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# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	A STUDY ON WORK-LIFE BALANCE IN WORKING WOMEN AND THEIR IMPACT ON ATTRITION: A REVIEW OF LITERATURE  <i>M. K. INDUMATHI &amp; Dr. R. AKILA</i>	1
2.	EXPLORATION OF PROBLEMS AND PROSPECTS IN IMPLEMENTING E-BANKING: A CASE STUDY OF STATE BANK OF INDIA BRANCHES LOCATED AT TINSUKIA TOWN, ASSAM  <i>Dr. PRATIM BARUA &amp; KARUNA GOENKA</i>	2
3.	PERCEPTION OF WORK LIFE BALANCE AMONG BANKING PROFESSIONALS  <i>PARINAZ TODIWALA</i>	3
4.	A STUDY ON USERS' SATISFACTION TOWARDS WI-FI WITH SPECIAL REFERENCE TOERODE DISTRICT  <i>S. SIVASELVI &amp; L. THENMOZHI</i>	4
5.	THE ASSOCIATION BETWEEN SOCIAL NETWORKING SITES AND ACADEMIC PERFORMANCE OF ECONOMICS STUDENTS: A MULTINOMIAL LOGIT ANALYSIS  <i>SENTUMBWE NAKKAZI DAMALIE</i>	5
6.	A STUDY ON MANAGEMENT AND OPERATION OF CASHEW INDUSTRY  <i>GAYATHRI NM</i>	6
7.	IMPACT OF PERFORMANCE MANAGEMENT SYSTEM ON EMPLOYEE JOB SATISFACTION AND COMMITMENT  <i>SURBHI SONI &amp; BIJAL SHAH</i>	7
8.	COMPLIANCES OF GOODS AND SERVICES TAX AND ITS IMPACT ON SMALL TRADERS  <i>A.PADMA ABINAYA</i>	8
	<b>REQUEST FOR FEEDBACK &amp; DISCLAIMER</b>	9

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# **A STUDY ON WORK-LIFE BALANCE IN WORKING WOMEN AND THEIR IMPACT ON ATTRITION: A REVIEW OF LITERATURE**

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## **ABSTRACT**

*The phrase 'work-life balance' conjures up an image of a scale with work on one side and family and other personal relationships on the other. In the middle is the woman with both arms extended trying to balance everything. The woman represents the stabilizer caught in the middle being divided her life into two parts - where she feels she should be and where society says she should be. But a woman is a whole being and the focus should be on her as a whole being and not on just two important aspects of her life. Work-life balance has been sold to women as being the key to happiness by suggesting all we need to do is to simply find a way to better fill our roles without going crazy. The Various study concluded that an efficient Work life Balance is detrimental to an employee for improving their job satisfaction and productivity. The company should focus on providing efficient Work Life Balance policies and programs to ensure proper Work Life Balance, which will help women to improve the employee productivity and also to control the attrition rate.*

**EXPLORATION OF PROBLEMS AND PROSPECTS IN IMPLEMENTING E-BANKING:  
A CASE STUDY OF STATE BANK OF INDIA BRANCHES LOCATED AT TINSUKIA  
TOWN, ASSAM**

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**ABSTRACT**

*In the present era of modernization and globalization, traditional techniques have failed to keep pace with the changing needs of the people. To satisfy the rapidly increasing and diversified human wants, it has become a matter of utmost importance to use techniques which are less time consuming and which cater to the various needs of the consumers. Since everyone is facing the problem of shortage of time, and increased workload, even banking industry has transformed its operations from traditional systems to modern systems by increasing the use of technology. To study the various problems and prospects of the modern way of banking known as E- banking, this study has been undertaken. The primary data for the study has been collected by way of semi-structured interviews with the bank managers whereas the secondary data for the study has been collected from the websites, books etc.*

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**PERCEPTION OF WORK LIFE BALANCE AMONG BANKING PROFESSIONALS**

**PARINAZ TODIWALA**  
**ASST. PROFESSOR**  
**S. R. LUTHRA INSTITUTE OF MANAGEMENT**  
**SURAT**

**ABSTRACT**

*The concept of work life balance is defined as 'people having a measure of control over when and how they work, leading them to be able to enjoy an optimal quality of life'. It is achieved when an individual's right to a fulfilled life inside and outside paid work is accepted and respected as the norm to the mutual benefit of the individual, business and society. One of the most significant and positive changes taking place all over the globe is the increasing number of workforce in every type of profession. The recent trend also suggests an assuring rise of workforce in managerial positions all over the world. However, it is a cause for concern that women are mostly concentrated in the lower and middle levels of management and their representation at the senior and top management levels remains extremely low. This paper is a modest attempt to study the aspects of organizational factors on work life balance across the three private sector banks. The study shows certain aspects are same across the three banks while others differ from the three banks. The study shows results that help organization to lead to employer brand management and strives to build stronger links between employee brand experience and customer experience.*

