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**PROBLEMS FACED BY WORKING WOMEN IN NATIONALISED BANKS IN
KALABURAGI CITY**

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ABSTRACT

Changes in the family system, dual-earner couples in the family, advancement in the technology, competitive environment among the companies, changes in the working condition etc. has made difficult for employees especially to a working woman to manage their work and non-work aspects. Traditionally, women role restricted to household activities such as cooking; children care, elder-care, etc., but now their role is not confined to the domestic tasks but also undertake paid work. Working women face several problems at home and in the workplace. This research study aims to enlighten the problems of women working in the banking sector in Kalaburagi City. For the study, primary data collected from respondents through the structured dichotomous questions by simple random sampling method, and give some valuable suggestions to overcome from the problems.

A REVIEW OF CERTIFICATION AS A TOOL FOR EMPLOYEE DEVELOPMENT

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ABSTRACT

The telecom technology has evolved significantly over the last decade. In fact, over the last few years several path breaking innovations have changed the face and architecture of the telecommunication industry. In an age of unprecedented business and economic turmoil an organization's ability to sustain and consolidate will depend on creating a harmony among its intellectual and capital assets. The telecom environment calls for increased agility of its manpower to rapidly adapt to the changing technological landscape. In this scenario, certification of employees has renewed importance and demonstrates expertise within job roles. Certification process helps in identifying the knowledge gaps and provides an objective validation of an individual's competencies. It enables individuals to move step up their productivity, move up the corporate ladder faster while positively impacting network performance and quality. This paper empirically links the certification process to enhanced competency development of the employees through primary research data garnered over a period of two years localized to the telecom industry.

A STUDY ON THE EFFECTIVENESS OF VIRTUAL TEACHING-LEARNING PRACTICE AMONG ENGINEERING STUDENTS

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ABSTRACT

Virtual learning is a learning experience that is enhanced by using computers and the internet both outside and inside the facilities of the educational organization. The main objective of the study is to identify the virtual teaching-learning dimensions and its impact on students' satisfaction. The researchers used reliability analysis, multiple regressions and factor analysis for data analysis. The scope of the study is confined only to the students' perception about online teaching learning process exercised by faculty members during the lock down period owing to the wake of COVID 19 across the country. This study was conducted from the end of March 2020 to April 2020. This study identified five dimensions of virtual teaching learning practices. They were: Course Delivery, Course Content, Fairness in Evaluation, Faculty-Student Interaction and Responsiveness. This study found that Course Delivery, Course Content, Faculty-Student Interaction and Responsiveness have significant influence on students' satisfaction. This study finding would help the policy makers to formulate suitable policies relating to Virtual teaching learning practices.

**FACTORS INFLUENCING WOMEN'S REPRESENTATION IN LEADERSHIP
POSITIONS: IN CASE OF ENSARO WOREDA PUBLIC SERVICE SECTORS, AMHARA
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ABSTRACT

The issue of women on management position is gaining attention globally. Governments signed major human right treaties including the most important women's conventions to improve women's participation in management positions. Even though the government's effort to provide equal opportunities for women and design non-discriminatory policies, the existences of glass ceiling practices undermine their progress. The objective of the study was examining factors influencing women representation in leadership positions in Ensaro Woreda public sectors. To achieve the objective of the study 203 representative samples have taken through proportionate stratified sampling method. And a series of statistical analysis have done. Descriptive statistics were used to describe the existing situation of women's representation of leadership in the public sectors, whereas, inferential statistics were used to investigate the association of women's representation with the set of predictor variables. Binary logistic regression result shows that cultural belief and attitude, insufficient capacity building, lack of professional training, inflexible working hours, inadequate experience, family commitments, inadequate job knowledge, inadequate academic qualification, lack of motivation and interests, limited access of advanced education and overall organizational culture have a significant effect on the under representation of women's leadership in public sectors. The study finding revealed that organizational and personal factors seem to have major contributors as compared to societal factors that hindered women representation in leadership position in public sectors. Finally, it is recommended that; awareness creation and counselling service should have given about gender equality, public sectors should be committed to encouraging women's to have a leadership positions, capacity building and special training should be given for women to increase the number of women leaders.

A STUDY ON ELECTRONIC SERVICE QUALITY OF ONLINE SHOPPING SITES**KAVALI BHANU PRAKASH****M.B.A. STUDENT****DEPARTMENT OF MANAGEMENT STUDIES****VIGNAN'S FOUNDATION FOR SCIENCE TECHNOLOGY & RESEARCH****VADLAMUDI****ABSTRACT**

Online shopping is trend in present day market. The website service quality is very essential to run a business through the online. The purpose of this investigation as to examine the website service quality of the online shopping websites. This research to identify the service quality dimensions that could enhance the level of service by variety of carriers and rank them accordingly. In this study we used E-S-QUAL model designed by Parasuraman, Zeithaml, and Malhotra. The E-S-QUAL consists of 22 items and four dimensions: efficiency, fulfilment, system availability and privacy. The second scale E-RecS-QUAL, having 11 items in three dimensions: responsiveness, compensation, and contact. Data was collected by using various sampling techniques. The collected data was analysed by Ridit analysis, and Henrey garret ranking techniques.

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