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PERCEIVED ROLE OF CORPORATE CULTURE IN PERFORMANCE OF COMMERCIAL STATE CORPORATIONS IN KENYA

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ABSTRACT

The purpose of this study was to investigate the role of corporate culture in organisational performance of commercial state corporations in Kenya. The study adopted descriptive and explanatory research designs with a statistical sample of 103 employees responsible for key result areas in 36 commercial state corporations in Kenya. Data was collected using a structured questionnaire as well as various reports. Corporate culture was measured using culture traits of Denison's model while organizational performance was measured through Fisher's measures with some modifications. The moderating variable was measured using scale of personal values in the Social Value Survey developed by Schwartz. Data was analyzed using descriptive and inferential statistics with the aid of Statistical package for social sciences (SPSS) version 20 for descriptive statistics, factor analysis, hypotheses testing and regression analysis. Secondary data was analyzed through the use of R-program. Results of the study show a positive significant role of corporate culture in performance of state corporations ($R^2 = 0.951$). The study recommends that state corporations embrace positive corporate culture that promotes entrepreneurship and productivity for them to become competitive and remain successful.

A STUDY ON PATIENTS' SATISFACTION TOWARDS SERVICES PROVIDED BY PRIVATE HOSPITALS IN ERODE TALUK, ERODE DISTRICT

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ABSTRACT

Healthcare service quality is even more difficult to define and measure than in other sectors. A critical challenge for health services in developing countries is to find ways to make them more client-oriented. The present study aims at analyzing the satisfaction of the patients in private general hospital services. In the present study 150 patients were selected from 21 private hospitals in Erode taluk. Data were collected with validity and reliability questionnaire which were analyzed using chi-square test and weighted score ranking analysis. In this study, 56 % of participants were female. 64% of the respondents were married and they are under the age group of above 45 years. There was a statistically significant relationship between educational qualification of the respondents and patient's satisfaction on expert in diagnosing the diseases and also between monthly family Income and level of satisfaction on fees charged. Majority of the respondents are satisfied with Doctors Experience, Doctors punctuality at all times and Expert in diagnosing diseases. From the study it was observed that patient's recommendations regarding Limited time spent for each patient, Intensive care unit (ICU) & lab facilities and Heavy dosage has strongest effect on the satisfaction level of the patients.

A STUDY ON MARKET MOVEMENT IMPACT ON MUTUAL FUND SUBSCRIPTIONS AND REDEMPTIONS

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ABSTRACT

Mutual funds in India are playing key role in capital market after liberalization of financial markets. Investment community of mutual funds normally observes the capital market growth and will take the advantage by mobilizing their funds in mutual funds. My study has been emphasized how Equity market bench mark is influencing the mutual fund subscription and redemption decision. Granger causality test has been on Johansen co integration data and fund that equity market capital is influenced by nifty but it had failed to influence the mutual fund market capitalization. Vector auto regression model results unveils that the redemption of mutual fund are more influenced by Nifty movement then the subscription of mutual fund. This paper is useful to Asset Management Companies, Fund managers, regulators, and Investment community.

EFFECTIVE CHANGE MANAGEMENT

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ABSTRACT

Today change is constant and organizational leaders who anticipate change and react rapidly and responsibly are successful. Winners respond to the pace and complexity of change. They adapt, learn and act quickly. Losers try to control and master change in the environment. It is important for the organizational leaders to identify and use a model for transformation that will help their organizations survive and flourish in the next century and beyond. Change is about continually improving the quality of our current practices, while undergoing renewal through innovation and setting a new strategic direction. Change is essential for the development of more flexible structures, and a culture responsive to organizational change. The effective management of change is about taking a proactive approach through making changes in a planned and systematic way using a mix of top-down and bottom-up strategies, listening and leading, concentrating on the core and support components of change, emphasizing the stability of change and improvements in processes as well as the importance of the new strategic direction. All organizations face internal and external challenges that require them to adopt to new circumstances and change aspects what they are and what they do. Change is a constant for all organizations, based on changes to the economy, people entering and leaving organizations, growth and contraction, changes in laws and society, and other internal and external factors. This paper discusses to develop a change management strategy for the organization, manage the people side of change, not just the business side and actively manage resistance to change. Competition has heated up across the board. To succeed, the organization of the future must serve customers better, create new advantages and survive in bitterly contested markets. To stay competitive, companies must do away with work and processes that don't add value.

SUPPLY CHAIN MANAGEMENT PRACTICES IN ORGANIZED RETAILING: A STUDY IN TRICHY REGION

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Retailing is one of the fastest growing sectors and in the Western world it is mature and subjected to intense competition. Enlargement and endurance in today's retail world totally depends on sustainable competitive advantage and it requires serious commitment and a customer orientation attitude. Retailers need to distribute information with their suppliers relating to customer buying behaviours. Sharing of information leads to the mutual trust and long terms partnership and involves in fulfilling the customers 'needs at low cost. Supply chain management is a set-up of amenities and sharing options that perform the function of procurement of material transformation of these materials into intermediate and finished good and finally the distribution of these goods to the end user. A well supply chain management in organized retailing becomes important for the survival of organized retailers. SCM cut down costs and sustains profits. Today government of India has allowed FDI in retail sector also. This attracts many foreign retail industries to invest in country. The main purpose of this paper is to find the importance of supply chain management in organized retail format and consumer perception towards supply chain management in organized retail format

BANK CREDIT TO SMALL AND MEDIUM SPORTS GOODS MANUFACTURING ENTERPRISES OF MEERUT - OBSTACLES IN FINANCING AND RECOVERY OF THE LOAN

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ABSTRACT

Commercial Banks are the main source of external finance for SMEs. A number of obstacles are being faced by banks in financing and recovery of the loans. The financing of SME's has been a subject of great interest both to policy-makers and researchers because of the significance of SMEs in the private sector. The objective of the study is to identify major decision factors and recovery factors faced by commercial banks for financing SME's. The study found the following main factors which act as the driver for the financing and recovery decisions, with the help of Chi-square test. They are lack of collateral, NPA, number of defaults made by the firm with reference to previous loans, track record of the firm or owner, bad credit record, unaudited statements and lack of information about the profit earned by SME. The influence of these factors decides the risk associated with the SME lending.

