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THE ROLE OF TRANSFORMATIVE IT CAPABILITY ON INCREASING ORGANIZATIONAL INNOVATIVENESS TO SUSTAIN COMPETITIVE ADVANTAGE

DR. TEGUH WIDODO
DEAN
SCHOOL OF APPLIED SCIENCE
TELKOM UNIVERSITY
BANDUNG, INDONESIA

ABSTRACT

This basic research applies a causality model to explain the relationship between IT Capability and organizational innovativeness impact on competitive advantage. All of those latent variables are revealed through a set of indicator variables that can be measured through a survey. Data sample are collected from 210 Telkom's managers who were responsible in achieving business targets, and analyzed using SEM Lisrel statistic software. There are at least two groups of controversial opinions in concluding the relationship between IT capability and competitive advantage. The first group argues that the IT capabilities have impact on competitive advantage because these capabilities help organizations to innovate, and those are able to create uniqueness. The second group concluded that IT capability has no effect on the competitive advantage due the fact that IT investment are easily duplicated by competitors. With triple-loop learning approach, IT capabilities are then analysed and classified into tree levels of capabilities to find a capability which has close relation to sustainable competitive advantage. The grand theoretical model and the empirical evidence provide an important foundation to develop a comprehensive theory for formulating the role of IT capabilities on organizational innovativeness leads to sustainable competitive advantage. Management should develop capability to provide infrastructure for information exchange, operationalize new conception, and reconfigurable IT resources. This new dynamic and contextual IT capability, is then called as Transformative IT Capability.

AN INVESTIGATION IN TO DEMOGRAPHIC PROFILE AND QUALITY OF WORK LIFE AMONG WOMEN EMPLOYEES WITH SPECIAL REFERENCE TO PRIVATE SECTOR BANKS IN COIMBATORE DISTRICT

**DR. S. SARAVANAN
PROFESSOR & HEAD**

**DEPARTMENT OF COMMERCE WITH INFORMATION TECHNOLOGY
DR. N. G. P. ARTS & SCIENCE COLLEGE
COIMBATORE**

**K. ELAMATHI
RESEARCH SCHOLAR**

**DEPARTMENT OF COMMERCE WITH INFORMATION TECHNOLOGY
DR. N. G. P. ARTS & SCIENCE COLLEGE
COIMBATORE**

ABSTRACT

Quality of work life is generic phase that covers a person's feelings about every dimension of work including economic rewards and benefits, job security, working conditions, organizational and interpersonal relationships and its intrinsic meaning in a person's life. Beukema (1987) describes QWL as the degree to which employees are able to shape their jobs actively, in accordance with their options, interests and needs. It is the degree of power an organization gives to its employees to design their work. This definition emphasizes the individual's choice of interest in carrying out the task. However, this definition differs from the former which stresses on the organization that designs the job to meet employees' interest. This definition provides an insight that the satisfying work environment is considered to provide better QWL. The researcher has also highlighted some aspects that needed suggestions for further improvement of the quality of work life of the employees at the organization. Hence the purpose of this study is relevant and important for effective and prompt delivery of banking services to the development of economy and also development of their own life quality.

SHARE SPLIT ANNOUNCEMENT AND MARKET REACTION: EVIDENCE FROM PUBLIC COMPANY IN INDONESIA STOCK EXCHANGE

I PUTU INDRA PERMANA WISTAWAN
RESEARCH SCHOLAR
UNIVERSITY OF BRAWIJAYA IN MALANG
INDONESIA

SUTRISNO T.
PROFESSOR
UNIVERSITY OF BRAWIJAYA IN MALANG
INDONESIA

DR. ERWIN SARASWATI
LECTURER
UNIVERSITY OF BRAWIJAYA IN MALANG
INDONESIA

ABSTRACT

Share split is one of corporate activities done by the management to signal company's prospect. Share split phenomenon could be explained theoretically by signaling theory and trading range theory. The market reaction in this research is divided into two proxies, abnormal return and trading volume activities. The model used in this research is multiple regressions with the objective of testing the effect of abnormal return and trading volume activity to share split. The samples used during this research are 60 within 2008-2014. This research used 11 day event study to observe the market reaction on the announcement of share split. The result shows that higher split causes higher level of abnormal return and trading volume activity. It also shows market reaction on the announcement of share split. The reaction on the announcement of share split in two models indicates that the company succeeds to signal their good news of share split to the market. Moreover, the result also shows that split factor may give positive signal to the capital market that is in line with signaling theory.

