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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	PROMOTING TRANSPARENCY IN UNIVERSITY ADMINISTRATION THROUGH E-GOVERNANCE <i>VIJAY BHASKAR KOUDIKI & K JANARDHANAM</i>	1
2.	IMPORTANCE OF CAPITAL STRUCTURE ANALYSIS IN CONSTRUCTION COMPANY <i>DR. J. S. V. GOPALA SARMA</i>	2
3.	LINKING INTERNAL MARKETING AND EMPLOYEE'S IN-ROLE PERFORMANCE: A CROSS-LEVEL MEDIATION ANALYSIS <i>YU-PING HSU, TSAI-FANG YU & CHUN-TSEN YEH</i>	3
4.	STRENGTHENING MENTAL HEALTH SYSTEMS CASE STUDY WITH RESPECT TO KAMAYANI SCHOOL FOR MENTALLY HANDICAPPED <i>PREETI CHAUDHARY & DR. MITA MEHTA</i>	4
5.	PERFORMANCE OF PUBLIC SECTOR BANKS IN INDIA – AN ANALYTICAL STUDY <i>DR. M. NAGAMANI & K. ABIRAMI</i>	5
6.	A STUDY ON CONCEPT OF IFRS, BENEFICIARIES AND CHALLENGES <i>S. BHUVANESWARI & JAMEELA M.K</i>	6
7.	WOMEN ENTREPRENEURSHIP: A STUDY OF INDIAN SCENARIO <i>GURVEEN KAUR</i>	7
8.	FINANCIAL INCLUSION REVISITED <i>CA SANGEETA S</i>	8
9.	TRIBAL ENTREPRENEURSHIP IN INDIA: AN APPRAISAL <i>DR. PADMINI TOMAR</i>	9
10.	A STUDY OF INVESTOR PERCEPTION WHILE INVESTING IN RISK FREE SECURITIES <i>JITIN SHARMA</i>	10
11.	THE IMPACT OF NEED FOR COGNITION IN SELECTION OF DEODORANTS AMONG FEMALE YOUNGSTERS <i>DR. DEEPAK JOSHI</i>	11
12.	AN ANALYSIS OF MANUFACTURING SECTOR'S CONTRIBUTION TO EMPLOYMENT AND INCOME GENERATION IN NAGALAND <i>MEDONGULIE ZATSU & DR. Y. TEMJENZULU JAMIR</i>	12
13.	GREEN BANKING AND ENVIRONMENT SUSTAINABILITY OF PRIVATE BANKS IN KARNATAKA <i>DR. M. PRABHU & GIRISH V.</i>	13
14.	A STUDY OF FINANCIAL STATEMENT ANALYSIS OF OIL AND NATURAL GAS CORPORATION LIMITED <i>L. PRABHA, DEEPIKA S & DHIVYA.B</i>	14
15.	MARKET REACTION ANALYSIS TO STOCK SPLIT ANNOUNCEMENT IN INDONESIA STOCK EXCHANGE <i>EDI SUMANTO, SRI HARTOYO & LUKYTAWATI ANGGRAENI</i>	15
16.	PARTICIPATION OF FEMALE IN AGRICULTURE SECTOR IN HARYANA <i>VINOD KUMAR & SANTOSH</i>	16
17.	CHALLENGES OF WOMEN ENTREPRENEURS: A STUDY OF WOMEN ENTREPRENEURS OF JAMMU & KASHMIR <i>ZAHOOR AHMAD BOLAKI</i>	17
18.	STARTUP INDIA: OPPORTUNITIES AND CHALLENGES: A CASE OF E-TOUR AND TRAVEL STARTUPS IN INDIA <i>DR. SONAL SHARMA</i>	18
19.	SUSTAINABLE AGRICULTURAL PRACTICES AND USE OF IRRIGATION WATER IN INDIA <i>A.K. ELUMALAI</i>	19
20.	HUMAN RESOURCE ACCOUNTING: AN OVERVIEW <i>KAINAT SIDDIQUI</i>	20
	REQUEST FOR FEEDBACK & DISCLAIMER	21

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PROMOTING TRANSPARENCY IN UNIVERSITY ADMINISTRATION THROUGH E-GOVERNANCE

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ABSTRACT

The advances in information and communication technology (ICT) has created opportunities to transform the relationship between universities, students and other stake holders in new ways that contribute to the attainment of good governance. They provide choices for the universities and its stake holders to involve in the process of governance at all levels. They facilitate larger participation and better service delivery, thus making governance more efficient and effective. In addition, e-governance may lower transaction costs both for the university and its stake holders. E-governance presents many avenues for improving administrative transparency and performance efficiency. It has opened up new opportunities for universities to manage things differently and in a more efficient manner by utilizing information and re-engineering the processes. Many universities have launched specific initiatives for transparent administration. Students are being perceived as clients rather than beneficiaries. The Internet revolution has proved to be a powerful tool for student-centric governance of universities. An important dimension of the Internet potential is the possibility of providing educational services anytime, anywhere. This paper investigates the role of e-governance in promoting transparent administration in the universities.

