INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT



A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories
Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A as well as in Dpen J-Gage, India [link of the same is duly available at Infilibnet of University Grants Commission (U.G.C.)]

Registered & Listed at: Index Copernicus Publishers Panel, Poland

Circulated all over the world & Google has verified that scholars of more than 1500 Cities in 141 countries/territories are visiting our journal on regular basis. Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

www.ijrcm.org.in

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	DO EXECUTIVE DIRECTORS MANIPULATE EARNINGS? SEYED HOSSEIN HOSSEINI & MOHAMADREZA ABDOLI	1
2 .	MANAGEMENT EDUCATION – IMPACT OF VALUE ORIENTATIONS ON CAREER & BUSINESS PUSHPA SHETTY	7
3.	STRATEGIC GAINS OF BY-PRODUCT MARKETING: A STUDY ON SELECTED COMPANIES OF BANGLADESH GOLAM MOHAMMAD FORKAN & TAHSAN RAHMAN KHAN	13
4.	THE EFFECT OF CURRENCY DEVALUATION ON THE ETHIOPIAN ECONOMY'S TRADE BALANCE: A TIME SERIOUS ANALAYSIS	17
5.	FIKREYESUS TEMESGEN & MENASBO GEBRU MUTUAL FUNDS IN INDIA: AN ANALYSIS OF INVESTORS PERCEPTIONS	21
6.	DR. PRASHANTA ATHMA & K. RAJ KUMAR FINANCES OF CENTRE FOR DISTANCE EDUCATION, OSMANIA UNIVERSITY, HYDERABAD, ANDHRA PRADESH: AN ANALYTICAL STUDY	27
7 .	G. VENKATACHALAM & P. MOHAN REDDY THE INFLUENCE OF MARKETING ON CONSUMER ATTITUDE FUNCTIONS FOR KITCHENWARE, A STUDY WITH SPECIAL REFERENCE TO KOCHI METRO	32
8.	ANILKUMAR. N BEHAVIOURAL FINANCE: A NEW PERSPECTIVE FOR INVESTMENT IN FINANCIAL MARKET	39
9.	DR. SREEKANTH. M S THE EFFECT OF MERGER AND ACQUISITIONS ON THE SHAREHOLDERS' WEALTH: EVIDENCE FROM THE FOOD INDUSTRY IN INDIA	42
	DR. RAMACHANDRAN AZHAGAIAH & T. SATHISH KUMAR WHETHER DIFFERENCES MAKE DIFFERENCES? A NEW PARADIGM ON WORKFORCE DIVERSITY	
10.	D. RAMADEVI & DR. S. A. SENTHIL KUMAR	54
11.	CORPORATE SOCIAL ENGAGEMENT: NEW BASE LINE TO CORPORATE SOCIAL RESPONSIBILITY KAVITA MEENA	59
12 .	GREEN MARKETING BRIJESH SIVATHANU PILLAI & KANCHAN PRANAY PATIL	64
13 .	MARKET EFFICIENCY AND INTERNATIONAL BENCHMARKS IN THE SECURITIES MARKET OF INDIA – A STUDY DR. MUNIVENKATAPPA	74
14.	CHALLENGE OF LIQUIDITY RISK AND CREDIT RISK IN INSURANCE COMPANIES WITH SPECIAL REFERENCE TO INDIAN PUBLIC SECTOR GENERAL INSURANCE COMPANIES	82
15 .	AVINASH TRIPATHI CONTEMPORARY ISSUE ON DEREGULATION OF SAVING ACCOUNT INTEREST RATE	87
16 .	DR. RAJIV GANDHI A STUDY ON THE EFFECT OF FOOD ADVERTISEMENTS ON CHILDREN AND THEIR INFLUENCE ON PARENTS BUYING DECISION	92
17.	GINU GEORGE DETERMINANTS OF CORPORTATE DIVIDEND POLICY IN SELECT PRIVATE SECTOR CEMENT COMPANIES IN TAMIL NADU - AN EMPIRICAL ANALYSIS	107
18.	DR. V. MOHANRAJ & DR. N.DEEPA THE ROLE OF 'FOLLOW THE NEIGHBOUR' STRATEGY AND FACTORS INFLUENCING INVESTMENT DECISION WITH REFERENCE TO NASIK CITY BHUSHAN PARDESHI, PAVAN C. PATIL & PADMA LOCHAN BISOYI	110
19 .	IMPACT OF ADVERTISING ON BRAND RECALL AND BRAND PERSONALITY FORMATION: A STUDY OF ORGANISED FASHION RETAILING HIMANSHU SHEKHAWAT & PREETI TAK	116
20 .	A CASE STUDY ON STRESS MANAGEMENT IN WORKING WOMEN IN GOVERNMENT\SEMI-GOVERNEMNT ENTERPRISES IN SHIMLA, (H.P.) SHALLU SEHGAL	122
21 .	LEVERAGE ANALYSIS AND IT'S IMPECT ON SHARE PRICE AND EARNING OF THE SELECTED STEEL COMPANIES OF INDIA – AN EMPERICAL STUDY	129
22 .	MUKESH C AJMERA A STUDY ON LEVEL OF EXPECTATION OF MUTUAL FUND INVESTORS & IMPACT OF DEMOGRAPHIC PROFILE ON PERIOD OF INVESTMENT IN MUTUAL FUND TARAK PAUL	136
23 .	IMPACT OF MERGERS & ACQUISITIONS ON FINANCIAL PERFORMANCE: WITH SPECIAL REFERENCE TO TATA GROUP	140
24.	NEHA VERMA & DR. RAHUL SHARMA EXPLORING SERVICE INNOVATION PROCESS AND STRATEGY IN DEVELOPING CUSTOMER RELATIONSHIP-WITH REFERNCE 21st CENTURYBANK 'YES BANK'	144
25 .	SHILPA SANTOSH CHADICHAL & DEBLINA SAHA VASHISHTA EMPLOYEE LOYALTY ABOVE CUSTOMER LOYALTY	152
26 .	AFREEN NISHAT A. NASABI FDI IN MULTIBRAND RETAILING IN INDIA: PERCEPTION OF THE UNORGANISED RETAILERS IN BUSINESS CAPITAL OF UTTARAKHAND	156
27.	DEEPAK JOSHI COMPARATIVE STUDY OF SELECTED PRIVATE SECTOR BANKS IN INDIA	161
28.	NISHIT V. DAVDA IMPACT OF HRM PRACTICES ON PERFORMANCE OF NON-ACADEMIC EMPLOYEES OF OPEN UNIVERSITIES IN INDIA	167
29.	B. LAXMINARAYANA POST-MERGER FINANCIAL PERFORMANCE APPRAISAL OF ACQUIRING BANKS IN INDIA: A CASE ANALYSIS	172
29. 30.	AZEEM AHMAD KHAN MANPOWER REQUIREMENT ASSESSMENT CONSIDERING THE MAKE OR BUY DECISION POLICY OF CENTRAL WORKSHOP IN AN INTEGRATED STEEL & POWER COMPANY	172
	AKHILESH JHA, SOUPOARNO MUKHERJEE & RANDHIR KUMAR	404
	REQUEST FOR FEEDBACK	181

