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EMPLOYEE ABSENTEEISM AND ITS IMPACT: A LITERATURE REVIEW

M. K. INDUMATHI
ASST. PROFESSOR
BBA DEPARTMENT
MOHAMED SATHAK COLLEGE OF ARTS & SCIENCE
CHENNAI

Dr. R. AKILA
PROFESSOR
MBA DEPARTMENT
JEPPIAAR ENGINEERING COLLEGE
CHENNAI

ABSTRACT

The purpose of this paper is to review the literature on employee absenteeism as a form of withdrawal behaviour apart from turnover. Absenteeism is one of the factors affecting optimum utilization of human resources. It is an industrial malady affecting productivity, profits, investments and absentee workers themselves. As such, increasing rate of absence adds very considerably to the cost of industry and hampers industrial progress. The absence of a few workmen is an imposition on others, affects work scheduling and adds to costs that push the price of absenteeism far beyond one day's salary. The economic and social losses occurring from absenteeism cannot be determined accurately. It is difficult to make even an approximate estimate of such losses because so many factors are involved which do not lend themselves to accurate measurements. In the first place, there is a lack of evidence concerning the seriousness of industrial absenteeism because records are inaccurate and incomplete. Only a small number of organizations attempt to understand this problem or make an effort to solve it. This paper presents the results of a study carried out by various authors to identify the reasons for absenteeism and its effect on productivity and it based on secondary data. Studies also examine the relationship between absenteeism and personal, attitudinal, and organizational variables. Throughout the paper, emphasis is placed on the indices used by investigators to measure absenteeism, and the problems that have arisen in the literature through the use of multiple indicators of absenteeism.

GST IMPLICATION IN INDIA: BENEFITS, CHALLENGES AND WAY FORWARD

BHAVANA K. PATEL
ASST. PROFESSOR
ANAND INSTITUTE OF BUSINESS STUDIES
ANAND

BIJAL M. SHAH
TEMPORARY TEACHING ASSISTANT
M. S. UNIVERSITY
VADODARA

ABSTRACT

GST will be a game changing reform for the Indian economy by creating a common Indian market and reducing the cascading effect of tax on the cost of goods and services. It will impact the tax structure, tax incidence, tax computation, tax payment, compliance, credit utilization and reporting leading to a complete overhaul of the current indirect tax system. GST will have a far-reaching impact on almost all the aspects of the business operations in the country, for instance, pricing of products and services, supply chain optimization, IT, accounting, and tax compliance system. With the implementation of GST in India, the procedure for GST registration would be centralized and standardized similar to service tax registration. Under GST regime, business would no longer have to obtain multiple VAT registration – as a single GST registration would be applicable across India. The procedure for obtaining GST registration would also be standardized, thereby improving the ease of starting a new business in India.

INTERROGATING DIVISION OF LABOUR IN BENGAL USING TIME USE METHOD

PANCHALI SENGUPTA
ASST. PROFESSOR OF ECONOMICS
ST. JOSEPH'S COLLEGE
NORTH POINT

ABSTRACT

The participation of women in productive uncounted activities has always been visibly lower than that of men, whether in rural or urban areas. However, in the view of gender researchers, also reiterated by the National Commission on Labour, the economic contributions made by women as a labour category are grossly underestimated. Undervaluation of women's work also manifests itself in persisting wage-disparity, differential access and control over resources, lack of equivalence in infrastructural support, and above all through disparity in gender work burdens. Nevertheless, despite its obvious productive and social worth, much of women's work remains invisible within national accounting and census frameworks, emphasising their urgent need for redesign. The methodology of Time Allocation Surveys [TAS], or time-use analysis as these are more popularly called, overcomes many of the lacunae in conventional labour data collection and research, which disfavour women. Such surveys capture the segmentation of the working day by men and women between paid and unpaid work activities. The paper examines the economics of rural work and gender divisions of labour between men and women within the rural households, based on a recent time allocation survey of poor rural households engaged in agriculture and allied activities in six villages located in Alipurduar and Darjeeling district in northern part of West Bengal.

IMPACTS OF DEMONETIZATION ON ECONOMY, INVESTMENT & MUTUAL FUND

NIKHIL GARG
ASST. PROFESSOR
DEPARTMENT OF FINANCE
ASIAN BUSINESS SCHOOL
NOIDA

ABSTRACT

The demonetization of Rs. 500 and Rs. 1000 bank notes was a sudden and swift process that took the nation by surprise. In a move that has been lauded majorly by most of the sections of society, Prime Minister Narendra Modi on an unscheduled live TV address to the Nation on November 8 announced that the notes of Rs. 500 and Rs. 1000 would not be considered as legal tender from the midnight of November 9, 2016. The move had been an outcome of an extensive amount of confidential, research-backed work dating back to six months, as a part of a strategy to crack a whip on black money. The demonetization of the rupee can manifest in the form of varied set of repercussions on the economy. The mutual fund industry is likely to be a beneficiary of the demonetisation of Rs 500 and Rs 1,000 notes as the funds thus unlocked may find way to their schemes. This paper is all about unfolding the effects of demonetisation and the market jitters created by it as a value buying opportunity.