AWARENESS OF REVERSE MORTGAGE AMONG THE SENIOR CITIZENS: A CASE STUDY OF SBI, KADAPA

**DR. D. MARUTHI PRASAD
ASSOCIATE PROFESSOR
DEPARTMENT OF MBA
BALAJI INSTITUTE OF IT & MANAGEMENT
KADAPA**

ABSTRACT

The present study finds that reverse mortgage is a fantastic product and this would be the best pension plan. Many senior citizens could be attracted and also show the interest towards it if it is properly take to the needy people. Banks have failure in marketing the product in India effectively. Dewan Housing, a largest housing finance company in India could sell only 4 -5 reverse mortgage loan during last two years. This reveals that the efforts of the banks are poor in marketing the product.

CASH CONVERSION CYCLE APPROACH TO LIQUIDITY ANALYSIS: CASE OF INDIAN STEEL INDUSTRY

D. AKILANDESWARI
RESEARCH SCHOLAR
DEPARTMENT OF COMMERCE
ERODE ARTS & SCIENCE COLLEGE
ERODE

DR. A. VIJAYAKUMAR
ASSOCIATE PROFESSOR
ERODE ARTS & SCIENCE COLLEGE
ERODE

ABSTRACT

The management of current assets and current liabilities can have significant impact on both the liquidity and profitability of the firm. Basically, corporate liquidity is examined using traditional ratios such as current ratio and quick ratio. These ratios measure liquidity at a given point of time. On the other hand, dynamic view measures ongoing liquidity from the firm's operations. As the firm's ongoing liquidity is a function of its Cash (Conversion) Cycle, it will be more appropriate and evaluate effectiveness of working capital management by Cash Conversion Cycle (CCC), rather than traditional liquidity measures. The purpose of the present study is to investigate the implications of the CCC as an indicator of liquidity on profitability of selected companies in Indian Steel Industry. In Multiple Regression Model, rate of return on assets is used as dependent variable. As independent variables, Accounts Receivables Period (ARP), Inventory Conversion Period (ICP), and Average Payment Period (APP) used as explanatory variables and Size, Growth, Leverage, GDP growth is used as control variables in the model. Empirical results of the study found a significant negative relationship between profitability and ARP, ICP and CCC for a sample of Indian Steel Industry.

A CRITICAL STUDY ON THE PRESENT POSITION OF MANAGEMENT EDUCATION IN ASSAM

DR. ARABINDA DEBNATH

HEAD

DEPARTMENT OF HUMANITIES & SOCIAL SCIENCE

B. B. ENGINEERING COLLEGE

KOKRAJHAR

PRODIPTA RONGPIPI

RESEARCH SCHOLAR

ASSAM DOWNTOWN UNIVERSITY

GUWAHATI

ABSTRACT

Through this paper an attempt is being taken to carry out a critical study on the present position of management education in Assam. With a view to systematize the discussion on the topic referred to here, the entire paper is divided into three parts. The first part entitled, "Theoretical Approach" which includes an Introduction, Meaning and concept of management education, Objective of the study, Methodology of the study and Significant of the study. The second part entitled "Management education in Assam" is a comprehensive study where its present position is reflected through status of the curriculum, teaching procedures and learning systems. The third part entitled Conclusion, where some major findings are identified and some suitable suggestions are also given.

READING HABITS AMONG TEACHERS IN COLLEGES

DR. VIBHAVARI B.HATE
LIBRARIAN
KARMAVIR MAHAVIDYALAYA
MUL

ABSTRACT

An education system of a country plays a key role in achieving the development of society. It determines the destiny of its nationals. Colleges are the first door steps towards higher education, opening new vistas of knowledge to learners and making them responsive and responsible to the problems of society. Apart from teaching the respective subjects, these are supposed to develop and sharpen the abilities of learning among students. The effectiveness of a teaching system depends upon the teaching skills of teachers. An attempt has been made to study the reading habits of teachers at Wardha District affiliated to RTM, Nagpur University and based on the findings conclusions have been drawn and suggestions have been offered.