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories

CHIEF PATRON

PROF. K. K. AGGARWAL

Chancellor, Lingaya's University, Delhi Founder Vice-Chancellor, Guru Gobind Singh Indraprastha University, Delhi Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

<u>PATRON</u>

SH. RAM BHAJAN AGGARWAL

Ex.State Minister for Home & Tourism, Government of Haryana Vice-President, Dadri Education Society, Charkhi Dadri President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR

DR. SAMBHAV GARG Faculty, M. M. Institute of Management, MaharishiMarkandeshwarUniversity, Mullana, Ambala, Haryana

<u>ADVISORS</u>

DR. PRIYA RANJAN TRIVEDI Chancellor, The Global Open University, Nagaland PROF. M. S. SENAM RAJU Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi PROF. M. N. SHARMA Chairman, M.B.A., HaryanaCollege of Technology & Management, Kaithal PROF. S. L. MAHANDRU Principal (Retd.), MaharajaAgrasenCollege, Jagadhri

EDITOR

PROF. R. K. SHARMA Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

<u>CO-EDITOR</u>

DR. BHAVET Faculty, M. M. Institute of Management, MaharishiMarkandeshwarUniversity, Mullana, Ambala, Haryana

EDITORIAL ADVISORY BOARD

DR. RAJESH MODI Faculty, YanbuIndustrialCollege, Kingdom of Saudi Arabia PROF. SANJIV MITTAL

UniversitySchool of Management Studies, Guru Gobind Singh I. P. University, Delhi PROF. ANIL K. SAINI

Chairperson (CRC), Guru Gobind Singh I. P. University, Delhi

DR. SAMBHAVNA

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

DR. MOHENDER KUMAR GUPTA

Associate Professor, P.J.L.N.GovernmentCollege, Faridabad

DR. SHIVAKUMAR DEENE

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

MOHITA

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadhola, Yamunanagar

ASSOCIATE EDITORS

PROF. NAWAB ALI KHAN

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

PROF. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity

University, Noida

PROF. V. SELVAM

SSL, VIT University, Vellore

PROF. N. SUNDARAM

VITUniversity, Vellore

DR. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, MaharshiDayanandUniversity, Rohtak DR. S. TABASSUM SULTANA

Associate Professor, Department of Business Management, Matrusri Institute of P.G. Studies, Hyderabad

TECHNICAL ADVISOR

AMITA Faculty, Government M. S., Mohali MOHITA

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadhola, Yamunanagar

FINANCIAL ADVISORS

DICKIN 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

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories

www.ijrcm.org.in

DATED:

CALL FOR MANUSCRIPTS

Weinvite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the area of Computer, Business, Finance, Marketing, Human Resource Management, General Management, Banking, Insurance, Corporate Governance and emerging paradigms in allied subjects like Accounting Education; 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; Monetary Policy; Portfolio & Security Analysis; Public Policy Economics; Real Estate; Regional Economics; Tax Accounting; Advertising & Promotion Management; Business Education; Management Information Systems (MIS); Business Law, Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labor 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; Public Administration; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism, Hospitality & Leisure; Transportation/Physical Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Digital Logic; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Multimedia; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic and Web Design. The above mentioned tracks are only indicative, and not exhaustive.