**A STUDY ON USERS' SATISFACTION TOWARDS WI-FI WITH SPECIAL REFERENCE  
TOERODE DISTRICT**

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**ABSTRACT**

*In the days before advent of smart phones where WIFI and 3G/4G/5G technology have become commonly available, simple infra-red and frequency modulation projects were the interesting projects for electronics enthusiasts. Constructing these projects help to provide a good understanding and concept on the world of remote controls. The present study has taken effort to empirically explore the users' satisfaction towards Wi-Fi with special reference to Erode District. The researcher has collected primary data from 50 sample respondents from Dec 2017 to Feb 2018. The convenient sampling method has been used for choosing the sample size and the present study. The study also analyses the use of Wi-Fi in Erode District. Such an analysis is likely to be useful for using Wi-Fi users. Results of the study indicate that the users satisfaction.*

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# THE ASSOCIATION BETWEEN SOCIAL NETWORKING SITES AND ACADEMIC PERFORMANCE OF ECONOMICS STUDENTS: A MULTINOMIAL LOGIT ANALYSIS

**SENTUMBWE NAKKAZI DAMALIE**

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**MAKERERE UNIVERSITY**

**KAMPALA**

## **ABSTRACT**

*Social networking sites (SNSs) are popular amongst university students in Uganda. However, questions remain whether the use of these sites affects academic performance. This study aimed at analyzing the influence of SNSs on the academic outcomes of Economics students at Makerere University. The research employed a cross-sectional survey design in which data were collected using a questionnaire. The analysis was based on a sample of 297 second and third-year undergraduate Economics students. A multinomial logit model was used in data analysis. In the analysis, attitude and use of SNSs in learning Economics positively predicted a student's cumulative grade point average (CGPA). Also, subscribing to a wide range of SNSs positively affected a student's CGPA. The frequency of use of SNSs during the lectures was on the other hand associated with a decline in grades among the sampled respondents.*

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**A STUDY ON MANAGEMENT AND OPERATION OF CASHEW INDUSTRY**

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**JNANASAHYADRI**

**ABSTRACT**

*The present paper provides a platform to understand the Production, management and operation process of the small scale industry, so in order to collect this information A Researcher has selected Mangalore Cashew Industry, Siddapura. It particularly focused on Benefits of employees about monetary and non-monetary facilities and also collects information about how this particular small scale industry contributes towards economic growth and development and how it acts as a SSI, Finally the detail process and procedures of operation and management in Mangalore cashew industry. Therefore, small attempt have been made to understand the benefits of employees as well as to the country i.e. how contribute towards economic development and how the SSIs plays an important role in economic development today. The structured interview conducted to the employees in Mangalore Cashew Industry Siddapura and the data collected will be arranged properly for the findings. It concentrates on the new emerging challenges, opportunities and issues in the field of Economics. Finally, it makes an attempt to offer suggestions to analyze the Management and operation process in SSIs.*

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# IMPACT OF PERFORMANCE MANAGEMENT SYSTEM ON EMPLOYEE JOB SATISFACTION AND COMMITMENT

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## ABSTRACT

*Performance Management is a hot topic among human resource professionals; many systems are not grounded in scientific theory or guided by scientifically supported processes. By following the research-based recommendations we have outlined, organizations may work to develop or improve existing PM systems that support important organizational initiatives and enhance progress toward organizational goal employee job satisfaction and commitment. Performance management system has become the backbone of any organization specifically in competitive industries like banking, pharmacy etc wherein increasing cut throat competition and survival of the fittest has become the realities of the day. Poaching has emerged as latest employee recruitment strategy specifically in the today scenario wherein the banks end up paying 200% more than the previous company. The research paper therefore focuses on evaluation of effectiveness of performance management system and concurrently reviews both job satisfaction and organizational commitment. The present study therefore attempts to explore the relationship between effectiveness of performance management system and employee job satisfaction and commitment.*

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# COMPLIANCES OF GOODS AND SERVICES TAX AND ITS IMPACT ON SMALL TRADERS

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## **ABSTRACT**

*The study signifies the problems faced by small traders on implementation of GST. The tax rules and different rates of tax and difficulties while filing the returns. And to know the concept of GST, challenges faced by traders. The details about tax filing dates and form number. Tax rates prevailing in foreign countries.*



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