A STUDY ON THE SOCIO-ECONOMIC CONDITIONS OF WORKERS OF FIREWORKS IN SIVAKASI

**ASHOK KUMAR J
RESEARCH SCHOLAR
SRI SRNM COLLEGE
SATTUR**

**DR. S. MATHIVANNAN
HEAD
DEPARTMENT OF COMMERCE
SRI SRNM COLLEGE
SATTUR**

ABSTRACT

The development of any country depends upon its industrial development. Of course, the industrial development is the only main tool, for the image of any nation. The growth of industries in a country paves way for the effective utilization of its abundant resources like capital, material, men and Chemicals. In India, Fireworks occupy a predominant position in the industrial development of the country. The firework is one of the labour intensive industries. It has very high employment potential. Employee satisfaction is the terminology used to describe whether workers are happy and contented and fulfilling their desires and needs at work. This paper highlights the socio economic conditions relating fireworks industry in sivakasi.

EFFECT OF EMOTIONAL INTELLIGENCE ON JOB SATISFACTION AMONG ACADEMICS OF UNIVERSITIES IN KANO STATE: A CONCEPTUAL MODEL

DR. ABDU JAFAR BAMBALE
ASSOCIATE PROFESSOR
BAYERO UNIVERSITY
KANO

DR. BALARABE A. JAKADA
SR. LECTURER
BAYERO UNIVERSITY
KANO

SULAIMAN IBRAHIM KASSIM
LECTURER
FEDERAL UNIVERSITY
DUTSE

USMAN AHMAD KUMO
PRINCIPAL AUDITOR
NIGERIAN POLICE ACADEMY
WUDIL

RABIU HASSAN
LECTURER
BAYERO UNIVERSITY
KANO

ABSTRACT

Emotional intelligence and job satisfaction are two concept of high interest in modern work environment. They serve as a competitive edge in personal and organizational life. The educational system or lecturing profession is one of those within which the individuals could reap great advantage from the knowledge of emotional intelligence owing to recurring human interaction that exist among the lecturers and between the lecturers and students. The study aim to examine the relationship between lecturers emotional intelligence and their job satisfaction in Universities within kano state. Result from literature survey revealed a significant relationship between emotional intelligence and job satisfaction. The study intend to use Wong and Low emotional intelligence scale (WLES) to measure emotional intelligence and the scale of Mcdonald and McIntyre (2007) to measure job satisfaction, the study will use regression for analysis.

THE EMERGENCE OF ENTREPRENEURSHIP EDUCATION: DEVELOPMENT, TRENDS AND CHALLENGES

DR. N. KESAVAN
ASST. PROFESSOR
DDE
ANNAMALAI UNIVERSITY
ANNAMALAI NAGAR

R. SANGEETHA
RESEARCH SCHOLAR, BHARATHIAR UNIVERSITY, COIMBATORE; &
ASST. PROFESSOR
DEPARTMENT OF COMMERCE
SDNB VAISHNAV COLLEGE FOR WOMEN
SHANTI NAGAR

ABSTRACT

The present study finds that social-constructionist perspective conceptualizes learning as a relational, social and enacted process/practice as a way of being and acting. It is not simply a question of thinking about a new pedagogical technique but rather involves reconceptualising how one views entrepreneurial education and learning. The purpose of introducing the use of reflexive practice into entrepreneurial education is to enable the provision of a more informative pedagogy. Such a pedagogical position provides entrepreneurs with the opportunity to think about their own learning and growth, to create for them a space to reflect and consider the depth of their lived experiences and practices. It is a way of seeking to expand and explore the interconnection between experiences and knowing as practicing entrepreneurs. The process of a reflexive critique offers the suggestion that if entrepreneurial education is to make an impact on how entrepreneurs understand their practice and the process of social learning, then this learning must reflect the dynamic and continuous life experiences and the struggles that entrepreneurs face in their daily activities. The establishment of an open learning space is very important to allow the generation of ideas, a space to practice or test the manner in which they can be used in everyday practice. This idea of reflecting on one's practice through questioning and challenging exiting norms can create opportunities to contemplate the efficiency of one's judgments and actions for balancing identity and practice as a member of a community and a wider society. Practicing, in the context of this article, is about rehearsing, renewing and reshaping, seeking to balance and mediate the exploitation and exploring of actionable knowledge, through the roles of experimentation in order to foster the questioning of exiting practices. This suggests that practices help both on the process and outcomes, the emergent practice. Taking this collective view of learning enables a situated mode of learning which encompasses the dynamic unknown to be a central element in the generation of challenges or questioning of existing practices.