Anybody can submit the soft copy of his/her manuscript **anytime** in M.S. Word format after preparing the same as per our submission guidelines duly available on our website under the heading guidelines for submission, at the email address: <u>infoircm@gmail.com</u>.

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. COVERING LETTER FOR SUBMISSION:

The Editor IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF

(e.g. Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript entitled '_______ virgent control of the publication in your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published elsewhere in any language fully or partly, nor is it under review for publication elsewhere.

I affirm that all the author (s) have seen and agreed to the submitted version of the manuscript and their inclusion of name (s) as co-author (s).

Also, if my/our manuscript is accepted, I/We agree to comply with the formalities as given on the website of the journal & you are free to publish our contribution in any of your journals.

NAME OF CORRESPONDING AUTHOR:

Designation: Affiliation with full address, contact numbers & Pin Code: Residential address with Pin Code: Mobile Number (s): Landline Number (s): E-mail Address: Alternate E-mail Address:

NOTES:

2

- a) The whole manuscript is required to be in **ONE MS WORD FILE** only (pdf. version is liable to be rejected without any consideration), which will start from the covering letter, inside the manuscript.
- b) The sender is required to mention the following in the SUBJECT COLUMN of the mail: New Manuscript for Review in the area of (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/ Engineering/Mathematics/other, please specify)
- C) There is no need to give any text in the body of 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 required to be below **500 KB**.
- e) Abstract alone 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 and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.
- MANUSCRIPT TITLE: The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.
- 3. AUTHOR NAME (S) & AFFILIATIONS: The author (s) full name, designation, affiliation (s), address, mobile/landline numbers, and email/alternate email address should be in italic & 11-point Calibri Font. It must be centered underneath the title.
- 4. **ABSTRACT**: Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain the background, aims, methods, results & conclusion in a single para. Abbreviations must be mentioned in full.

- 5. **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 stops at the end.
- 6. MANUSCRIPT: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. It must be prepared on a single space and single column with 1" margin set for top, bottom, left and right. It should be typed in 8 point Calibri Font with page numbers at the bottom and centre of every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
- 7. **HEADINGS**: All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 8. SUB-HEADINGS: All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
- 9. **MAIN TEXT:** The main text should follow the following sequence:

INTRODUCTION

REVIEW OF LITERATURE

NEED/IMPORTANCE OF THE STUDY

STATEMENT OF THE PROBLEM

OBJECTIVES

HYPOTHESES

RESEARCH METHODOLOGY

RESULTS & DISCUSSION

INDINGS

RECOMMENDATIONS/SUGGESTIONS

CONCLUSIONS

SCOPE FOR FURTHER RESEARCH

ACKNOWLEDGMENTS

REFERENCES

APPENDIX/ANNEXURE

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed 5000 WORDS.

- 10. FIGURES & TABLES: These should be simple, crystal clear, centered, separately numbered & self explained, and 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.
- 11. EQUATIONS: These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
- 12. **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 are supposed to follow **Harvard Style of Referencing**. 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 italics. 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 parentheses.
- The location of endnotes within the text should be indicated by superscript numbers.

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.

IOURNAL 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, 19–22 June.

UNPUBLISHED DISSERTATIONS AND THESES

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.

WEBSITE

Garg, Bhavet (2011): Towards a New Natural Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories

www.ijrcm.org.in

IMPACT OF MERGERS & ACQUISITIONS ON FINANCIAL PERFORMANCE: WITH SPECIAL REFERENCE TO TATA GROUP

NEHA VERMA RESEARCH SCHOLAR JAYPEE BUSINESS SCHOOL NOIDA

DR. RAHUL SHARMA SR. LECTURER JAYPEE BUSINESS SCHOOL NOIDA

ABSTRACT

The process of mergers and acquisitions (M&A) has gained significant importance in today's corporate world. This process is extensively used for increasing revenues and profitability, restructuring the business organizations, increased market share and to eliminate competition. The concept of merger and acquisition in India became popular in the year 1988. This study aims to study the impact of mergers and acquisitions on the financial performance of Tata Group, by examining some pre and post-M&A financial ratios, with the sample of companies chosen between 2003-04 and 2007-08. The results from the present study of the pre and post M&A financial performance ratios of the Tata Group reveals that there was no significant increase/decrease in the financial ratios i.e. the M&A's has not significantly affected the financial performance of Tata Group.

KEYWORDS

Financial performance, Mergers and Acquisitions (M&A), Pre and post financial ratios.

