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# INPUT-OUTPUT COEFFICIENTS IN A NORTH-WESTERN HIMALAYAN REGION AND ITS IMPLICATION TO FINANCIAL RESOURCES

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## ABSTRACT

*Development depends upon availability and utilization of resources like men, material, capital, entrepreneurial ability. Availability and utilization of these resources by economic system and its organization in public and private sector transform the economy. Indian economy witnessed unprecedented demographic changes which substantially increased human labour in the country. The working population (15-59 years of age) in India likely to increase from 585 in 2001 to over 64 percent by 2021. This is a challenge as well as opportunity to effectively use and improve the productivity of public and private sector enterprises. Rural and urban linkages have been studied in the context of capital formation, labour migration, flow of input output, sectoral growth and its relative importance. Therefore, the magnitude of existence and persistence of dualism in the economy changes with the level of its growth and development. The planning era witnessed stress on development of industries and linkages between the two sectors weaken during 1980s compared to pre-green revolution period. An attempt has been made in this paper to estimate and study the inter-sectoral linkages of human and non human resources in rural and urban areas in the state of Himachal Pradesh. Our analysis suggests effective men- power planning and relevant policy implication for growth, development and social justice in an economy. However, use of proper prices and realistic inter-sectoral coefficients would not only enhance the manufacturing sectors growth with poverty eradication, but it would sustain it beyond 14 percent per annum which would account for over 35 percent share in the national income. Allocation and investment priorities in selected sectors of the economy till today seems to have been made arbitrarily. Similarly, the percent share of investment under each sector of the economy has been analyze. It is noted that the size of the First Five Year Plan (1951-56) in this hilly region of Himalayas was of the order of Rs. 0.53 Crore. Its highest priority was given to Industrial sector (46.3 per cent), while agriculture stood second highest (14 per cent) in the plan investment at that beginning era of Indian Planning. Today, the size of the Plan (12<sup>th</sup>-2012-17) in this Himalayan region has substantially increased to Rs. 2.5 thousand Crore. But, highest priority investment changed in favour of social service (30.9 per cent) and service sector (18.9 per cent). Therefore, agriculture and industry linkages were not only ignored, but thrown out of priorities. Resultantly, food insecurity, hunger, poverty, unemployment and social unrest will further grow especially in the Himalayan region. It would not only cause serious threat to the geography and topography of Himalayan region, but also disturb ecology, climate and environment.*



# EFFICIENCY ANALYSIS OF SCHEDULED URBAN CO-OPERATIVE BANKS BY DEA APPROACH

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## ABSTRACT

Co-operative Banks are important component of Indian banking industry. Commercial banks are unable to serve the need of all people in our country specially poor people therefore Co-operative banks came into existence to fulfill their need. The role of Co-operative banks is significant because their main objective is to serve deprived people instead of making profit unlike commercial banks. Performance measurement is essential for co-operative banks because it helps to identify the financial health of banks, to identify the best practice bank in the group and also to notice whether the banks are able to discharge its services for which it is meant for. The present study is designed to measure the performance of Scheduled Urban Cooperative Banks (SUCBS) by a Data envelopment Analysis (DEA) approach. DEA is a nonparametric frontier approach used to measure relative performance of homogeneous set of units, operating in similar condition. The study evaluates the performance in terms of efficiency of 25 SUCBS for six years that is from 2008-09 to 2012-13.