IMPACT OF GREEN SCEPTICISM AND HEALTH CONSCIOUSNESS ON GREEN PURCHASE INTENTION

RIYA MARY
ASST. PROFESSOR
RAJAGIRI COLLEGE OF SOCIAL SCIENCES (AUTONOMOUS)
KALAMASSERY

SHARANYA GANESHKUMAR
69/24, SP4 VILLAGE, NONG PLALAI, BANGLAMUNG
CHONBURI, PATTAYA 20150
THAILAND

ABSTRACT

The present-day markets are turning green; there is a growing tendency to shift to green products among consumers and marketers equally. This trend is widely studied across the globe. Green Marketing techniques are gaining a greater momentum in the modern market. Green marketing is widely taken up by today's marketers as it gives them a Green Image, which is considered as a competitive advantage for market penetration. This is also due to the increase in the level of Green Consciousness and Green Preferences among the consumers. There is, however, an element of scepticism among the consumers, on the green claims of the marketers. This study focuses on understanding the level of Green Scepticism among consumers and to identify its impact on their purchase intentions.

AN ANALYSIS OF PMJDY IN RELATION TO FINANCIAL INCLUSION

NANDAN B. GULALDAVAR
LECTURER
JAGADGURU GANGADHAR COLLEGE OF COMMERCE
HUBBALLI

ABSTRACT

Financial inclusion is the delivery of financial services at an affordable cost to vast sections of the disadvantaged and low-income groups. The Pradhan Mantri Jan Dhan Yojana (PMJDY) is one of the step taken by Government of India which was announced by our Hon'ble Prime Minister Narendra Modi on 28th August 2014 Which proved to one of the major step towards financial inclusion as the majority of the rural population is still not included in the inclusive growth, the concept of financial inclusion becomes a challenge for the Indian economy. Since 2005, many concerted measures are initiated by the Reserve Bank of India and Government of India in favour of financial inclusion but the impact of these did not yield satisfactory results.

IMPACT ON SMALL TRADERS THROUGH COMPOSITION SCHEME – A STUDY**GAYATHRI NM****FACULTY****DEPARTMENT OF POST GRADUATE STUDIES & RESEARCH IN COMMERCE****KUVEMPU UNIVERSITY****SHANKARAGATTA****MANJULA BAI****FACULTY****DEPARTMENT OF POST GRADUATE STUDIES & RESEARCH IN COMMERCE****KUVEMPU UNIVERSITY****SHANKARAGATTA****ABSTRACT**

The present paper provides a platform to understand the Role and Performance of Composition Scheme and its operation process towards Assesses, so in order to collect this information A Researcher has selected 100 Assesseees who are paying GST under Composition scheme, Shivamogga. It particularly focused on Benefits of Composition Assesses about reduced cascading effect and removal of double taxation facilities and also collects information about how this particular Composition Scheme contributes towards Assessee's Business growth and development through normal GST and how it acts as Direct Tax system basis, Finally the detail information about composition scheme and rates offered by the Government towards Assesses has explained. Therefore, small attempt have been made to understand the benefits to composition scheme Assesseees through Composition scheme and how Composition Scheme plays an important role in economic development today through generating revenue. The structured questionnaire method conducted to the Assesseees in Shivamogga who are paying GST under Composition Scheme 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 Taxation. Finally, it attempts to offer suggestions to analyse the improvement of Composition Scheme.

STRUCTURE OF AGRICULTURAL CREDIT SYSTEM IN INDIA

ASHOK KUMAR SAHOO
Ph. D. SCHOLAR IN COMMERCE
GANGADHAR MEHER UNIVERSITY
SAMBALPUR

ABSTRACT

The purpose of this study is to investigate the significance of agricultural finance on agricultural and rural development in India. The study was based on Secondary data only. It reflects the various sources of agricultural finance & its advantages to the farmer for the development in agricultural growth. As we know that, the major sources of income in India are coming from primary sector. Therefore, it is necessary to aware about the norms & policies for the development in rural sector. It also reviews & compares the institutional and non-institutional source of agriculture finance. It is because of the fact that the availability of capital, the farmers who borrowing agricultural finance and providing inputs on time and in proper were getting better production. Most of the farmers agreed that agricultural finance was helpful for improving living standard useful for household and rural development; it facilitates farmers in use of agricultural inputs on time and getting best agricultural production.

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