INTRODUCTION

aves of mergers and acquisitions (M&A) have been a characteristic of corporate history. The current trend towards international mergers, acquisitions, strategic alliances and joint ventures is resulting in organizations having to deal with the fusion of different corporates. The huge positive pace that brand India has taken in last few years is very much astonishing. All the sectors, namely, Steel, Manufacturing, IT, Automobile and FMCG are bustling with Mega Indian mergers and acquisitions. The M&A are debatably the most popular strategy among firms who seek to create a competitive advantage over their rivals. Indian Businessmen and Entrepreneurs are set out to restore Indian image as world's biggest corporation's in the future through M&A at different levels in multiple industries. The main corporate objectives behind M&A's are to achieve greater market power, thus maximize efficiency through economies of scale & scope and reform a firm's competitive scope (Hitt et al., 2007). Other reasons encompass a short-term solution to financial problems that companies face due to information asymmetries (Fluck and Lynch, 1999), revitalize the company by bringing in new knowledge to foster longterm survival (Vermeulen and Bakerma, 2001) and to achieve synergy effects (Lubatkin, 1987; Vaara, 2002).

This paper investigates the performance of M&A in Indian context by taking an example of Tata Group. The Tata Group is one of the biggest Indian Company to go for multiple mergers and acquisitions over time. This is one of the largest conglomerates in India by market capitalization (USD 100.33 billion) and revenue (US \$83.3 billion) in 2010-11. It has interests in communications and information technology, engineering, materials, services, energy, consumer products and chemicals. The Group has operations in more than 80 countries across six continents. Some of the companies under the umbrella of this group include Tata Steel (including Tata Steel Europe), Tata Motors (including Jaguar and Land Rover), Tata Consultancy Services, Tata Technologies, Tata Tea (including Tetley), Tata Chemicals, Titan Industries, Tata Power, Tata Communications, Tata Sons, Tata Teleservices and the Taj Hotels.

As we know that companies go for M&A for high prospects, but there are contradictory evidences also available, on impact of M&A's on firm's performance. This research paper aims to analyze the post merger & acquisition performance of TATA group during the period 2004-2008. This paper consists of five parts including this introduction section. The second part undertakes literature review. The third part enlists research objectives and explains research design. The fourth part discusses the results and analysis and the last part concludes.

REVIEW OF LITERATURE

There are two main standpoints to measure the performance in the existing M&A literature: the stock-market based approach and the accounting-based approach. The present study undertakes the latter approach to measure the financial performance. Studies based on analysis of accounting data have attempted to assess the economic impact of M&A's by testing for changes in the profitability of the involved companies. In this string of literature, pre-M&A profitability measures are compared to post- M&A profitability measures by parametric tests. Martynova et al. (2007) investigated the long-term profitability of corporate takeovers (both the acquiring and target companies) by using four different measures of performance i.e. (a)(EBITDA - WC) / BVassets (b) (EBITDA - WC) / Sales (c) EBITDA / BVassets and (d) EBITDA / Sales. Where; EBITDA = Earnings before Interest, Taxes, Depreciation and Amortization. This paper stated that the operating profitability of the companies can be calculated by using these measures. Satish et al. (2008), investigated whether the claims made by the corporate sector while going for M&A's to generate synergy, are being achieved or not in Indian context. This is done by evaluating the financial performance on the basis of five parameters i.e. Liquidity position, operating efficiency, overall efficiency, return to equity shareholders and financing composition. The study supports the perception about M&A's that the synergy can be generated in long run with the careful usage of the resources.

Saboo et al. (2009) investigated the performance of Indian companies that have gone through mergers in India and abroad and see if mergers had significant impact on operating financial performance of merging companies by using Pre and Post merger ratios for firms (Debt-Equity Ratio, Long Term Debt-Equity Ratio, Current Ratio and Interest Cover Ratio). E Akben et al. (2011) investigated the impact of M&A deals on the performance of acquirer Turkish companies by using two approaches; Stock market approach and Accounting approach via Return on assets (ROA), Return on equity (ROE) and Return on sales (ROS). Gennaro et al. (2011) investigated the impact of the author stated that investor's reaction to mergers varies directly with the availability of these forecasts and post-merger operating performance increases with the predictable component of forecasted synergies based on deal characteristics.

OBJECTIVES OF THE STUDY

The objective of the present research study is to analyze the post-merger financial performance for the companies belonging to the Tata Group during the period 2003-04 to 2007-08. The following are the objectives:

1) To study the impact of M&A on financial performance of companies in Tata Group.

2) To study whether there is a significant improvement in the financial performance of companies in Tata Group following the M&A deals or not.

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE & MANAGEMENT A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories

RESEARCH HYPOTHESES

To test the objective no.2 mentioned above, the following hypothesis was formulated:

HO: No significant change in the financial performance of the Tata Group in post M&A.

H1: There is a significant change in the financial performance of the Tata Group following the M&A deals.