# THE IMPACT OF FINANCIAL DERIVATIVES MARKET ON THE UNDERLYING CASH MARKET IN NSE

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## ABSTRACT

*Integration of economies world over has brought in multiple growths in the volume of international trade and business. This in turn has led to increase in the demand for international money and need for innovative financial instruments both at national and global level. Changes in the interest rates, exchange rates and equity prices in different financial markets led to increase in the volatility and manifold increase in the financial risk to the individual as well as institutional investors. Adverse changes in these variables have even threatened the very survival of the business world. To manage these risks, new financial instruments have been developed in the financial market, which are popularly known as Financial Derivatives. The basic purpose of Financial Derivatives is to provide commitments to prices for future dates for giving protection against adverse movements in the future prices of underlying assets thereby reduce/manage/control the extent of financial risk. Derivative instruments are different from Insurance, in that they cover general risks whereas the latter covers specific risks. Financial Derivatives also provide an opportunity to earn profit for those persons who have higher risk appetite. These instruments indeed facilitate to transfer the risk from those who wish to avoid it to those who are willing to accept the same. The rate of growth of derivatives is so phenomenal all over the world that now it is called as the derivatives revolution. This paper covers the impact of derivative market on the underlying cash market. To bring out the relationship between derivative market and cash market, variables like turnover, traded quantity, and market capitalisation in the cash segment are analysed before and after the introduction of derivatives.*

# **A STUDY ON EMPLOYEE WELFARE FACILITIES AND ITS IMPACT ON EMPLOYEES SATISFACTION WITH REFERENCE TO INDIAN CEMENT INDUSTRY AT SATNA DISTRICT**

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## **ABSTRACT**

*The cement sector notably plays a critical role in the economic growth and is a vital part of its economy, providing employment to more than in million people directly or indirectly of the country and its journey towards conclusive growth. The cement industry is the backbone of Indian infrastructure. It is vital to the construction sector and all infrastructural projects. The construction sector alone constitutes 7 percent of the country's GDP. Employees are the greatest assets of any organization. So, the organization have to take much care in the areas of welfare facilities and the safety, provisions of the organizations. When these provisions are taken care the health of the employees are maintained i.e., both physical and psychological aspects are given importance. Labour/employee welfare has an important, positive and dynamic part to play in the industrial economy in the country. Employee welfare is a comprehensive concept concerned with the development of the total human personality embracing physical, mental, social psychological and spiritual aspects of the employee well being. The provision for suitable employee welfare facilities designed to meet the needs of employees can help them to settle down more easily in their new working and living environment. A proper organization and administration of welfare facilities can play vital role in promoting better working conditions and living standard for industrial workers and also enhancing their productivity and morale. Employee welfare is, thus one of the major determinants of industrial relations. Apart from improved morale and loyalty welfare facilities are of significance to reduce absenteeism and labour turnover in industries. Employee welfare facilities/schemes also serve to enhance an organization's image as a caring employer. This image can be very useful to organizations in recruiting employees. Social advantage of employee welfare is by no means less important than economics ones. In the present study, an attempt has been made to study the employee welfare facilities and its impact on employees satisfaction in two units of Maihar cement industry of different department at Satna district. For the purpose of this study, multi stage sampling method was adopted to carry out the study by the researcher. The study has shown that the employees are satisfied with all the welfare facilities prevailing in the company.*

# APPLICATION OF FIREFLY ALGORITHM FOR OPTIMIZING BEVEL GEAR DESIGN PROBLEMS IN NON LUBRICATED CONDITION

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## ABSTRACT

*Efficient and reliable power transmission between the intersecting shafts is necessary to meet both the lossless power transmission and to satisfy the current demand of lesser weight gears for computerized machines without lubrication. Also by considering the environmental concerns about the noise generation and pollution due to lubrication, application specific economical bevel gears should be designed. Economical design in less time by satisfying the design, manufacturing and operational constraints can be achieved by computational algorithms. In order to deal with the optimization of these conflicting constraints, that is, minimization of size and weight of the bevel gear pair without affecting the performance and safety can be achieved through meta-heuristic algorithms. This research describes a solution to this problem using a nature-inspired algorithm, called firefly algorithm. The algorithm is described along with case studies by a combined objective function. The results are compared with the traditional design values, to show that it is capable of identifying better optimal solutions with proper selection of firefly control parameters.*