EMPLOYEE ATTRITION AND RETENTION IN BPO FIRMS IN GURGAON

ANJU THAPLIYAL
ASST. PROFESSOR
ADVANCE INSTITUTE OF SCIENCE & TECHNOLOGY
DEHRADUN

ABSTRACT

Business Process Outsourcing is presently a strategic choice and a viable option for achieving cost-effectiveness. With an average annual GDP growth rate of around 7 percent, India is one of the world's most promising and fastest growing economy with long-term market potential. India has also emerged as one of the leading BPO destination of the world. According to NASSCOM, the ITES-BPO segment is expected to grow by 44.4 percent during 2004-05. In the BPO segment, India has maintained its lead as the best outsourcing destination for the U.S. and European companies. The NIC-2020 Project report foresees China and India as new major global players who are likely to transform the geopolitical landscape. Employee turnover is a serious concern in outsourcing based organizations. When employees leave an organization, they carry with them invaluable tacit knowledge which is often the source of competitive advantage for the business. In a rapidly growing sector like the Indian software industry employee turnover poses risk and challenges for organizations. This research paper explores the reasons for high attrition and the factors influencing the satisfaction of employees in BPO firm in Gurgaon.

AN APPRAISAL OF FERTILIZER SUBSIDY IN INDIA

BALA DEVI
ASST. PROFESSOR
DEPARTMENT OF ECONOMICS
K. L. P COLLEGE
REWARI, HARYANA

ABSTRACT

This paper tracks the genesis and the evolution of fertilizer subsidy. Paper deals with Nutrient Based Subsidy scheme in particular and analyses its role in changing the fertilizer use pattern and its effect on fertilizer subsidy bill. Paper also analyses the reasons for increase in fertilizer subsidy bill and governments response to it. Problems caused by fertilizer subsidy have also been highlighted but instead of doing away with fertilizer subsidy better policy making has been advocated for fertilizer sector as government's policies till now has been mostly in reaction to situation rather than a well thought long term policy framework.

A STUDY ON THE IMPACT OF SOCIAL MEDIA ON THE PURCHASE DECISION OF COLLEGE STUDENTS WITH SPECIAL REFERENCE TO KOZHIKODE DISTRICT

YAHIYA M.P
RESEARCH SCHOLAR
SREE NARAYANA GURU COLLEGE
K. G. CHAVADI

DR. M. SARAVANAN
ASST. PROFESSOR
DEPARTMENT OF INTERNATIONAL BUSINESS
SREE NARAYANA GURU COLLEGE
K. G. CHAVADI

ABSTRACT

The use of social media is growing rapidly. For marketing professionals, social media is a new outlet that can potentially be used to help increase the interest in a product or service. In this paper, we report, analyze and interpret the results of a survey that asked several questions concerning the relationship between social media use and the overall impact social-media marketing has on purchase behavior. In addition to demographics, key questions included the membership status in several social-media sites and the frequency of visit to these sites as well as the frequency with which selected opinions were expressed during these visits. Our analysis provides preliminary statistical evidence to help evaluate the impact of social-media usage on customer purchase. This has implications for customer lifetime value (CLV) considerations, as well as related interest for advertisers deciding whether investments in social-media are cost effective and if so, which ones?

A STUDY ON THE CONSUMER RIGHTS AWARENESS LEVEL AMONG RURAL PEOPLE WITH SPECIAL REFERENCE TO MAMPAD PANCHAYATH OF MALAPPURAM DISTRICT IN KERALA

