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ISLAMIC FINANCE AWARENESS IN PUBLIC AND FINANCIAL SECTOR

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ABSTRACT

History of Islamic finance is not much old, it began only three decades ago, but its growth has been remarkable. The growth of Islamic finance has been very strong over the past few years. In 1975, in one country there is only single Islamic financial institution but now 300 Islamic financial institutions in more than 75 countries and reach US\$1.3trillion in total asset in 2011. Islamic finance is gaining popularity in Europe and the United States day by day, but they are mainly concentrated in the Middle East and Southeast Asia. The annual growth rate is estimated of Islamic finance is 20% per year. The one main hurdle in the way of Islamic finance growth is public awareness, Pakistan is a Muslim country but a person here believes there is not much difference between Islamic and conventional banking. The purpose of this study to analyzed public awareness about Islamic finance. The present study also discussed the brief introduction of Islamic finance and its principles and advantages. For this purpose questionnaire is disturbed among financial institution professional and customers who are connected with financial institution on daily basis. The researcher personally connected with respondent and collected the data. After analyzing the whole data researcher come to conclusion public awareness is main issue in the way of growth of Islamic finance. The paper is end by offering different useful recommendations for the improvements of public awareness about Islamic finance.



GREEN MARKETING: THE INDIAN CORPORATE SCENARIO**RAVINDER PAL SINGH****HEAD****SETH SUSHIL KUMAR BIHANI INSTITUTE OF MANAGEMENT & INFORMATION****TECHNOLOGY****SRIGANGANAGAR****ABSTRACT**

Green Marketing is a concept which has made its place in the modern corporate scenario. The corporate houses have started recognizing their responsibilities towards society strategically inculcating their consumer friendly image in the mind of consumers. The corporate are now not hesitating to utilize the resources in an efficient manner without wastages to achieve the organizational objectives. Strategy makers and consumers have a great need to understand the implications of economic aspects of Green marketing. Through the concept of Green Marketing the performance and efficiency can be increased many folds. Such marketing Techniques may be explained as a direct result of movement in the minds of the consumer market. As a result of this corporate have started targeting consumer specifically who are more concerned about the environment. The consumers by showing their interests in protecting environment by their purchasing decisions through their incorporation into the process and content of the marketing strategy for whatever product may be required. Green marketing is a strategy to build up its image rather than inculcate is as a part of policy and work silence. Companies that development new and improved products and services with environment inputs in mind give themselves access to new markets increase their profits sustainability and enjoy a competitive advantage over the companies which are not showing much interest in being environment friendly. This paper discusses how businesses have increased their ability of targeting green consumers and those who are more concerned with the environment and allow these businesses to affect their purchasing decisions. The paper also identifies the challenges and opportunities businesses have with the green marketing. The paper also examines the current trends of green marketing in India and explores the reason why companies are showing their interest in it. It concludes that the concept of Green Marketing is something that will continuously grow with the increasing awareness to the business as well as consumers.

EXCHANGE RATE MANAGEMENT: A CRITICAL LOOK INTO SEVERAL ALTERNATIVES

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ABSTRACT

Each country has its own currency administered by a central banking authority. This is a sine qua non for any functional economy with financial markets. Inter-country trade demands use of a currency to facilitate conversion and settlement of trade obligations through an intermediary currency system. The validity of a currency is confined to the territory of its sovereign territory only. When one nation enters into trade relations with other nations for exchange of goods, services, invisibles and transfers, the concerned nations may adopt bilaterally for exchange of their respective currencies under a bilateral agreement. While on the other, if the two trading partner nations are not willing to accept the currency of its trading partner nation, they may demand for an alternative currency which is accepted universally all over the world. In order to arrive at that intervention currency which will be commonly accepted by all the nations the need for establishing an international financial arrangement for facilitating acceptance of a internationally recognized currency accepted by all arises. The present research enquiry has been undertaken with the objectives of tracing the stages and phases of exchange rate regimes alongwith evaluation of the alternative currency arrangements. Moreover, the influence of dollar in determining the exchange rate of a currency has also been examined in the light of emergence of some major currencies like Euro, Chinese Renminbi and Japanese Yen.