# CORRELATION BETWEEN ORGANIZATION STRATEGIES AND EMPLOYEE COMPETENCY MAPPING PRACTICES

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**JAIPUR**

## ABSTRACT

*In the wake of industrialization and globalization, Organizations' are undergoing heavy transformation. To cope up with the same, Human Resource Management practices are getting wider acceptance in the developmental and transformational process. Management is giving more thrust in understanding and developing the competency of employees and make use of competency mapping tool, for the improvement of productivity and in maintaining a positive work culture. Application of competence mapping covers the operational areas of human resource management and is a process of identifying key competencies for a particular position in an organisation, and then using it for job evaluation, recruitment, training and development, performance management, succession planning, etc. The competency mapping works at the enterprise level than outside realms. It is one of the most accurate means in identifying the job and behavioral competencies of an individual in an organization. Competency is a set of knowledge, skills and attitudes required to perform a job effectively and efficiently. A competency is something that describes how a job might be done excellently; a competence only describes what has to be done, not how. Core competency is something which cannot be copied and it is the pillar upon which individual rest. In this paper it is been elucidated existing competencies in the targeted group and gaps between existing competencies and required competencies. The study reveals that mere linkage between employee competencies and business strategies is not enough but the quality of linkages between competencies and business strategies to achieve organisational performance is also required.*

## **CONSUMER AWARENESS ON CONSUMER RIGHTS AND DUTIES: AN ANALYTICAL STUDY WITH REFERENCE TO COIMBATORE CITY**

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### **ABSTRACT**

*The majority of the consumers in advanced countries is well educated, well-informed and are in a position to protect them but our Indian situation is different from the Western where the consumers are exploited by the large number of restrictive and unfair trade practices. It leads to the suspicion whether the consumers are aware of their rights and duties. There is desperate need to all the people to be aware of all the rules, policies, laws and acts to be protected or at least one should be aware of rights and responsibilities of consumer. So there arises a need to study the level of awareness of consumers on Consumer rights and Duties. For this study, the data is collected from 200 respondents in Coimbatore city to study the level of awareness of consumers on consumer rights and duties. Though the majority of the respondents are aware of the existence of Consumer Rights, the most important rights, Right to redressal and Right to Consumer Education is yet to reach them. Most of the people discharge their duties and responsibilities duly while they purchase, which indicates that apart from their alertness they are being exploited by few marketers.*

## TECHNOLOGY, APPLICATION AND LEGISLATION OF PUBLIC KEY INFRASTRUCTURE FOR SECURE e-GOVERNANCE APPLICATIONS

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### ABSTRACT

*As concerns for e-governance have been growing in recent years, most of Indian states have implemented or have the planning to develop e-governance programs. maintaining pace with the global world, the Government is drawing up a comprehensive programme to ensure that the benefit of e-governance reaches all sections of the society and economy. Various IT activities, such as development of software applications packages, creation of e-governance infrastructure, databases, digital/educational content, etc., in e-governance domain, are part of Government's strategy in driving the IT penetration in Government offices. e-governance can provide good opportunities to ensure the efficiency of public services, the transparency of public affairs, citizen engagement, and e-democracy. However, it simultaneously poses risks to security and the lack of public services. Public key infrastructure (PKI) can be considered as a basic component for public service enabler as well as for security and privacy. Although there have been many studies and trials on PKI implementation, digital certificate has not fully been diffused to citizens yet, for its dissemination has been prevented by obstacles, such as immature technology, insufficient recognition of necessity, and the lack of application. This study deals with PKI issues surrounding e-governance and recommends a feasible strategy of PKI establishment for e-governance.*