RESEARCH DESIGN

To study the impact of M&A on financial performance of the company's data for six years has been taken into consideration which includes three years data from Pre-M&A period and three years data post-M&A period of the 24 companies of Tata Group which were involved in the M&A. Further, we have taken Mean pre-M&A & Mean post-M&A Ratios. The data on financial performance ratios has been extracted from CMIE database PROWESS. Researchers have selected year 2003-04 to 2007-08 to identify M&A deals in Tata Group. The reason of selecting this period is that three years post merger performance data is required for the study. Thus, three years pre and post financial ratios are considered for each case; For deals in 2003-04 (pre deal years- 2000-01, 2001-02 & 2002-03 and post deal years include- 2004-05, 2005-06 & 2006-07), for deals in 2004-05 (pre deal years- 2001-02, 2002-03 & 2003-04 and post deal years include- 2005-06, 2006-07 & 2007-08), for deals in 2005-06 (pre deal years- 2002-03, 2003-04 & 2004-05 and post deal years include- 2006-07, 2007-08 & 2008-09), for deals in 2006-07 (pre deal years- 2003-04, 2004-05 & 2005-06 and post deal years include- 2007-08, 2008-09 & 2009-10) and for deals in 2007-08 (pre deal years- 2004-05, 2005-06 & 2006-07, 2007-08, 2008-09 & 2009-10) and for deals in 2007-08 (pre deal years- 2004-05, 2005-06 & 2006-07, 2007-08, 2008-09 & 2009-10) and for deals in 2007-08 (pre deal years- 2004-05, 2005-06 & 2006-07, and post deal years include- 2008-09, 2009-10 & 2010-11) are considered to analyze the financial performance of the merging and acquiring companies of Tata Group.

We are conscious of the fact that the accounting-based approach also has problems: Companies can use innovative accounting techniques which may imply that their published accounts may not be a true and fair reflection of the companies' financial position (Dickerson, Gibson & Tsakalotos 1997).

On the other hand, to study whether the post M&A performance of the companies has been improved or not, the post-M&A performance was compared with the pre-M&A performance and tested for significant differences, using "paired sample t-test".

M&A's OF TATA GROUP (2003-04 TO 2007-08)					
Year	Number of M&A's of Tata Group	Change (percentage)			
2003-04	9	-			
2004-05	12	33.33			
2005-06	21	75			
2006-07	22	4.76			
2007-08	13	(40.91)			
Total	77				
Within its own Group	32	41.56			
With External Companies	45	58.44			

M&A's OF TATA GROUP (2003-04 TO 2007-08)

Source: CMIE Business Beacon

Table I above depicts that Tata Group entered into 77 M&A's during the period 2003-04 to 2007-08. The total M&A of Tata Group increased to 75% in the year 2005-06 as compared to 33.33% in the financial year 2004-05. During 2006-07 the group again went for M&A of 22 more companies which was around 5% more as compared to the previous year. Out of the total 77 deals, 45 deals (58.44%) were with external companies and 32 deals (41.56%) were within its own group. The researchers have identified 45 companies i.e. where M&A's have taken place with the companies other than the Tata Group. Out of these 45 companies the researchers have selected only 24 companies for this study on the basis of availability of required financial data.

METHODOLOGY

The research study adopted the methodology of comparing pre and post-merger performance of companies in Tata Group, by using various financial ratios for the period 2003-04 to 2007-08. The financial performance is checked on the basis of financial ratios to see the overall financial health of merged and acquired companies. The ratios calculated are: Current Ratio and Debt-Equity Ratio (Saboo et al., 2009), Return on Net Worth and Working Capital (Satish et al., 2008) and Return on Investment (ROI).

- 1) Current Ratio (CR) To measure a company's ability to pay short-term obligations.
- 2) Working Capital (WC) To check operating liquidity available for a company.
- 3) Debt-Equity Ratio (D/E) To get the proportion of equity and debt the company is using to finance its assets.
- 4) Return on Net worth (RONW) To analyze the profitability from the shareholders' point of view.
- 5) Return on Investment (ROI) To evaluate the efficiency of an investment.

Pre-M&A and post-M&A financial performance ratios and the averages were computed for the entire 26 deals of sample companies of Tata Group, which have gone through mergers or acquisitions during the period 2004-08. Mean pre-M&A and post-M&A financial ratios were compared for all the five years to see if there was any statistically significant change in financial performance due to mergers and acquisitions, using "paired two sample t-test" at confidence level of 95%.

RESULTS AND ANALYSIS

Analysis of all the mergers and acquisitions (M&A) of Tata Group in the sample for the period of 2003-04 to 2007-08:

The comparison of the pre-M&A and post-M&A financial performance ratios for the entire sample set of M&A of Tata Group during the year 2003-04 (Table I), showed that there was an increase in the mean RONW from 17.92% to 103.9%, but the increase was not statistically significant with t-statistic value of -1.565. RONW is considered as an effective ratio for measuring the overall efficiency of a firm. As the primary objective of a business is to maximize its earnings, this ratio indicates the extent to which the primary objective of the business is being achieved. The ratio reveals how well the resources of the firm are being used, higher the ratio, better are the results.

