

# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

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**MANAGEMENT OF CASH, INVENTORIES AND RECEIVABLES IN FOOD AND  
AGRO BASED INDUSTRY  
(A CASE STUDY IN BAGALKOT DISTRICT)**

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**ABSTRACT**

*The small-scale industries have been getting all the possible encouragement and assistance from the Government of India since independence in the country. The small-scale enterprises are generally labour intensive with a short gestation period and create many job opportunities. It was realized that with a low investment per worker, they have a high productivity of capital than large-scale capital-intensive enterprises. These industries held in dispersal of industries, rural development and in decentralization of economic power and at the same time acting as outlets for entrepreneurial talents and other skills. The Karnataka State occupied an important place in the industrial sector in the country. The State has made certain progress after the independence of the country and the industrial scene has undergone structural changes in the past few decades. This dynamic role played by the Small Scale Sector of Industry, many studies have been undertaken to assess the role of Small Scale Industries in the economy and to evaluate its performance, problems and prospects. Most of these studies have pointed out that finance is one of the major problems faced by the Small Scale Industry. The study undertaken is entitled as Food and Agro based industry in Bagalkot district. Data Analysis on this article the management of cash, inventories and receivables in various factors and drawn on conclusion.*

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## **AGRICULTURAL CREDIT POLICY - NEED FOR RETHINKING**

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### **ABSTRACT**

*Agricultural credit is the most important input in development of Indian agriculture. In post-independent India, Policy of supplying agricultural credit through cooperatives was initiated. It was substituted by multi-credit policy. The major flaw of multi credit policy is that it looks to agricultural credit policy only from the supply side. There is a need to create a suitable agricultural credit policy and to look at the problem from demand side as well. There is thus an urgent need to think about changing agricultural credit policy as it is today. An attempt has been made in the paper to do the same.*

# THE EFFECT OF IMPLEMENTATION OF TRAINING AND REPOSITION: THE ROLE OF HUMAN RESOURCES TO THE COMPETENCE AND PERFORMANCE OF EMPLOYEES

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## ABSTRACT

*Many theories of human resource development and the results of previous studies stated that education and training is very beneficial to the organization, to realize the competitive advantage that is not easily imitated for its competitors, and for employees/employees to improve work benefits and close the "gap" between the skill or ability in the context of efficiency and effectiveness. To improve the competence of employees in the East Java Provincial Social Service obtained through the implementation of social work training and repositioning of the HR role that employees were given new duties and responsibilities at different places in order to enrichment experience (tour of duty or a tour of the area). Therefore the aim of this study to analyze the concept of human resource development through the implementation of the training, the repositioning of the role of human resources in order to improve the competence of employees in order to realize the performance of employees. Furthermore, to test the hypothesis proposed five used path analysis method or path analysis, to test the model of the relationship between the study variables either directly or indirectly. The research results as follows: first, implementation of training has a direct and significant effect on the competence of the employees. Second, the repositioning of the role of HR has a direct and significant effect on the competence of the employees. Third, implementation of training has a direct and significant influence on employee performance. Fourth, repositioning the role of HR has a direct and significant influence on employee performance. Fifth, Competence has a direct and significant influence on employee performance.*

# **TRAINING AND WORK ENVIRONMENT FACTORS AS TOOLS FOR MANAGERIAL EFFECTIVENESS: A CASE STUDY OF PHARMACEUTICAL COMPANIES IN LUCKNOW**

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## **ABSTRACT**

*A Manager looks at the personal growth as a motivator for employees, it changes their outlook towards their work, in more than one way, he helps them become more capable and that makes them see the meaningful purpose in coming to work and doing what they do. The most effective means for achieving this is providing training to the employees for the skills required at workplace. Trainings are provided with a view that the employees will be able to transfer the skills learnt to their workplace. Due to the heavy time and financial investments involved in training it is essential to ponder upon the effectiveness of training and consider the impact of work environment factors in training transfer. Through this paper it is an endeavour to bring to the fore the changes in training transfer of Medical Representatives of Pharmaceutical companies in Lucknow considering the various work environment factors affecting their training.*