RAFEEQUE M.T
RESEARCH SCHOLAR
SREE NARAYANA GURU COLLEGE
K. G. CHAVADI

DR. M. SARAVANAN
ASST. PROFESSOR
DEPARTMENT OF INTERNATIONAL BUSINESS
SREE NARAYANA GURU COLLEGE
K. G. CHAVADI

ABSTRACT

Consumers play a vital role in the development of a nation. The rights of consumers must be informed to the consumers and should do all necessary precautions in order to protect their rights. For this, procedures and rules should be simplified in a way that producers and consumers get benefited out of that. The complete consumer protection is only possible through consumer awareness and education. Unfortunately cheating by way of overcharging, black marketing, misleading advertisement etc has become the common practice of greedy sellers and manufactures to make unreasonable profits and without heed to confer consumer rights and interests. Consumer rights awareness is about making the consumer aware of products or services; however, this is largely unknown to many citizens especially at rural areas irrespective of whether they are educated or uneducated. Majority people are not aware about their rights against unscrupulous practices of manufactures and traders. Moreover those who are aware of their rights escape from taking the legal recourse against wrong doer because they know that the legal recourse will consume a lot of time, energy and money and redressal of legal matter takes years. Because of such reluctant behavior of consumers, wrong doers are left unpunished in India. In the absence of consumer right awareness the consumer are compelled to rely upon the traders. The study is conducted to analyze consumer right awareness level among rural people and also to understand the constraints faced by consumers while filing case. Research methodology followed for this study is self-structured questionnaire and statistical tools. The study proved that most of consumers are aware of their rights but their awareness level is low and no knowledge about consumer rights in depth, so utilization of these right are not possible by them. Similarly it proved that no consumers are willing to file case in the consumer court due to complicated procedure in filing complaint and due to wastage of time and money.

A STUDY CONDUCTED TO ANALYSE THE AWARENESS AND SATISFACTION LEVEL AMONG THE ONLINE BANKING CUSTOMERS IN KOTTAYAM DISTRICT, KERALA

**CAMILLO JOSEPH
ASST. PROFESSOR
NIRMALAGIRI COLLEGE
KANNUR UNIVERSITY
NIRMALAGIRI**

**AMRITA WILSON
CLERK
SOUTH INDIAN BANK
SUMERU TOWERS**

ABSTRACT

Banking in India witnessed a revolution with the coming of internet and whole functioning of banks are also changed. In order to cope up with changing environment banks are presenting new modes of services in front of customers to make the transactions easier. Out of that Online Banking draws more attention in the current scenario. With online banking facilities customer can do the banking facilities anywhere at any time with access of internet. People can use their laptops or computers or even smart phones to do money transfer, pay bills through online or even check the balance in your accounts. People everywhere in India is accessing Online Banking facility and using online facility for their day to day transactions. In this scenario it is essential to conduct a study to know the awareness level of people about online banking and their satisfaction level from the usage of online banking. The study was conducted mainly based on Kottayam in Kerala the first district with cent percent literacy rate. Kottayam is also a place where economically advanced, moderate and backward people resides. Thus findings can be reflects the opinion people from every stream. The people are aware about online banking, and they have used online banking but their satisfaction level is too low. So the banks have to formulate and implement new strategies that will attract the customers in using online banking facility and to increase their satisfaction level.

ASSESSMENT OF TAX IMPLICATION ON MERGER AND ACQUISITION IN NIGERIA

OKEWOLE, JACOB AKINTUNDE
LECTURER
DEPARTMENT OF ACCOUNTANCY
THE OKE OGUN POLYTECHNIC
SAKI

OLAITAN, OLATUNDE OLUMIDE
LECTURER
DEPARTMENT OF ACCOUNTANCY
THE OKE OGUN POLYTECHNIC
SAKI

AFOLABI THEOPHILUS ABIOLA
LECTURER
DEPARTMENT OF ACCOUNTANCY
THE OKE OGUN POLYTECHNIC
SAKI

ABSTRACT

This paper intends to assess the tax implication on merger and acquisition. Merger is the coming together of two or more entities. Merger and acquisition could be used interchangeably. Acquisition arises when an entity takes over another entity. The global economic distress forced some corporate organizations to naturally die as many were unable to fulfill their obligations to various stakeholders. Many organizations adopted merger and acquisition options without taking cognizance to the impact of taxation on such schemes. In lieu of this, the paper showcases various tax effects and provisions relating to merger and acquisition in Nigeria. The author appraises existing journals as a secondary source of information. Before the merger and acquisition it is statutorily mandatory for consolidating entities to seek for the approval from the Federal Inland Revenue Service. It has been observed that many consolidated organizations failed to consult tax authority for approval and many tax advantages that ought to have enjoyed eluded such organizations. It concluded that there is a tax impact on merger and acquisition and the organizations were not taken advantage of the tax incentives underlining the schemes.