AN EMPIRICAL STUDY OF SERVQUAL, CUSTOMER SATISFACTION AND LOYALTY IN INDIAN BANKING SECTOR

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ABSTRACT

Service quality has a significant impact on a bank's success and performance. In Indian banking industry, customers perceive very little difference in the banking products offered by banks dealing in services as any new offering is quickly matched by competitors. The major aim of the research paper is to measure the quality of service offered by private banks operating in India. Moreover, it tries to investigate the relationship between service quality, customer satisfaction and loyalty. The five dimensions of SERVPERF model i.e. reliability, assurance, tangibility, empathy and responsiveness were used to measure the quality of service offered by the private banks. In order to achieve the aims, both primary and secondary sources of data were used. The primary data were collected through structured questionnaire. In this study, the research design will be Descriptive Research Design. The research findings indicate offering high quality service increase customer satisfaction, which in turn leads to high level of customer commitment and loyalty.

CHINA'S CURRENCY POLICY: WINNERS AND LOSERS OF AN INDIRECT EXPORT SUBSIDY

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ABSTRACT

China's government policy of intervening in currency markets to limit or stop the appreciation of its currency, the renminbi (RMB) or yen, against the U.S. dollar and other currencies has become an issue of concern for many US policy makers. They charge that China's currency policy is intended to make its exports significantly less expensive, and its imports more expensive. Critics contend that the RMB is significantly undervalued against the dollar and that this has been a major contributor to the large annual U.S. trade deficits with China and the loss of U.S. jobs in recent years. Many legislation and bills have been passed in Congress that seeks to address the effects of undervalued currencies (which are largely aimed at China). Some analysts contend that China's industrial policies, its failure to adequately protect U.S intellectual property rights, and its unbalanced economic growth model, are some serious challenges to U.S. economy. The effects of the global economic slowdown have refocused attention on the need to reduce global imbalances especially between China and the United States. Many economists contend that China should take steps to rebalance its economy by lessening its dependence on exports while boosting the level of domestic consumer demand.

WORLD

SALES STYLES OF EXECUTIVES SELLING TWO AND FOUR WHEELERS

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ABSTRACT

Sales executives are the pillars of an organization and on them depends its success. For an organization to be effective, the sales approach to decision making, along with technological efficiency and facilities available for research and development, is very important. The distinctive way in which various functions such as sales goals, decision making, anxiety management, conflict management, and self management are used and managed comprises the sales style. Those styles, which have damaging effect on the overall health of the organisation, can be easily diagnosed and discontinued, with immediate effect. A diagnostic instrument with a scoring key helps the management to diagnose how far excellent and bad styles are practiced in their organisation so that the best style can be made use of and the bad ones avoided. The present study was undertaken with an aim of understanding and comparing the sales styles being used by executives at various levels in the showrooms of two and four wheelers in a district of Punjab in India. All the 26 salesmen and 13 sales managers working in these showrooms were studied for the sales styles being employed by them. The outcome of this process is discussed in this paper.

FINANCIAL AND TAXATION ISSUES OF MICRO FINANCE BILL 2012: A MOVE TOWARDS RESPONSIBLE MICROFINANCE IN INDIA

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ABSTRACT

Indian microfinance sector is witnessing a movement towards greater regulatory clarity following the crises in Andhra Pradesh. The microfinance institutions (Development and Regulation) Bill 2012 introduced in the parliament on 22nd of May comes with modifications to the earlier Bill introduced in 2007. The introduction of this bill brings a much needed strengthening of regulatory framework and consumer protection norms of the microfinance industry in India. This paper examined the financial and taxation issues in this Bill and found the potential to herald the next stage of microfinance growth in India. The designation of RBI as the sole regulator would be a positive step forward for the sector. Though the specifics of regulation for financial and taxation are yet to be determined. If the bill passes, a great challenge will remain; RBI must effectively regulate and monitor a great number of microfinance institutions that have previously been subject to very little regulation.