ROI investigates the magnitude and timing of investment gains directly with the magnitude and timing of investment costs. A high ROI means that investment gains compare favorably to investment costs. There was a statistically insignificant increase in the mean ROI from 15.92% to 79.7%, with a low t-statistic value of -1.715.

The Current Ratio gives a sense of the efficiency of a company's operating cycle. Higher the current ratio, more capable the company is of paying its obligations. The analysis depicts that the mean Current Ratio declined in the post M&A from 13.15 to 4.43 times and this decline was also not statistically significant with a t-statistic value of 0.83.

Debt-Equity Ratio is a measure of a company's financial leverage. A high debt-equity ratio generally means that a company has been aggressive in financing its growth through debt. If a lot of debt is used to finance increased operations (high debt to equity), the company could potentially generate more earnings than it would have without this outside financing. The analysis shows that there was a marginal but statistically insignificant increase in leverage after the M&A from 0.65 to 0.85 times, confirmed by the very low t-statistic value of -1.134.

Working Capital is a measure of both a company's efficiency and its short-term financial health. Positive working capital means that the company is able to pay off its short-term liabilities. Negative working capital means that a company currently is unable to meet its short-term liabilities with its current assets. If a company's current assets do not exceed its current liabilities, then it may run into trouble paying back creditors in the short term. The mean working capital showed a statistically insignificant increase in the post M&A from Rs. 225.4 Millions to Rs. 12039.95 Millions with t-statistic value of -1.806.

VOLUME NO. 3 (2012), ISSUE NO. 7 (JULY)

The result suggests that there was insignificant increase/decrease in the financial performance of Tata Group from all M&A's during the year 2003-04 except the Debt-Equity Ratio which increased significantly. Based on the results, *the alternative hypothesis (H1) i.e. there is a significant change in the financial performance of the Tata Group following the M&A deals, was rejected.* Since, an insignificant increase/decrease was found after the statistical analysis of the pre and post financial ratios of the M&A deals.

The comparative analysis of the pre-M&A and post-M&A financial performance ratios for the entire sample set of M&A of Tata Group during the year 2004-05 (Table II), showed that there was a statistically insignificant increase in the mean RONW from 37.04% to 114.89% with a t-statistic value of -2.302 and ROI from 21.76% to 76.69% with a t-statistic value of -4.577. Mean Current Ratio declined in post M&A from 9.31 to 3.39 times and this decline was statistically insignificant with a t-statistic value of 0.916. The analysis shows that there was a statistically insignificant decrease in Debt-Equity Ratio after the M&A from 3.9 to 1.29 times, confirmed by the t-statistic value of 1.161. The mean working capital showed a statistically significant decrease in the post M&A from Rs. - 27196.43 Millions to Rs. -74444.03 Millions with a t-statistic value of 4.894.

The results suggest that there was both an increase/decrease in the financial performance of Tata Group from all M&A's. All the ratios increased/decreased insignificantly except Working Capital (decreased significantly). Therefore, *the alternative hypothesis (H1) was rejected*. An insignificant transformation was found after the statistical analysis of the M&A deals.

The results of the pre-M&A and post-M&A financial performance ratios comparison for the entire sample set of M&A of Tata Group during the year 2005-06 (Table III), showed that there was an increase in the mean RONW from 53.01% to 60.9%, and the increase was not statistically significant with a t-statistic value of -0.274. There was also an increase in the mean ROI from 38.12% to 43.97%, and the increase was statistically insignificant with a t-statistic value of -0.325. The analysis depicts that the mean Current Ratio declined in the post M&A from 3.49 to 2.96 times and this decline was not statistically significant, t-statistic value of 0.681. The analysis also shows that there was a statistically insignificant decrease in the Debt-Equity Ratio after the M&A from 1.67 to 1.64 times, confirmed by the t-statistic value of 0.082. The mean working capital showed a statistically insignificant decrease in the post M&A from Rs. -14042.8 Millions to Rs. -47292.84 Millions with t-statistic value of 2.2.

The result suggests that there was an insignificant change in the financial performance of Tata Group form all M&A's during the year 2006-07. Therefore, *the alternative hypothesis (H1) was rejected*. An insignificant change was found after the statistical analysis of the M&A deals.

The comparative analysis of the pre-M&A and post-M&A financial performance ratios for the entire sample set of M&A of Tata Group during the year 2006-07 (Table IV), states that there was a statistically insignificant decrease in the mean RONW from 82.53% to 44.46% with a t-statistic value of 2.303. The ROI also decreased from 50.21% to 35.64% and the decrease is statistically insignificant with a t-statistic value of 1.923. There was a statistically insignificant increase in the Mean Current Ratio from 8.7 to 15.99 times with t-statistic value of -0.741 and Debt-Equity Ratio after the M&A from 3.2 to 4.35 times with a t-statistic value of -1.402. The mean working capital showed a statistically insignificant decrease from Rs. -18120.98 Millions to Rs. -51657.56 Millions with a t-statistic value of 2.661.