GROWTH AND DEVELOPMENT AND THE FINANCIAL HEALTH OF CO-OPERATIVE CREDIT SYSTEM IN INDIA

**POMPI DAS SENGUPTA
RESEARCH SCHOLAR
KOLHAN UNIVERSITY
CHAIBASA**

ABSTRACT

The cooperative banks in India started functioning almost 100 years ago. Co-operative credit institutions constitute the major source of institutional credit for agricultural and non- agricultural purposes as well. Co-operative banks have been working at the village, district and State levels. Co-operative banks in India are registered under the Co-operative Societies Act. (1904). The major development in the growth of cooperative institutions came during 1930- 1950, when Reserve Bank of India played the pioneering role in guiding and supporting the cooperatives. However, during this phase, signs of sickness in the Indian rural cooperative movement were evident. From 1990 onwards there was an increasing realization of the disruptive effects of intrusive state patronage and politicization of the co-operatives, especially financial cooperatives, which resulted in poor governance and management and the consequent impairment of their financial health. Though many studies have been done at the National level and at various State levels, not much has been done for Jharkhand which is relatively a new State. In order to analyze the growth of co-operatives in Jharkhand it is important to study its growth at the National level. The present study is an attempt to analyze the growth of co-operative credit in India for a period of 2001-2002 to 2010-1011. For the study purpose secondary data has been collected from relevant sources. The study reveals that there has been an improvement in certain areas such as number of offices, number of District Co-operative Banks, etc. However, there are certain persistent problems such as overdue problem, increase in management cost and fall in membership that shows there is an urgent need to revisit the working of co-operatives.

e-COMMERCE PROBLEMS & PROSPECTS IN INDIA

**SALIM KHAN
RESEARCH SCHOLAR
JK LAKSHMIPAT UNIVERSITY
JAIPUR**

**SUGANDHA KHANDELWAL
RESEARCH SCHOLAR
UNIVERSITY OF RAJASTHAN
JAIPUR**

ABSTRACT

With the development & growth in the field of Information Technology give birth to a new set of retailers called E-Retailers. Which provide the convenience to the customers to shop from home with the emergence of E-retailing customers don't travel and devote time in searching or buying goods from the neighbourhood bricks and mortar stores . In E-Retailing instead of the customers coming to store e-retailers can deliver products at the doorstep of the consumers the-retailers have also benefited of not investing in costly real-estate and expensive sales force. An e-retailer will be to hold their entire inventory at a central hub and will get the benefit of pooling & will be able to work with relatively lower inventory as compared to a brick & mortar store. This paper gives us the insight on the Problems and Challenges of e-commerce and also identifies the Prospects of it in India

PROPOSED GST IN INDIA: PERSPECTIVES & RESULTS

PRIYA SHARMA
STUDENT
GOVERNMENT P.G. COLLEGE
GURGAON

SAVITA
STUDENT
GOVERNMENT P.G. COLLEGE
GURGAON

ABSTRACT

GST in INDIA has not been implemented yet. But after going through several beneficial characteristics and debatable concerns, we find that GST's advantages overshadow its loopholes. If it is implemented, it will bring great change in Indian economy. As it has been already discussed in this article that if GST is implemented, it will add 1.5% to India's GDP and for a developing country that means a lot. So, we all need to understand the importance of the implementation of the GST in India, as it will bring some powerful results to our economy and all the sectors will be the beneficiaries of the GST act. Thus, GST should be positively welcomed in India.

WHISTLEBLOWING IN INDIAN PERSPECTIVE: A STEP TOWARDS BETTER CORPORATE GOVERNANCE

SRISHTI BHATIA
STUDENT
RAMJAS COLLEGE
UNIVERSITY OF DELHI
DELHI

ABSTRACT

Whistleblowing has emerged on the forefront of corporate governance. It refers to blowing the lid off the rampant malpractices prevailing in today's times. This paper examines why a need was felt for whistleblowing in India, relevant legal provisions and certain Indian cases (like Indian Oil Corporation, National Highway Authority of India, Ranbaxy, National Rural Employee Guarantee Act, Infosys et cetera) that dramatically led to a paradigm shift in the arena of whistleblowing. Recommendations in Indian context to encourage future whistle blowers are also provided. In the face of the dynamicity of business conditions, whistleblowing policies backed by the top echelons of management and government will usher in an era of true corporate governance.

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With sincere regards

Thanking you profoundly

Academically yours

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Co-ordinator

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