STUDENTS' CRITERIA IN SELECTING A BUSINESS SCHOOL

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KERALA

ABSTRACT

Kerala, the most peopled state in India, has been thriving in Business education with more than 100 Business schools in education sector. Students are being engrossed by these business schools and their various facilities provided for them. In the State, different business schools are alive with different key factors to magnetize the students. In this context, it is imperative to study more about the key factors on which the students are being created a center of attention to select an institute. This study focused on 300 students from different colleges in Kerala and interviewed them to understand what factors they consider while selecting a business school. Different statistical techniques and tests were used to bring the result in a real model and genuine acceptance among the minds of the readers. Several factors such as Infrastructural Facilities, Academic System, updating of Academic Contents, profile of the Faculty Members, Examination conducting and Result publishing, defined relationships in between Students and Faculty Members, Extracurricular Activities at the campus, External communication barriers, Word of mouth of the alumni, Final Placements were identified and directed to test the efficiency level of the business school. Chi- Square test has been used for supporting the results scientifically among the readers.

CONSUMER BEHAVIOR IN ELECTRONIC BANKING: AN EMPIRICAL STUDY

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ABSTRACT

Introduction of technology in banking sector has enabled customers to avail the banking services at anytime and anywhere in the form of ATM, Mobile banking & Internet Banking. This has not only enhanced the banking business but also has reduced the transaction cost so now a day's Bankers must aware about customers' behavior towards Electronic Banking Services. The paper is based on descriptive research design & questionnaire is used to collect the primary data from banking customers. This paper highlights the Electronic Banking services most preferred by customers & their level of satisfaction towards these services. Conclusions of paper reveal the impact of customers' demographic on their usage of Electronic Banking.

A NEW NOTION PROXIMITY FOR DATA PUBLISHING WITH PRIVACY PRESERVATION

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ABSTRACT

Publishing data about individuals without revealing sensitive information about them is an important problem. k-anonymity has been proposed as a mechanism for protecting privacy in microdata publishing. In recently, several authors have recognized that k-anonymity cannot prevent attribute disclosure. To address this limitation the notion of l-diversity has been proposed, which requires the distribution of a sensitive attribute in each equivalence class has at least l well represented values. k-anonymity and l-diversity make it harder for the attacker to figure out private associations. But they still give away some knowledge and they do not give any guarantees on the amount of data being disclosed. Here, our analysis shows that k-anonymity and l-diversity has a number of limitations like homogeneity attack and background knowledge of the attacker. Motivated by these limitations in k-anonymity and l-diversity, we propose a novel notion of privacy called "Proximity", in which we first present the base model "t-closeness", which requires that the distribution of a sensitive attribute in any equivalence class is close to the distribution of the attribute in the overall table. Then secondly the flexible privacy model called (n, t)- Proximity is proposed. Finally we describe the desiderata for designing the distance measure and the Earth Mover's Distance measure is used to measure the distance between two probabilistic distributions.

A STUDY ON ATTITUDE TOWARDS KNOWLEDGE SHARING AMONG KNOWLEDGE WORKERS IN EDUCATIONAL INSTITUTIONS IN MYSORE CITY

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ABSTRACT

As the world moves towards a 'Knowledge-Based Economy', Knowledge today is regarded as a factor of production together with land, labor and capital. Academicians have shown inhibition to share. In many cases, they even discourage such sharing. So, Knowledge Sharing must be seen in relation to the overall development of the intellectual and moral aspects of the teaching profession. Against this background, the proposed paper intends to focus on the knowledge processing aspect with greater emphasis on knowledge sharing in educational institutes. The study is proposed to be conducted to understand general attitude of knowledge workers towards knowledge sharing, knowledge workers barriers to share knowledge and knowledge workers views towards strategies to encourage knowledge sharing. The study being empirical, adopts structured questionnaire based survey method to collect primary data through convenient sampling technique among knowledge workers in the B-Schools and Engineering colleges in the Mysore city. Educational institutions are placed in the critical role of knowledge production. The knowledge so produced by individuals should be translated into organizational knowledge. This requires knowledge sharing. The paper hopes to provide useful insights into how knowledge is being shared and the strategies for promoting knowledge sharing.

WORLD

MARKOV CHAINS USED TO DETERMINE THE MODEL OF STOCK VALUE AND COMPARED WITH P/E MODEL

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ABSTRACT

Aim of this study a comparison between the two models for the valuation of stocks in Tehran Stock Exchange. These two names P.E and a Markov chain are. Researchers in their study were to calculate the valuation of shares in the P.E and then calculate the value of the enamel Markov chain to achieve a comparative mode. But it should be noted that the most important thing is that the Markov chain is used in Iran or not? A resource is used because in this context does not exist, and if Iran does not share the pain Why Professors and experts have agreed with this issue? Markov chain model of computation can be optimized with favorable results achieved in Iran.

