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RELATIONSHIP BETWEEN CORPORATE GOVERNANCE AND FINANCIAL PERFORMANCE: AN EMPIRICAL STUDY ON HEALTHCARE SECTOR IN INDIA

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ABSTRACT

Corporate governance is a collection of rules by which corporations are operated, managed and controlled. Well-managed corporate governance helps in improving the financial performance of the organizations. In India, the healthcare sector is one of the important and growing sectors. This study intends to examine the relationship between corporate governance and financial performance and how corporate governance impacts the financial performance of the healthcare sector in India. This study considers twenty healthcare companies listed in the Nifty Healthcare Index as a sample. All the data for this study have been collected from authentic secondary sources, for a period of ten years starting from the year 2013-14 to 2022-23. Size of Board (SOB), CEO Duality (CEOD), Independence of Board (IOB) and Female Board Members (FBM) have been regarded as corporate governance variables as well as independent variables and Margin on Income (MOI), Return on Investment (ROI), Return on Capital Employed (ROCE) and Return on Total Assets (ROTA) have been considered to measure financial performance and which are also regarded as dependent variables. Correlation coefficient technique has been used to analyze the data. This study found a significant negative association between Size of Board (SOB) and financial performance of the Indian healthcare sector.

TRANSFER OF TRAINING IN THE DIGITAL ERA: A CASE STUDY OF THE STATE BANK OF INDIA IN BHUBANESWAR

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BHIMPUR, PHULNAKHRA, BHUBANESWAR

ABSTRACT

In this Digital Era the Human Resource Managers are facing a new challenge of building a Digital and Future Ready Workforce creating urgency for providing new training to their employees. This requires organizations to invest huge amount of capital in training and development of their total workforce to improve their performance. But only imparting training is not enough, organizations need to ensure that knowledge and skills gained from training sessions are actually transferred to the workplace. Transfer of Training is affected by various factors which either facilitate or hinder the transfer of knowledge from training sessions to the job. This paper explores the factors that affect the transfer of training by the employees in the State Bank of India, Bhubaneswar and identifies the factors that have more impact on transfer of training. Primary data was collected by using a Structured Questionnaire from 130 employees who had attended training programmes. The results of regression analysis indicate that perceived performance utility, trainee's self-efficacy, transfer design and positive transfer climate play a significant role in transfer of training. The study suggests that there is a need to create a favorable work environment with supervisory and managerial support that helps the trained employees to continuously apply the acquired knowledge and skill in the work situation.

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