**PROMOTING TOURISM DESTINATION & ELEVATING TOURIST INFLOW WITH  
SPECIAL REFERENCE TO UTTARAKHAND**

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**ABSTRACT**

*The tourism industry is composed of those sectors of the economy, which provides services such as accommodation, food and beverages, transportation and recreation, as well as the associated distribution and sales services. Tourism is main source for earning foreign exchange, not only to the developing countries but also to many developed countries in the world. Tourism generates employment opportunities, income and also increases the standard of living. Unfortunately, the boundless generosity bestowed by nature upon this state (Uttarakhand) did not receive the desired human touch and attention it desires to make tourists paradise. The main aim of this paper is to find out the problems faced by the tourists in Uttarakhand and to suggest measures to increase the inflow of foreign and domestic tourists in the state.*

# INFLUENCE OF DEMOGRAPHIC CHARACTERISTICS IN PREFERRING ONLINE SHOPPING PORTALS

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## ABSTRACT

*The online shopping trends around the world spread fast. Most of the companies are running their portals to sell their products /services online. Internet users who are the potential online customers are expected to reach 600 million by 2020. Increased proliferation of smartphones, lower cost of connectivity and improved quality and expanded reach in lower cities and rural areas due to improved network infrastructure would boost online shopping in the days to come. The preference of famous websites like Amazon.in, Flipkart.com, Snapdeal.com, E-bay.in, Myntra.com and others are though based on the qualities of websites, the demographic characteristics of online shoppers have also played a significant influence in selecting particular shopping portals. The present study has made an attempt aiming to understand the influence of demographic characteristics of online shoppers in their preference of websites.*

**TRIBAL DEVELOPMENTAL PROGRAMMES AND ITS IMPACT WITH SPECIAL  
REFERENCE TO PRIMITIVE TRIBALS IN THE NILGIRIS DISTRICT**

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**ABSTRACT**

*In India, Tribal constitute 8.61% of the total population numbering 104.28 million (2011 Census) and cover about 15% of the country's area. Nilgiri district had the highest percentage of (3.16%) scheduled tribe population in Tamil Nadu. About 50% of the tribal population is concentrated in Gudalur taluk, the remaining 50% of the tribal population is distributed in the other three taluks. Toda, Kota, Irula, Kurumba, Kattunayakan and Paniya were the six primitive tribal groups found in Nilgiris. Development of an economy is positively related to the tribals - their social, cultural and the economic development. Development of an economy links its past heritage, with the present. The developmental programmes are for promoting health, education, economic development, employment, agriculture and horticulture. The tribal women participated in the developmental programmes as per required for their livelihood security. This chapter discuss about the tribal development Programmes and its impact in the Nilgiris District.*

## **SCALE DEVELOPMENT TO MEASURE SOCIO-ECONOMIC STATUS KHADI AND VILLAGE INDUSTRIES IN CHHATTISGARH STATE**

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### **ABSTRACT**

*The objective of this study was to identify the predictors of physical performance and socio-economic development on the basis of which the scale is developed in order to measure the socio-economic status as well as to know the impact of performance on social economic development. This exploratory study was conducted wrt to Khadi and Village Industries in Chhattisgarh State. The predictors of physical performance identified were production, sales and employment and predictors for economic development identified on the basis of Human Development Index (2010) were Life Expectancy, Education and Standard of Living.*



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# **DIMENSIONS OF EMPLOYEE TURNOVER FACTORS IN SOFTWARE COMPANIES IN INDIA**

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## **ABSTRACT**

*The information technology is the booming industries in India. One of the most common and hectic problem faced by the industry is high rate of employee turnover. The organizations productivity, achieving the goals and objectives and fulfilling the client totally depends on the employees of the organization. When the employee turnover rate is high which eventually leads to the collapse of the organization. The study was conducted among the IT companies in India, to identify the factors influencing the voluntary turnover in the organization through primary data and tools used percentage analysis and exploratory factor analysis.*

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

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## **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.*

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