APPLICATION OF PERT TECHNIQUE IN HEALTH PROGRAMME MONITORING AND CONTROL

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ABSTRACT

The Program (or Project) Evaluation and Review Technique (PERT) and Critical Path Method (CPM) are two analytical techniques which could be applied in monitoring and control of health programmes and projects. The technique helps in answering the expected time of completion of projects, identifying the jobs and activities and their start and finish times, the effect of delay of certain activities, what resources are required at various points of time, revising and rescheduling the projects and what additional resources are required, etc. Some of the examples of projects or programmes where PERT/CPM techniques could be applied are carrying out vaccination drive, eradication of polio, construction of a new hospital, addition of new wing in the hospital, Commissioning of Primary Health Centers (PHCs) or Community Health Centers (CHCs), Air-conditioning of Hospitals, Construction and commissioning of an intensive care unit, setting up a medical college, Organizing a Family Planning Camp, Conducting a training programme for health workers, establishment of network of Family Planning Welfare Centers, Construction of hostel for nurses, Mass Health education campaign, Organizing a sanitation drive, etc. This research specifically discusses the use of PERT technique in carrying out Vaccination Programme and will try answer questions like expected project completion time, effect of delay in completion of activities and associated probability of completing the project by the specified time.

ESTIMATION OF TECHNICAL EFFICIENCIES OF INDIAN MICROFINANCE INSTITUTIONS USING STOCHASTIC FRONTIER ANALYSIS

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ABSTRACT

The commercial banking sector does not consider the poor easily bankable due to the high risk factor in the absence of collateral. Microfinance has come in as a potential alternative to address this problem. The key to growth and sustainability of the sector is sufficient and consistent inflow of funds and efficient operation of the microfinance institutions. Research evidence shows that high levels of demand for micro credit reflects a huge gap between supply and demand for credit, which is estimated at around US\$ 250 billion. In such a scenario, the efficiency of microfinance institutions in being able to use every bit of input by converting it into loans and reducing their costs of operation and inefficiencies become extremely important. Efficiency studies based on financial ratio comparisons do not have the ability to deal with random noise that arise due to errors in measurement and also inefficiencies that arise due to external influences on the microfinance institutions. Moreover, there are very few studies on efficiencies of Indian microfinance institutions. This study focuses on the estimation of technical efficiencies of microfinance institutions in India using a parametric technique called Stochastic Frontier Analysis. The study is based on the financial data of 36 Indian Microfinance institutions for the period 2005 to 2008, a period where the sector reached its peak in terms of growth in gross loan portfolio. The study determines the firm-wise technical efficiencies for the period of study. In addition, it also estimates the amount of potential conservation in input resources that would be feasible if the microfinance institutions can eliminate their technical inefficiencies and thereby operate on the efficient frontier.

EFFECTIVE RETENTION STRATEGIES IN WORKING ENVIRONMENT

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ABSTRACT

Retention management is a highly topical subject and an important dilemma many organizations might face in the future, if not facing it already. We believe that the leader plays a key role in employee retention and retention management. The concept of retention management can both have an arrow, and a broader significance. The study aims to establish the procedure leaders apply to retain employees. The purpose is to compare the qualitative study, findings from my presentation. The intention of investigating is to make the information from the theories more valid, and also the interest in how retention management works in practice. In the result Leaders and their skill in creating a culture of retention, has becoming a key in why people stay and what usually drives them away from a company. The leader has become the main factor in what motivates people's decision to stay or leave. For organizations to keep its key employees their number one priority should be to look at their management, because people leave managers and not companies. Characteristics in a leader that are of importance, as the leader plays a key role in retention management is: trust builder, esteem builder, communicator, talent developer and coach, and talent finder. The leader's relation to the employees plays a central role in retaining employees.