## TO STUDY THE PERCEPTION OF MALE EMPLOYEES ABOUT THEIR FEMALE COUNTERPARTS IN STAR HOTELS

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### ABSTRACT

*The differences between the male and female employee perceptions, thinking, communication, challenges faced by them at work place and behaviour has been an interest of universal research and a lot of discussions & debate has been carried out on the same. This research is conducted to understand the views of male employees about the female employees working in five star hotels in Pune. The research is significant because it testifies whether the male employees have a pessimistic attitude about female employees working in the same organization. In hospitality industry in Pune, work force has been dominated by male presence than female (approximately 60: 40 ratio of male to female employees). While working together they must be facing several diverge situations or on the contrary absolutely free and congenial work environment. Both conditions either affect or effect the performance of these two genders. This paper highlights the perception of male employees about the strengths and weaknesses, challenges faced and personality traits of female employees. Through the observation and discussion it has been reflected that women usually tend to get some concessions or considerations from the management and peers, which probably the male employees don't get. At the same time the paper also tries to find out how male employees perceive the challenges that women faces at their work place. The study employed a descriptive research design. The sample size was 50 respondents from different hotels and hospitality/service sectors in Pune. A purposive random technique was used to select only male employees who are working in hotels. Questionnaires and interviews were used to collect primary data while secondary data was referred from research articles. The study revealed that majority of the male employees (90.50 %) preferred to work under female managers because of their possession of feminine traits. It is, therefore recommended, that the hospitality industry employees should embrace and integrate female heads in decision making positions.*

# COMPARATIVE STUDY OF MEMORY AND ACHIEVEMENT MOTIVATION OF SENIOR SECONDARY SCHOOL STUDENTS IN RELATION TO RESIDENTIAL BACKGROUND

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## ABSTRACT

*Education is central to sustainable development to ensure a better quality of life for everyone now and for generations to come. Education today requires one to mould a child into an individual capable of contributing effectively to society and to the world community at large. Children in today's world must be taught to think and not merely to remember. Memory constitutes very significant components of the teaching learning process. It is basically in terms of the retention of the acquired experiences or skills that the effectiveness of any educational programmed can be evaluated. Achievement motivation is relatively a new concept in the world of motivation. It is an essential type of motivation that is personal in nature. The basis of achievement motivation is achievement motive i.e. a motive to achieve those who engage themselves in the task an account of an achievement motive that are said to work under the sprit of achievement motivation. It has been referred to as the need for achievement, a wish to do well. Descriptive survey method as research methodology is used in the present study. It has been generally observed that illiteracy is prevailing in the most of the families of the rural area students. It is pertinent to explain that lack of education and rationality adversely affects the thought processes of the individual. This distorted pattern may prevail in the personality make up of the rural students, which may cause low memory level in them in comparing with memory level of urban students. This low memory affects the achievement level of the students.*

## **A STUDY ON SOCIAL VALUES, INDIVIDUAL ATTRIBUTES AND PHASES OF ENTREPRENEURIAL ACTIVITY: INDIA Vs. OTHER GEOGRAPHICAL REGIONS**

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**SAINIKPURI, SECUNDERABAD, TS**

### **ABSTRACT**

*An ecosystem of entrepreneurship has emerged globally, where companies around the world are connected and their ideas are unleashed and innovation has been transformed into reality. Thereby, the economies are growing and expanding human wellbeing. The paper analyses the entrepreneurial activities in India with reference to select dimensions, in comparison to the various geographical regions of the world, using United Nations Classification for regions. The specific dimensions covered are social values and individual attributes regarding entrepreneurship development, and the various phases of entrepreneurial activities, which play an important role in developing a very positive and constructive entrepreneurial culture in the nation. The paper also presents India's stand in the World with regard to the Entrepreneurial culture. The study is based on secondary data. The recommendations can be used to continuously enhance the quality of entrepreneurial activities in India in the context of going global.*

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## SECURITY PROBLEMS AND STRATEGY IN CLOUD COMPUTING

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### ABSTRACT

*Cloud Computing is a new technology that is mainly used for large computations workload for clouds. Security is the key factors in these computing. There are various advantages in the cloud computing that mainly leads to data storage, bandwidth, power and software that has been shared for the clouds. There are various models Grid, Parallel and Utility Computing are used. Characters such as Reliability, Expansibility and low price service been used. In these papers it mainly deals with how the security and strategy will be taken place in the cloud. In the cloud storage, only single security method cannot be used to solve the problems and it should contains a total computing and new technologies that are used in the Cloud Computing System.*