IMPORTANCE OF CAPITAL STRUCTURE ANALYSIS IN CONSTRUCTION COMPANY

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ABSTRACT

Capital structure is an important decision of the business to fix the mixture of debt and equity capital of the company. Capital structure refers to the mix of source from where the long term funds required in a business may be raised i.e., what should be the proportion of equity share capital, preference share capital, internal source debenture, and other sources of funds in the total amount of capital which an undertaking may raise for establishing its business. The finance manager for the procurement of funds is therefore required to select such a finance mix or capital structure which maximizes shareholder's wealth. To design an optimal capital structure such mix of sources of finance should be selected so that the overall cost of capital is minimum. This study will be implemented and helpful to corporate managers, investors, researchers and management for framing and formation of capital structure of their company. This paper gives the knowledge about the capital structure and theory analysis. Financing decisions involve rising of funds for the firm. It is concerned with formulation and designing of capital structure or leverage. The most crucial decision of any company is involved in the formulation of its appropriate capital structure. The best design or structure of the capital of a company helps the management to achieve its ultimate objectives of minimizing overall cost of capital, maximising profitability and also maximizing the value of the firm. It is very effective way to judge a company's cash flow prospects, as cash is like blood life for any company. The purpose is developing to an action plan that creates such a capital structure that will upgrades and standardize the quality of business analysis.

LINKING INTERNAL MARKETING AND EMPLOYEE'S IN-ROLE PERFORMANCE: A CROSS-LEVEL MEDIATION ANALYSIS

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ABSTRACT

The direct relationship between internal marketing and attitudinal outcomes (e.g., job satisfaction, organizational commitment, etc.) is well-established in the extant literature on internal marketing. However, in-role performance as a behavioral outcome of internal marketing has received relatively little attention. To bridge this gap in the research, we attempt to examine the direct effect of an organization's internal marketing on employee in-role performance, as well as the mediating effects of service climate, goal commitment, person-job fit (P-J fit), and person-organization fit (P-O fit) therein. The data for this study were collected from the tourism and hospitality industries (i.e., hotels, travel agencies, restaurants, etc.) in Taiwan. Hierarchical linear modeling (HLM) was used to test the hypotheses. The results reveal that an organization's internal marketing is positively related to employee in-role performance, and that the relationship is significantly mediated by the organization-level service climate and individual-level goal commitment, P-J fit, and P-O fit. We also discuss the limitations and suggestions for future research.

STRENGTHENING MENTAL HEALTH SYSTEMS CASE STUDY WITH RESPECT TO KAMAYANI SCHOOL FOR MENTALLY HANDICAPPED

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ABSTRACT

Intent of writing this case study is to make people aware about the special schools which has made difference to mentally retarded students. In all cultures and society, we can observe mental retardation. There are thirty per thousand mental retardation cases which has been estimated. Around seventy-five percent population have been categorised in mild mental retardation, on the other hand rest twenty-five percent who have Intelligence Quotient as 50 or below have been categorised as moderately, profoundly or severely retarded. In that ten percent of mental retarded people are suffering from medical conditions such as mental illness, Epilepsy or Hyperkinesis. And also four percent of the children who are mentally retarded are suffering multiple handicaps. Large number of children are diagnosed with mental retardation problem at their early age. Lot of preschool, recreation, family counselling session, religious education program, and home training and schools helping youngsters who are mental retarded for future employment. Employers are satisfied and are encouraging the retarded by having a view that whatever a retarded man is capable of doing things is different from what he cannot work on. This is bringing a new approach to thinking, public is realising that in all handicapped people, it is his/her ability that matters- not their disability. Stephen Hawking says disability need not to be an obstacle to success.