A COMPARATIVE STUDY OF QUALITY OF WORK LIFE OF WOMEN EMPLOYEES WITH REFERENCE TO PRIVATE AND PUBLIC BANKS IN KANCHIPURAM DISTRICT

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ABSTRACT

Women employment has become the symbol of economic viability and social status in modern day society. The changes in the demographic background of women in terms of their family nature, educational background, culture and ethnic values, women in occupation has become an indispensable element. In the same way, the organizations also understand the real worth of women as an employee. But in our country, the promulgation of modernism, still prevail with traditional perception about women. The attitude of family members, society and environment still focus the women to work with in limit in terms of job, time and activities. But when the women employees started to perform, the benefits should be passed to individual, organization they belong, society they constitute and family they commit. Especially the roles of women employees in service sector are imperative in the cadres of middle and low level. In this aspect, banking is the sector where the inculcation of women employees in recent period is very high. As far as banking sector in India is concerned, women are being given centre responsibility and this is the industry like education where the employment and career opportunities are high. Women in nature have the caliber of talking and serving to people with care and empathy. The quality work life encompasses the working environment, condition, attitude, relationship, competency, support from family and society. When women feel favourable about all these attributes, their effective quality work life will have an impact on their personal, occupational, social and family aspects. All these impact conclusively leads to augment job satisfaction and effective role performance in the given job and which in turn help the banks to show consistency performance in terms of operation, growth, profit and customer retention. In this aspect, it is necessary to study the quality work life of women in banking sector in terms of comparative analysis with reference to both private and public banks. By keeping this centric issue, the researcher has framed the research paper in the title of comparative study about the quality work life of women employees in private and public banks in Kanchipuram District.

MANAGEMENT OF DISTANCE EDUCATION SYSTEM THROUGH ORGANIZATIONAL NETWORK

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ABSTRACT

An organization tries to develop internally so that it could function progressively and leave an impact on all those concerned in the society. The programme development activities are largely taken care of by the head quarters. A well developed Management Information System (MIS) gears the organization towards more effective and efficient functioning. Educational media involves the tasks of media programme and provides interactive learning experiences. Distance teaching institutions are constantly engaged and has become more competitive in ensuring quality appropriateness and flexibility in programme offerings. Thus distance teaching institution requires proper networking, team work and communication etc. Web course tools, threaded discussion groups, e-mail, chat, instant messaging, streaming media/video, animations, application sharing, audio/video conferencing etc. are being adopted and used increasingly by distance education institutions in the effective management concerned with organizational network.

A STUDY ON CONSTRUCTION OF OPTIMAL PORTFOLIO USING SHARPE'S SINGLE INDEX MODEL

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ABSTRACT

Capital market comprising the new issues market and secondary markets or stock market, is one of the most sensitive market in the whole economy. The secondary market enables investors to continuously rearrange their assets if they so desire by divesting themselves of such assets while others can use their surplus funds to acquire them. This rearrangement is not a product of instant decisions but a thorough research. In order to have a model of the portfolio return, we have to model the individual assets as well as their dependencies. Based on these models, we compute the portfolio return and its characteristics. 'A portfolio optimization is only possible once we have a model of the portfolio return. The investment decisions are derived from the portfolio optimization'. We therefore aim to control the financial risk that an investor takes. This raises the question of how to define financial risk, which is still an open issue in theory and in practice. Risk is the exposure to some uncertain future event. The probabilities of the different outcomes of this future event are assumed to be known or estimable measures have been proposed so far, but no risk measure is well suited for all problems arising in the area of financial engineering. Obviously, the asset allocation process refers to the process of investing money in different financial assets. There is no generally accepted methodology for this problem. The first step of the elaboration of an asset allocation strategy is the definition of the risk measure. However, not all risk measures are well suited for the derivation of optimal asset allocation strategies. There are many keywords describing different stages of the asset allocation process, e.g., strategic and tactical asset allocation. We consider the asset allocation process as an iterative process since a continuous monitoring of the portfolio characteristics is essential. Hence, an attempt is made to "study construction of optimal portfolio using Sharpe's Single index model".

A STUDY ON EMPLOYEE ENGAGEMENT OF SELECT PLANT MANUFACTURING COMPANIES OF RAJASTHAN

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ABSTRACT

Employee engagement is the level of commitment and involvement an employee has towards their organization and its values. An engaged employee is aware of business context, and works with colleagues to improve performance within the job for the benefit of the organization. The organization must work to develop and nurture engagement, which requires a two-way relationship between employer and employee. It is a positive attitude held by the employees towards the organization and its values. The study is descriptive in nature and the data was collected through self-designed questionnaire survey of select plant manufacturing companies of Rajasthan. Hypothesis is tested using Two Way ANOVA (Analysis of Variance) Test. The study suggests ways to improve employee engagement in the companies and employees actively engaged in the companies are quick achievement of personal as well as organisational goals. Thus Employee engagement is a barometer that determines the association of a person with the organization.