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**SCHEDULED CASTE IN INDIA: PROBLEMS AND PROSPECTS**

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**ABSTRACT**

*The concept of schedule castes has generated enough interest, due to social turn moil of recent past, to merit a broad analysis of the problems, typical of this class of Indian social order. The present study is an attempt to evaluate the problems associated with this class and legislative, judicial and administrative efforts to ameliorate the same. Recent Constitutional amendments made to provide a platform for socio – economic upliftment of this class has resulted in creating a schism in the psyche of the so-called privileged class. It is important to evaluate whether these changes would bring the desired equality or further promote a mutant of inequality.*

## IMPACT OF EMPLOYEE ENGAGEMENT ON TALENT RETENTION WITH REFERENCE TO ACADEMICIANS IN GWALIOR REGION

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### ABSTRACT

*With the changing business environment competition has increased and organizations are striving towards finding various innovative ways to achieve and maintain competitive advantage. And to a great extent such competitive advantage can be maintained through the most important input of every organization i.e. Man. So it becomes very important to maintain and retain talent of the organization on which the success of every organization is based. With the increasing competition, academics also face the problem of turnover. Faculty departure is something which is inevitable because of many reasons. There are so many academic issues which lead to mobility of faculty from one institute to another. Institute view turnover or departure as a costly aspect of Human Resource Management. Loss to the institute may be in terms of student's career as well as the institute's image and so it calls to look forward for employee engagement which is considered as a predictor of talent retention. Present study is concerned with identifying the impact of employee engagement on talent retention among academicians. The study is empirical in nature and done in Gwalior region. The sample size for the study is 150 and correlation and regression method to arrive results. The findings of the study show the significant relation between employee engagement and talent retention.*

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**GREEN HRM PRACTICES: A NEW OUT LOOK TO SUSTAINABILITY**

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**ABSTRACT**

*The concept of green management for sustainable development refers to the need for balance between industrial growth, for wealth creation and safe guarding the natural environment for future generations. This research paper indicates significant work in Green HRM research from 1996 to 2015. The objective of this research paper is to develop an outlook on green HRM practices in organizations based on the existing literature. A systematic review of literature was conducted on the following HR practices such as recruitment, selection, induction, training, performance management, compensation management and discipline. The aim of this paper is to extend the scope of green HRM practices in materializing sustainable environmental performance of organizations.*



## LEARNING & GROWTH ANALYSIS: SIGNIFICANT FOR PERFORMANCE MEASUREMENT

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### ABSTRACT

*Balanced scorecard helps organizations to streamline vision and strategy with business activities and measures actual organizational performance against preset goals. In addition, this instrument is used to assess financial processes, customer relations, internal business processes and learning and growth characters of an organization. Financial indicators never tell the entire story of an organization, since talent, organizational culture, and customer relationships go a long way toward dictating future financial performance. The great transformation has been witnessed in the performance measurement system wherein the traditional performance appraisal system was taken over by multifaceted performance management system with feedback and continuous monitoring as inseparable part of it. Performance management system slowly gained importance as tool to increase employee productivity, and as an exercise for building employee retention. This paper examines the level of significance of Learning and Growth perspective of Balanced Scorecard Approach in order to analyze the performance of the organization. Also, the key performance indicators included under this perspective in different organizations has been discussed.*