PERFORMANCE OF PUBLIC SECTOR BANKS IN INDIA – AN ANALYTICAL STUDY

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ABSTRACT

The study is an effort to analyse the financial soundness and shareholder value creation in Indian Banking Industry by applying Bankometer Model and Refined Economic Value Added Model. These models help the stakeholders and the true owners of the business to compare the return earned to the proportion of the profit made. For this purpose, 20 listed public sector banks in BSE (Bombay Stock Exchange) are chosen for the study. The data have been collected for a period of ten years from 2005-06 to 2014-15 from Capitaline Plus Database, CIME Prowess Database and Annual Reports of the banks. Statistical tools viz., correlation and regression have been applied to find the relationship and impact of financial soundness ratios and value creation models in banks. The results reveal that there is significant relationship between the select parameters in the study and the study highlight the value creation of public sector banks. These results would be useful to the bankers, policy makers and researchers to develop more insights for indepth analysis of the banking industry in India.

A STUDY ON CONCEPT OF IFRS, BENEFICIARIES AND CHALLENGES

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ABSTRACT

Due to globalization all countries are able to adopt a single set of accounting standards. Major changes are noticed in financial reporting system, the most obvious is the continuing adoption of IFRS worldwide. More than 100 countries are converged their reporting system to IFRS for providing uniformity. It is very useful and understandable to all the people beyond the boundary of nations. IFRS are the globally accepted accounting standards which are issued by the International Accounting Standards Board (IASB), a committee including 14 members from different countries which work together to establish global accounting standards. Almost countries are decided to converge to International Financial Reporting System; India too becomes the part of this system. In India, ICAI has decided to adopt IFRS by April 2011. This study was undertaken to understand the concept of IFRS, beneficiaries of IFRS and the challenges faced by the stakeholders.

WOMEN ENTREPRENEURSHIP: A STUDY OF INDIAN SCENARIO

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ABSTRACT

In today's world, women entrepreneurs are playing vital role and they have become important part of the global business environment. It is really important for the sustained economic development and social progress. In India, though women are playing key role in the society, but still their entrepreneurial ability has not been properly tapped due to the lower status of women in the society. The main purpose of this paper is to find out the status of women entrepreneurs in India. This paper also focuses on the rationale behind a women taking up entrepreneurship. Also, an attempt has been made to highlight as well analyse the policies and measures undertaken by Indian government for the growth of women entrepreneurship in India and also to analyse the adequacy of such measures so taken for the growth of women entrepreneurship. This paper also talks about the probable reasons for a woman to become an entrepreneur as well as the institutions that are serving the women to put their views into action. On the basis of this study some suggestions are given to encourage the spirit of entrepreneurship in women.

FINANCIAL INCLUSION REVISITED

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ABSTRACT

Economic prosperity to an extent depends on the extent of savings and investment in a country. A country with a 1.2 billion populations has only 32% as the ratio of savings to gdp as against other countries like Bangladesh at 36% and China at 48%. Savings when channelized into proper investment avenues especially productive capital will help in overall economic growth. This can happen through financial inclusion at the grass root level this paper tries to study the need for financial inclusion and the progress so far on the initiatives taken by the Reserve Bank of India and other policy makers to improve the banking /deposit ecosystem.

TRIBAL ENTREPRENEURSHIP IN INDIA: AN APPRAISAL

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ABSTRACT

Presently, development of tribal people is an important field of inquiry both at the national and international level. Further, a large number of NGO's actively support and campaigning for the development of tribal people. In the same line, year 1993 was declared international year for world's indigenous people by united states. In India, about 8.28 per cent of total population belongs to schedule tribes and living mainly in rural areas (census 2011). These people have their own culture and majority of them live below poverty line. Majority of them are depend upon agriculture and treated as agriculture slave. Further, due to remote areas these people have low density of population and have lack of basic infrastructure facilities like roads communication, education and health care. After taken into account above mentioned hurdles faced by the tribal people and to highlight the socio-economic scenario, government efforts and schemes for development of these people this research paper has been planned.

A STUDY OF INVESTOR PERCEPTION WHILE INVESTING IN RISK FREE SECURITIES

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ABSTRACT

Individual investments behavior is concerned with choices about purchases of small amounts of securities for his or her own account. Investment decisions are often supported by decision tools. It is assumed that information structure and the factors in the market systematically influence individuals' investment decisions as well as market outcomes. The objective of the study was to establish the factors effecting the perception of investor while they have invested their money into risk free security. The study was conducted on the 100 investors out constituted the sample size. To collect data, the researcher used a structured questionnaire that was personally administered to the respondents. The respondents were the individual investors. In this study, data was analyzed and interperate with the help of Factor analysis techniques. The researcher found out that the most important factors affecting the investor perception that is Level of risk & securities in investment schemes, capital appreciation with tax benefits & liquidity from investment schemes, past performance in market of investment schemes, continues return from investment schemes. The present paper highlights the investment preferences of middle class households, more especially on the extent to which they use insurance, fixed deposits, real estate, mutual funds share and other government, non-government capital market instruments as vehicles for accumulating their hard-earned savings.