RELIABLE AND DISPERSED DATA SECURITY MECHANISM FOR CLOUD ENVIRONMENT

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ABSTRACT

Cloud computing has recently emerged as a promising hosting platform that performs an intelligent usage of a collection of services, applications, information and infrastructure comprised of pools of computer, network, information and storage resources. On the one hand, remote data storage are subject to not only Byzantine failures, but also External and Internal attacks, as along the time the adversary may modify or pollute the stored data. To overcome these issues we propose a novel approach called RDSM (Reliable and Dispersed Data Security Mechanism). The proposed design further supports secure and efficient dynamic operations on outsourced data, including block modification, deletion, and append. The batch auditing mechanism provides block level integrity checking in the cloud environment. Extensive security and performance analysis shows that the proposed scheme is highly efficient and resilient against Byzantine failure, malicious data modification attack, and even server colluding attacks.

CONSTRUCTION OF OPTIMUM PORTFOLIO WITH SPECIAL REFERENCE TO BSE 30 COMPANIES IN INDIA

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ABSTRACT

Modern portfolio theory has one central theme: "In constructing their portfolios investors need to look at the expected return of each investment in relation to the impact that it has on the risk of the overall portfolio". Portfolio management concerns the constructions and maintenance of a collection of investment. It is investment of funds in different securities in which the total risk of the portfolio is minimized, while expecting maximum return from it. It primarily involves reducing risk rather than increasing return. Return is obviously important though, and the ultimate objective of portfolio manager is to achieve a chosen level of return by incurring the least possible risk. The paper aims at constructing an optimal portfolio by applying Sharpe's single Index model of capital asset pricing in different scenarios, this model helps an investor to select the best securities to be included in an optimal portfolio and the weights of investment in each security. The present study deals with construction of an optimal portfolio with stocks of BSE 30 Index stocks and for this purpose Sharpe's Single Index Model has been used. The main objective of the study is to construct an optimal portfolio of 30 Index Stocks of Bombay Stock Exchange. The entire study is based on secondary data extracted from websites like Bombay Stock Exchange (BSE), Reserve Bank of India (RBI), books and journals. The sample size 30 companies listed on BSE. The analysis is based on stock returns of 30 companies for five years from 31st March 2008 to 31st March 2012.

INVESTIGATING QUALITY OF EDUCATION IN BUSINESS AND ECONOMICS PROGRAMS OF ADDIS ABABA UNIVERSITY (AAU) AND BAHIRDAR UNIVERSITY (BDU)

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ABSTRACT

The aim of this study is examining quality of education in business and economics programs of Addis Ababa and Bahir Dar Universities. I collected both quantitative and qualitative data by means of questionnaires, interviews and documents. The respondents were students and instructors of both universities. The study followed the embedded sequential design of mixed research approach. The collected quantitative data were analyzed using percentage distributions. While the qualitative data were analyzed using common themes of the issues raised. The result reveals that most instructors in both universities have lack of teaching skills, don't give answers for examination questions on time, repeat previous years' examination questions and don't implement continuous assessment techniques. In addition to this, there is shortage of important educational facilities. Most students attend classes if attendance is taken during the course offering. Students have no motivation to participate in class discussions. Moreover, they lack practical exercises of activities in organizations. Even if students perform less than 50% of the examination results correctly there is chance to get a pass letter grade which is contrary to the education and training policy of the country. To improve the situation: the universities should provide teaching skill development training for its instructors. The instructors should give immediate feedback for their students' performances. Instructors should have test specifications that may help them to avoid repeating previous years' examination questions. Instructors should engage in continuous assessment technique. Instructors should take attendances at the end of every session.