The results suggest that there was both an increase/decrease in the financial performance of Tata Group from all M&A's. RONW, ROI and Working Capital decreased whereas, Current and Debt-Equity Ratio increased insignificantly during the year 2006-07. Therefore, *the alternative hypothesis (H1) was rejected.* An insignificant variation was found after the statistical analysis of the M&A deals.

The analysis of the pre-M&A and post-M&A financial performance ratios for the entire sample set of M&A of Tata Group during the year 2007-08 (Table V), showed that there was a statistically insignificant increase in the mean RONW from -62.24% to 15.2% with a t-stats value of-0.902. The ROI decreased from 15.01% to 6.97% and the decrease was statistically insignificant with a t-statistic value of 1.77. The Mean Current Ratio declined in post M&A from 4.99 to 2.25 times and this decline was statistically insignificant with a t-statistic value of 1.672. There was a statistically insignificant increase in Debt-Equity Ratio after the M&A from 0.94 to 1.01 times with t-statistic value of -0.819. The mean working capital showed a statistically insignificant decrease in the post M&A from Rs. -975.08 Millions to Rs. -14937.13 Millions with a t-statistic value of 2.43. The results suggest that there was insignificant increase/decrease in the financial performance of Tata Group from all M&A's during the year 2007-08. Therefore, *the alternative hypothesis (H1) was rejected*. Insignificant changes were found after the statistical analysis of the M&A deals.

CONCLUSION AND SUGGESTIONS

This study was undertaken to test whether there is any significant changes in the financial performance of Tata Group from all the M&A's during the time period 2003-04 to 2007-08. The results from the present study of the pre and post M&A financial performance ratios of the Tata Group reveals that there was no significant increase/decrease in the financial ratios. This means that M&A's in Tata Group has not significantly affected Tata Group's financial performance.

The results must be considered in light of the following limitations. First, the period examined in this study is only three years for post acquisition period. This may not seem adequate for gains to materialize following an acquisition, however as explained in the paper, extending the post-acquisition period would cause sample size problems. Second, the accounting measures used in this study were based on net income rather than on pure cash flows. Hence, they might be affected by taxation, depreciation methods etc. Future research could extend the literature on M&As of Tata group by addressing these limitations as well as the cause behind this phenomenon.

REFERENCES

JOURNALS AND OTHER ARTICLES

- 1. Dickerson AP, Gibson HD, Tsakalotos E (1997), "The impact of acquisitions on company performance: Evidence from a large panel of UK firms" Oxford Economic Papers, 49:344-361.
- 2. E Akben-Selcuk, A Altiok-Yilmaz (2011), "The Impact Of Mergers And Acquisitions On Acquirer Performance: Evidence from Turkey" Business and Economics Journal, Volume: BEJ-22.
- 3. Fluck, Z. and Lynch, A.W. (1999), "Why do firms merge and then divest? A theory of financial synergy", Journal of Business, Vol. 72 No. 3, pp. 319-46.
- 4. Lubatkin, M (1983), "Mergers and Performance of the Acquiring Firm", Academy of Management Review, Vol. 8, No 2, pp 218-25.
- 5. Marina Martynova, Sjoerd Oosting and Luc Renneboog, (2007): 'The long-term operating performance of European Acquisitions, International Mergers and Acquisitions Activity since 1990: Quantitative Analysis and Recent Research', G. Gregoriou and L. Renneboog (eds.), Massachusetts: Elsevier, pp 1-40.
- 6. Saboo, Sidharth and Gopi, Sunil (2009), "Comparison of Post-Merger Performance of Acquiring Firms (India) involved in Domestic and Cross-Border Acquisitions", Munich Personal Repec Archive (MPRA), 19274, posted 13.
- 7. Satish Kumar and Lalit K. Bansal (2008), "The Impact of Mergers and Acquisitions on Corporate Performance in India", Management Decision, Vol. 46, No.10, pp. 1531-1543.
- 8. Sayan Chatterjee (1986), "Types of Synergy and Economic Value: The Impact of Acquisitions on Merging and Rival Firms", Strategic Management Journal, Vol. 7, No. 2, pp. 119-139.
- 9. Vaara, E. (2002), "On the discursive construction of success/failure in narratives of post-merger integration", Organizational Studies, Vol. 23 No. 2, pp. 211-48.
- 10. Vermeulen, F. and Bakerma, H. (2001), "Learning though acquisitions", Academy of Management Journal, Vol. 44 No. 3, pp. 457-76.
- 11. V. Pawaskar (2001, 'Effect of Mergers on Corporate Performance in India', Vikalpa, Vol.26, No.1, January March, pp 19-32.

UNPUBLISHED DISSERTATIONS AND THESES

- 12. Gennaro Bernile and Scott Bauguess (2011), "Do merger-related operating synergies exist?" University of Miami.
- 13. Hitt, M.A., Ireland, R.D. and Hoskisson, R.E. (2007), Strategic Management: Competitiveness and Globalization Concepts, South-Western, London.