THE IMPACT OF NEED FOR COGNITION IN SELECTION OF DEODORANTS AMONG FEMALE YOUNGSTERS

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ABSTRACT

It is noted that there is an impact of level of need for cognition in buying behavior of consumers, relying on the same marketers / retailers are leaving no stone unturned to entice customers through advertisements. This study tries to explore the effect of need for cognition on selection of deodorants among youngsters. It was a survey and observational study conducted on female subjects belonging to age group between 18 to 22 years. The results were interesting and reflected that there is a significant difference in deodorant evaluation and buying as far as need for cognition level of young females is concerned.

AN ANALYSIS OF MANUFACTURING SECTOR'S CONTRIBUTION TO EMPLOYMENT AND INCOME GENERATION IN NAGALAND

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ABSTRACT

Manufacturing sector is one of the most vibrant and sensitive sectors in both the developed and developing economies. Manufacturing sector is considered worldwide as the engine of economic growth because of its strong backward and forward linkages with the other sectors of the economy. It is important for the economy's growth as it provides transitional opportunity to the labour force in agriculture as well as the sector has multiplier effect for job creation in the services sector. This paper examined the contribution of manufacturing sector in generating employment and income, using 85 respondents (enterprises) based on random sampling and finds that it has positive impact on employment and income. Micro enterprises dominate the manufacturing sector and mineral-based and agro-based enterprises occupy 63% of the total manufacturing sector. The study also finds that small scale enterprise contributes the most both in terms employment and income generation.

GREEN BANKING AND ENVIRONMENT SUSTAINABILITY OF PRIVATE BANKS IN KARNATAKA

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ABSTRACT

'Go green' is new mantra of the day in all the category of industries and bank is not exceptional to it. Banks are subsuming more and more paper less transactions to sustain the natural resources. Such initiative is called Green Banking. Green banking denotes sincere efforts of banking and financial institutions to adopt paperless banking and environment friendly investment. It is comparatively a new concept in banking. It reduces cost of operations while catering environment friendly products and services. In India, almost all banks have introduced Green Banking product and services. It helps to reduce the use of paper and other resources. It also helps to reduce cost of physical operations of bank. In spite of all these benefits, we find that there has not been much initiative from the banks in India. Since there are no separate law and provisions by RBI to all the banking institutions and it alerts less among the banks to implement them completely by encompassing more and more environment friendly investments. The study is descriptive and showcases the present scenario of Green banking and its environment sustainability among private banks in the state of Karnataka.

**A STUDY OF FINANCIAL STATEMENT ANALYSIS OF OIL AND NATURAL GAS
CORPORATION LIMITED**

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ABSTRACT

Finance is considered as life blood of business enterprise. The success and survival of any organization depends upon how efficiently it is able to raise funds as and when needed and their proper utilization. The object of the present study is to know the profitability and solvency and the future value of the business concern during the period of five years from 2012-2016. For this purpose, to fulfill the objectives Ratio Analysis and Correlation has been used for the calculation of the company. Finally, the suggestions are offered to control the fluctuating in price changes

MARKET REACTION ANALYSIS TO STOCK SPLIT ANNOUNCEMENT IN INDONESIA STOCK EXCHANGE

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ABSTRACT

The objectives of the research were analyze the effect of stock split announcement to abnormal return, trading volume activity and also the relationship between stock price and volume of trading of companies in Indonesia Stock Exchange during period 2007 – 2015. The result showed that corporate actions cause abnormal return after the announcement was taken by companies, and mostly positive abnormal return. Paired t-test to average abnormal return showed that majority of stocks significantly difference in term of average abnormal return around stock split announcement. The stock split announcement have not significant impact on trading volume activities of majority companies in Indonesia Stock Exchange during period 2007 – 2015 and the relationship between stock price and trading volume of companies whose impose stock split policy is negative. Implications of this research are companies whose impose stock split policy should be able to determine the most optimal price reduction and also analyze the behavior of investors in addressing stock split policy.

PARTICIPATION OF FEMALE IN AGRICULTURE SECTOR IN HARYANA

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ABSTRACT

Agriculture Sector is a largest sector of rural economy in developing countries. Agriculture is the primary sector of our state economy and majority of population depends on agriculture is directly and indirectly. The study objective is to Inter- district analysis of female participation as a agricultural labour to total agricultural working population in Haryana. The study is mainly based on secondary data and percentage and tabulate method have been used. The conclusion of the study the female participation of as an agriculture labour to total agriculture working population in census 2001 to 2011 has increased and significant role in agriculture sector.