FACTORS AFFECTING APPLICABILITY OF SECURITY CONTROLS IN COMPUTERIZED ACCOUNTING SYSTEMS

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ABSTRACT

The challenges of security controls applicability in computerized accounting systems have been widely cited in the literature but research on the critical factors for preliminary and ongoing security controls application success is rare and fragmented. The purpose of this study therefore, is to investigate the critical factors affecting the application of security controls in Computerized Accounting Systems. The study also attempted to develop a framework for effective implementation of security controls in Computerized Accounting Systems throughout the system's lifecycle. Through a critical review of literature and empirical study using personal interviews, ten (10) factors were found to be critical for security controls applicability in computerized accounting systems - The study therefore found factors such as; Executive Support, Standardized IT Infrastructure, Experienced Project Manager, Security Awareness, Clear Security Objectives, Trained Human Resources, Organizational Culture, Total Cost of Ownership, Cryptographic mechanisms and User Involvement as critical. The Critical factors identified were classified into stages (chartering, project, shakedown, onward and upward) in Markus and Tanis' process-oriented model, to develop a comprehensive framework for practitioners and scholars.

THE EFFECT OF POVERTY ON HOUSEHOLDS' VULNERABILITY TO HIV/AIDS INFECTION: THE CASE OF BAHIR DAR CITY IN NORTH-WESTERN ETHIOPIA

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ABSTRACT

Though the impact of HIV/AIDS infection on the livelihood of people is well defined, there is no sufficient empirical evidence for the reverse causation. This research aims at investigating the impact of poverty on risk of HIV infection in Bahir Dar City, Ethiopia. Primary data were collected mainly using structured questionnaire. A basic logit model is estimated for three dependent variables and analysed in addition to descriptive analysis. The later shows that poverty in the City is so widespread in terms of both quantitative and qualitative measures. The econometric findings reveal that the non-poor have higher probability of overall susceptibility towards the virus. Our data falls short of supporting the widely held view and our hypothesis that poverty directly contributes to vulnerability to HIV infection. The results call for proper implementation of the national poverty reduction strategy with local government and community participation to tackle poverty. Further, the sexual behaviour of people making them vulnerable to HIV needs to be targeted.

STRATEGIC RESPONSES TO CHANGES IN THE EXTERNAL ENVIRONMENT: A CASE OF EAST AFRICAN BREWERIES LIMITED

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ABSTRACT

Organisations exist and operate within the environment. The environment can be classified into the external environment consisting of factors beyond the firm's control and the internal environment consisting of factors within the firm's control. Since the external environment is uncontrollable, the firm has to match its operations to the external environment in order to survive and succeed. The environment is dynamic and so for organisations to be effective, they should respond appropriately to changes in their respective environments. Strategic responses are the actions that organisations take to align themselves to their environments. This study adopted a case study approach to establish whether strategic responses are relevant to already successful companies. East African Breweries Limited has been a market leader in the alcoholic beverages industry in Kenya and even when it was faced by fierce competition it managed to dominate the industry. The study used both primary data collected through interviews with members of the company's management and secondary data obtained from the company's in-house publications, websites and newspapers. Content analysis was performed on the data. The study established that the company responded to only those changes which greatly impacted on the company's activities. The company had applied various strategic responses to address these changes namely market development, product development and modification, vertical integration, information systems change, innovation, product differentiation, outsourcing, shared services centre and aggressive marketing campaigns. The study concluded that even for successful companies strategic responses were crucial in assuring continued success.

DEMOGRAPHIC VARIABLES AND THE LEVEL OF OCCUPATIONAL STRESS AMONG THE TEACHERS OF GOVERNMENT HIGHER SECONDARY SCHOOLS IN MADURAI DISTRICT

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ABSTRACT

The aim of the study is to determine the Occupational stress of higher secondary teachers living in different socio-cultural and economic situations in government schools in Madurai district. The scale used in the study has been developed by researchers to investigate the demographic differences of higher secondary teachers in relation to Age, Gender, Salary, Year of Experience, Marital Status, Subject handling and the influence of these demographic variables on their occupational stress. For conducting the study 305 teachers (120 Government and 185 Aided school Teachers) were collected out of 1015 teachers employing simple random sampling from three segments by using lottery method. For the present study researcher analysed 120 Government Higher Secondary Teachers and impact of demographic variables in their teaching profession. At the end of the study it was seen that 63.30% of the Government Higher Secondary Teachers opinioned the stress level is medium. Gender indicates that occupational stress exists for both male and female teachers at all levels of experience and subject handling in different majors like arts and science and social studies experience in occupation among government teachers. Policy makers are advised to analyse the teacher that demographic characteristics may have an effect on teacher occupational stress. So, there is a need to provide proper favorable environment and support to teachers to maintain individual occupational stress at their workplace.