LIST OF TATA GROUP'S M&A'S USED IN THE STUDY (2003-04 TO 2007-08)

S. No.	Target/Seller Co.	Merged/Acquirer Co.
1	21st Century Infra Tele Ltd.	Tata Teleservices (Maharashtra) Ltd.
2	Geodynamics Ltd.	Tata Power Co. Ltd.
3	Direct Internet Ltd. [merged]	Tata Communications Internet Services Ltd.
4	General Chemical Indl. Products Inc.	Tata Chemicals Ltd.
5	Indian Hotels Co. Ltd.	Tata Investment Corporation. Ltd.
6	Praj Industries Ltd.	Tata Sons Ltd.
7	Development Credit Bank Ltd.	Tata Capital Ltd
8	Mount Everest Mineral Water Ltd.	Tata Global Beverages Ltd.
9	Automobile Corporation. Of Goa Ltd.	Tata Motors Ltd.
10	Coastal Gujarat Power Ltd.	Tata Power Co. Ltd.
11	P T Arutmina Indonesia	Tata Power Co. Ltd.
12	Rawmet Ferrous Inds. Ltd.	Tata Steel Ltd.
13	Corus Group Plc	Tata Steel U K Ltd.
14	Joekels Tea Packers C C	Tata Global Beverages Ltd.
15	Gharda Chemicals Ltd.	Tata Chemicals Ltd.(proposed)
16	Indigene Pharmaceuticals Pvt. Ltd.	Tata Industries Ltd.
17	Eight'o Clock Coffee Holdings Inc	Tata Coffee Ltd.
18	Direct Internet Ltd. [merged]	Tata Communications Ltd.
19	Cedis Mechanical Engg. Gmbh	Tata Motors Ltd.
20	Airline Financial Support Services (india) Ltd. [merged]	Tata Consultancy Services Ltd.
21	Hispano Carrocera Sa	Tata Motors Ltd.
22	Telco Dadajee Dhackjee Ltd.	Tata Motors Ltd.
23	Highhill Coffee India Pvt. Ltd. [merged]	Tata Coffee Ltd.
24	W T I Advanced Technology Ltd.	Tata Consultancy Services Ltd.

ANNEXURE 2

(TABLE I: MEAN PRE-M&A AND MEAN POST- M&A RATIOS OF THE SAMPLE FIRMS OF TATA GROUP (2003-04)

M&A's during 2004	Pre-M&A (2000-01 to 2002-03)	Post-M&A (2004-05 to 2006-07)	t-value (0.05 significance)
Return on Net Worth	17.92	103.9	-1.565
Return on Investment	15.92	79.7	-1.715
Current Ratio	13.15	4.43	0.83
Debt-Equity Ratio	0.69	0.85	-1.134
Working Capital (Rs. Millions)	225.4	12039.95	-1.806

TABLE II: MEAN PRE-M&A AND MEAN POST- M&A RATIOS OF THE SAMPLE FIRMS OF TATA GROUP (2004-05)			
M&A's during 2005	Pre-M&A (2001-02 to 2003-04)	Post-M&A (2005-06 to 2007-08)	t-value (0.05 significance)
Return on Net Worth	37.04	114.89	-2.302
Return on Investment	21.76	76.69	-4.577
Current Ratio	9.31	3.39	0.916
Debt-Equity Ratio	3.9	1.29	1.161
Working Capital (Rs. Millions)	-27196.43	-74444.03	4.894

M&A's during 2006 Pre-M&A (2002-03 to 2004-05) Post-M&A (2006-07 to 2008-09) t-value (0.0				
Return on Net Worth	53.01	60.9	-0.274	
Return on Investment	38.12	43.97	-0.325	
Current Ratio	3.49	2.96	1.316	
Debt-Equity Ratio	1.67	1.64	0.082	
Working Capital (Rs. Millions)	-14042.8	-47292.84	2.2	

TABLE IV: MEAN PRE-M&A AND MEAN POST- M&A RATIOS OF THE SAMPLE FIRMS OF TATA GROUP (2006-07) M&A's during 2007 Pre-M&A (2003-04 to 2005-06) Post-M&A (2007-08 to 2009-10) t-value (0.05 significance) **Return on Net Worth** 82.53 44.46 2.303 **Return on Investment** 50.21 35.64 1.923 **Current Ratio** 8.7 15.99 -0.741 -1.402 **Debt-Equity Ratio** 3.2 4.35 Working Capital (Rs. Millions) 2.661 -18120.98 -51657.56

TABLE V: MEAN PRE-M&A AND MEAN POST- M&A RATIOS OF THE SAMPLE FIRMS OF TATA GROUP (2007-08)			
M&A's during 2008	t-value (0.05 significance)		
Return on Net Worth	-62.24	15.2	-0.902
Return on Investment	15.01	6.97	1.77
Current Ratio	4.99	2.25	1.672
Debt-Equity Ratio	0.94	1.01	-0.819
Working Capital (Rs. Millions)	-975.08	-14937.13	2.43

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce and 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 i.e. **infoijrcm@gmail.com** 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 an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Fournals