**PRIVATE AUDIT FIRMS IN ETHIOPIA: CHALLENGES AND OPPORTUNITIES**

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**ABSTRACT**

*Any enterprise worldwide relies on two very important and integral components; accounting and auditing. The objective of this study was to investigate challenges and opportunities in the area of regulatory procedures, audit market and human resource for private audit firms' in providing accounting and audit service in Ethiopia. The study employed a mixture of qualitative and quantitative approaches. The results reveal that unavailability of legislations with a brief description of responsibilities, appointment formalities and duties of external auditors, lack of well defined, properly implemented, and updated criteria to scrutinize accountants and auditors, issuance, renewal, suspension and cancellation of certificates of competence are some of the challenges in the area of regulatory procedures. In addition, in the sphere of external audit market low perceived value of the audit function, low demand for professional advice on a variety of business and taxation matters, lack of strong cooperation among private audit firms, unfair competition among audit firms are challenges. Also unavailability of sufficient quantities and qualified audit personnel, higher degree of audit personnel mobility in to another sector (like in banks, insurance, etc) or abroad and low audit fee pertaining to human resource in the country. Thus, a strong financial reporting environment in the country requires active involvement of all stakeholders in continuous reorganization and improvement of legal framework, institutions, accounting and auditing professions, as well as change in its business culture and education system.*

# DETERMINANTS OF FOOTBALL FANS STADIUM ATTENDANCE: PERSPECTIVES FROM GHANA

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## ABSTRACT

*The study capitalized on quantitative techniques tailored at identifying pull factors that spurs stadium attendees. Hundred football fans were targeted and responses were elicited via questionnaires. Informants were selected based on convenience sampling. SPSS was used in data analysis. The study pinpointed the availability of stars as a dominant factor that attracts fans to stadium. Factors such as banning of live broadcast of foreign football matches ( $X_1$ ), marketing of matches in media ( $X_2$ ), My favorite team performance improved ( $X_3$ ), and Reduction of ticket prices are found to be peripheral in fans consideration to attend football matches. Therefore, if the current steep slump in fans attendance to football matches is to be halted and fans made to rediscover the routes to stadiums and fill the stands during premier league matches in Ghana, there is the need for football clubs to nurture and retain talented footballers in the league. Sports administrators have a task to retain their budding stars to spice the league in order for fans to make the stadium their habitats during football matches.*

## HEALTH CONSCIOUSNESS AND OPINION LEADERSHIP OF SCHOOL TEACHERS: RESULTS OF A SURVEY FROM THE CITY OF MUMBAI

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### ABSTRACT

*According to UNICEF in India over two million children die every year from preventable diseases. India has one of the poorest health records in the world with the highest TB prevalence, every three out of four children have anaemia, and polio eradication is actually backsliding. Many of these deaths are preventable by using vaccines or following basic hygiene norms. But either out of obstinacy or ignorance or fear many do not. It is hypothesised in this study that teachers can play a strong role by imparting health education and consciousness to their students and by being role models in their spheres of influence. But in order to do so the teachers themselves have to have relevant levels of health consciousness and should be respected opinion leaders in their community. In order to test this hypothesis a survey was conducted to study the health awareness levels of the school teachers in Mumbai and the degree to which they considered themselves opinion leaders in their community among government funded and private funded schools. The self administered surveys were followed up with depth interviews. The data collected through the survey was analysed using SPSS. Ver.20. The Personal interview data was subject to content analysis. The results indicated that school teachers in government schools have better awareness about health issues due to NGO interventions, training received etc. They also perceive themselves to have a role to play in the development for a healthy tomorrow.*

# THE ROLE OF OMBUDSMAN TO CONTROL THE ADMINISTRATIVE ACTIONS IN INDIA

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## ABSTRACT

*Maximum democratic countries had adopted welfare concept. The main feature of welfare state is to maintain the transparency in their work. Public has the right to ask the question and get the knowledge regarding administrative works. They can ask the question through media and members of people's representatives. It is a best tool to control the administrative actions and corruption. If anybody injured by the administration injured man can get Judicial and non judicial remedy. There are three institutions to control the administrative arbitrariness and corruption e.g. C.V.C., C.B.I. & Ombudsman. All these institutions are the part of non judicial remedy. Ombudsman can play a vital role to control the arbitrariness of the administration because C.V.C. & C.B.I. are failing to control these problems. Both are institutions are only an investigation authorities. And they are come under the control of union government but ombudsman will be independent. I want to say through my paper that ombudsman is need of the day to control the administrative actions and corruption in India.*

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