CHALLENGES OF WOMEN ENTREPRENEURS: A STUDY OF WOMEN ENTREPRENEURS OF JAMMU & KASHMIR

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ABSTRACT

Women Entrepreneurs plays a vigorous role in the socio-economic welfare of the country. However, Jammu and Kashmir has a different picture where entrepreneurship is by and large considered as a male preserve and women are predominantly meant for household activities. In this context, this research paper aims at exploring the dynamics that helps or hinders the women in economic participation of the state. Jammu and Kashmir is an industrially backward and under-developed state of India where women have to face lot of challenge in establishing their own business units. The study underscored numerous factors such as infrastructural deficiencies, lack of finance, inflation, role conflict, lack of training, maintaining work life balance, discriminating treatment, government and institutional support etc. Furthermore, the research revealed a rank order of factors affecting them based on the opinions of the respondents. Financial and economic factors are ranked highest while factors like, family, self and societal, political and environmental and marketing and mobility are ranked as second, third and fourth respectively.

STARTUP INDIA: OPPORTUNITIES AND CHALLENGES: A CASE OF E-TOUR AND TRAVEL STARTUPS IN INDIA

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ABSTRACT

Indian electronic tour and travel industry is progressing at a faster rate due to knowledge based society, ease of access and cost-effective techniques. India is looking forward to the fastest growing online travel market in the Asia-Pacific region with aggregate bookings expected to meet \$24 billion and \$7.1 billion respectively. Online travel is the part of the ecommerce segment, with a global contribution of 70 per cent of all e-commerce activities and its importance is anticipated to increase in the future. The Electronic Travel Agency has lots of opportunities to offer for new ventures. Various offers and deals provided by these online tour and travel agency have made it easy for the customers to plan their holidays well in advance, and thus it creates competitive spirit among others. The main idea behind this is the low investment required in the online domain. Also, there is an added convenience to a traveler for booking tickets, comparing the fare rates and choosing destinations. This paper presents opportunities in e-tour and travel startups and comparison of successful startups in the domain of electronic tour travel agents, find out the entrepreneurship, innovation, and other challenges of startups in India.

SUSTAINABLE AGRICULTURAL PRACTICES AND USE OF IRRIGATION WATER IN INDIA

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ABSTRACT

Water is a major factor constraining agricultural development, especially in a developing country like India and there has been much discussion on how to use economic instruments to allocate irrigation water in an efficient, equitable and sustainable manner. In the policy domain, there has been a categorical shift from supply-side approach (dominated largely by government decisions) toward a demand-side approach (with more of user participation), in order to generate more crop per drop. Water scarcity has huge implications for health, hygiene, sanitation, drinking water, agriculture and industry. Therefore, equitable distribution of this scarce resource has been accorded prime consideration in form of sustainable irrigation, which serves as a springboard to provide food for public consumption as well as industrial raw materials. Drinking water enjoys second place in planning which in turn addresses legitimate needs of health, hygiene and sanitation. For this purpose, central, state, district and local (village level) governments have ensured voluntary public code of conduct to minimize the risk of over use of underground reservoirs and protect their water quality.

HUMAN RESOURCE ACCOUNTING: AN OVERVIEW

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ABSTRACT

Despite the technological advancements and the increasing importance of computerization, human resources continue to play a dominating role in the effective use of physical and financial resources. The value of human resources is invaluable and cannot be measured accurately. In knowledge driven economies it becomes essential that human resources are recognized as an integral part of the total worth of an organization as they are the key elements of the knowledge economy. Management of human resources in any organizations is very much important from accounting point of view. Valuation of human resources, recording the valuation in accounts and fair disclosure of such information in financial statement are the demand of the stakeholders to enhance managerial performance and employees' productivity. Investment in developing human resources is not revenue expenditure. Its impact on developing the capability of employees provides benefits for a long period. There is a genuine need for reliable and complete information that can be used in improving and evaluating human resource management. In present paper an attempt has been made to bring out the significance of Human Resource Accounting (HRA). The study also presents the likely benefits that reporting human resource as assets will have to different users of companies' corporate financial reports and how it will be helpful for different users of accounting information for their day to day decision making. Finally, the paper will conclude by presenting a critical assessment of the concept of HRA thereby unveiling its strengths and weaknesses and recommendations will be made as to what steps should be taken by government and companies to make effective use of HRA in management of human resources.

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