
- 6. Jayanthi, M., Malathy, M. S., & Radhulya, M. T. (2013). A study on performance of Gold ETF Companies in India. *International Research Journal of Business and Management*, 6, 97-102.
- 7. Lidia Wang, Iftikhar Hussain Iftikhar and Adnan Ahmed, Gold Exchange Traded Funds: Current Developments and Future Prospects in China. Asian Social Science.6(7), 119-125,2010
- 8. Morningstar, E. T. F. (2013). Examining the Exchange-Traded Nature of Exchange-Traded Funds.
- 9. Poterba, J. M., & Shoven, J. B. (2002). Exchange traded funds: A new investment option for taxable investors (No. w8781). National bureau of economic research
- 10. Prasanna, P. K. (2012). Performance of exchange-traded funds in india. International Journal of Business and Management, 7(23), 122.
- 11. Saleem, M., & Khan, M. (2013). The Overview of Gold ETFs and its various positive features. *International Journal of Marketing, Financial Services & Management Research*, 2(4), 125-135.

# REQUEST FOR FEEDBACK

#### **Dear Readers**

At the very outset, International Journal of Research in Commerce & 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 <a href="mailto:infoijrcm@gmail.com">infoijrcm@gmail.com</a> 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.