HUMAN RESOURCE INFORMATION SYSTEM**DR. NEHA TOMAR SINGH****LECTURER****BHARTIYA VIDYA BHAVAN- USHA & LAKSHMI MITTAL INSTITUTE OF MANAGEMENT
NEW DELHI****ABSTRACT**

A HRIS, or Human Resource Information System, is a software solution for small to mid-sized businesses to help automate and manage their HR, payroll, and management and accounting activities. A HRIS generally should provide the capability to more effectively plan, control and manage HR costs; achieve improved efficiency and quality in HR decision making; and improve employee and managerial productivity and effectiveness. My research on HRIS is descriptive exploratory basically based on secondary data collected from various sources like internet, books, company's websites. The study will have an important implication in throwing light on how technology can be used in human resource system and its benefits. as its an emerging area in India so much is not known and also not been practiced in India regarding HRIS. This paper however helps to provide information relating to this and would proof beneficial for the companies who are still using the old methods

THE EFFECTS OF CORPORATE GOVERNANCE ON COMPANY PERFORMANCE: EVIDENCE FROM SRI LANKAN FINANCIAL SERVICES INDUSTRY

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ABSTRACT

Main purpose of the study is to identify the relationship between corporate governance and company performance of financial service industry of Sri Lanka from financial year 2008-2011. There were 33 banks, finance and insurance organizations listed in the CSE as at 1st April 2007. 20 of these organizations have been selected randomly as the sample of the study. The governance variables and performance variables are tested under Simple Linear Regression model to identify any relationships. The three variables related to Corporate Governance are included in this study (Board size, board composition and Audit Committee) while performance of the firms is measured by return on assets (ROA) and return on equity (ROE). The study however could not provide a significant relationship between the two performance measures and corporate governance. These results are consistent with prior empirical study.

A STUDY ON FINANCIAL HEALTH OF TEXTILE INDUSTRY IN INDIA: Z – SCORE APPROACH

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ABSTRACT

Corporate failures are impacting at larger extent to various stakeholders such as investor, government, economy of the country and many more. So this paper examines the financial health of textile industry in India through Z – score model which better predicts the corporate failures (Edward I. Altman 1968). The objectives of the study are to examine the financial health of textile industry through Z – score model and also Analysis of Variance (ANOVA) is used to compare the mean value of Z score for the studied groups. In case of violence of the assumption of ANOVA, none parametric test: Kruskal Wallis statistics used. Moreover, the study period is of 5 years ranging from 2007-08 to 2011-12 because researcher is interested in measuring the performance after global financial crisis. The research result shows that Page Industries Ltd and Zodiac Clothing Co. Ltd are performing much better in whole textile industry. On the contrary, all other textile and synthetic producing companies' financial performance is weak.

REGULATORY FRAME WORK OF GOOD CORPORATE GOVERNANCE WITH REFERENCE TO INDIAN CORPORATE GOVERNANCE MECHANISMS

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ABSTRACT

Good governance means that processes and institutions produce results that meet the needs of society while making the best use of resources at their disposal. Good corporate governance (GCG) is a mandatory requirement in today's corporate world by every stakeholder groups. The analysis of the duties, responsibilities and obligations of different management group illustrates the complexities involved in the administration of modern corporations. With the broadening vision of modern thinkers and opinion makers and enhanced and heightened social values, it is now an unacceptable proposition that exist purely for the profit of those who constituted it. They are expected to be transparent, accountable and even beneficial to the larger society. Their employees, consumers of their products, and associates in their business such as dealers and stockiest, the communities surrounding their facilities and workstations are as important as those who contributed their ecology. The paper is an earnest effort to uncover the issue and to protect it from such unfounded critics. It covers the concept of corporate governance, its legal framework, its current status and how accounting may be practiced to protect corporate from corruption by establishing governance. It finds that better corporate frameworks benefit firms through greater access to financing, lower cost of capital, better firm performance, and more favorable treatment of all stakeholders.

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Looking forward an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