IMPACT OF CHANGES IN INTEREST RATE ON BANK PROFITABILITY: A RE-EXAMINATION

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ABSTRACT

The relationship between changes in the rate of interest and the profitability of commercial banks is well researched, though not conclusively established. Consequently, banking literature is replete with call for further research to assess the impact of variations in the rate of interest on the profitability of banks. Addressing this concern, the present study examines the relationship between changes in interest rate and bank profitability in the Indian context. Correlation between profit after tax figures collected from the financial statements of three private sector and three public sector Indian banks, and changes in rate of interest is calculated to assess the association between bank profitability and rate of interest. Results indicate a strong negative correlation between bank profitability and rate of interest. The findings of the study have been integrated with existing literature and the current macroeconomic environment. Implications for commercial banks, the central bank and the economy are discussed.

IT & ITES EMPLOYEES' OPINION ON THE PERSPECTIVES CONSIDERED IN THE BALANCED SCORECARD- A STUDY WITH SPECIAL REFERENCE TO COIMBATORE DISTRICT

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ABSTRACT

The balanced scorecard is used by industry, government and non-profit organizations all over the world to align business activities to the vision and strategy of the organization. It helps to improve internal and external communications and monitor organization performance against strategic goals. A broad range of business goals can be included in the scorecard and performance targets can be measured. The present study analyses the IT and ITES employees' opinion on the perspective considered in balanced scorecard which primarily ranks Financial perspective, Customers perspective, Shareholders' perspective and Internal business perspective, Learning and growth perspective, Environmental and social perspective, Employees' perspective, Competitive perspective and Suppliers' perspective.

IMPACT OF EXCHANGE RATE MOVEMENT AND WORLD OIL PRICE ON INDIAN AUTO STOCKS

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ABSTRACT

Stock market is one of the most important metric for the management and shareholders in organisation. They measure and specify the worth the company if it is taken as individual and specify the progress of the nation when taken as whole. The complex composition of the stock market is some time susceptible for the minor change in major macroeconomic variable such as GDP, Interest rate, PPP, exchange rate etc. hence it is very necessary for the researchers to evaluate the change which can impact on stock market by these macroeconomic variables. Foreign exchange return is also important in the context of macroeconomic management of a country meaning to say that if a relationship between the foreign exchange rate and the stock market return is found to exist, then the government has the opportunity to manage the exchange rate and thus the return on the stock market. When taken as sector wise then there may other macroeconomic variables which may influence that sector but no influence on the other sector, such as world oil price which particularly influence the auto sectors. In this study the Indian Auto stocks have been evaluated on the basis of time series Analysis, the major economic variables such as world oil price and exchange rate has been considered as the independent variable which predicted to influence the dependent variable like BSE Auto Stocks. Econometric models have been used such of ARCH and GARCH (1,1) model to investigate the outcomes. Here in this work it has been found both world oil price and exchange rate influence BSE Auto stocks significantly.

IMPACT OF NON PERFORMING ASSET ON PROFITABILITY OF PUBLIC AND PRIVATE SECTOR BANKS IN INDIA

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ABSTRACT

The NPAs have always created a big problem for the banks in India. It is just not only problem for the banks but for the economy too. The money locked up in NPAs has a direct impact on profitability of the bank as Indian banks are highly dependent on income from interest on funds lent. This study shows that extent of NPA is comparatively very high in public sectors banks as compared to private banks. Although various steps have been taken by government to reduce the NPAs but still a lot needs to be done to curb this problem. The NPAs level of our banks is still high as compared to the foreign banks. It is not at all possible to have zero NPAs. The bank management should speed up the recovery process. The problem of recovery is not with small borrowers but with large borrowers and a strict policy should be followed for solving this problem. The government should also make more provisions for faster settlement of pending cases and also it should reduce the mandatory lending to priority sector as this is the major problem creating area. So the problem of NPA needs lots of serious efforts otherwise NPAs will keep killing the profitability of banks which is not good for the growing Indian economy at all.

POLITICAL EMPOWERMENT OF WOMEN IN PNACHAYATI RAJ INSTITUTIONS: AN OVER VIEW

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ABSTRACT

The study finds that though the representation of women in Panchayat Raj Institutions is slowly increasing, but their involvement in political participation and decision making process is not up to the expectation. They are not able to do themselves. The male member should extend their co-operation to their counter parts. Simple political participation is not essential, but the female members are in the Panchayat Raj Institutions having active involvement and participation is also essential. There is general impression among the public that women politicians are not independently acting by themselves, they are not enjoying power. The actual power plays in the hands of the male members like their husbands, brothers and fathers. This practice should not be continued and women must come forward to participate and take decisions independently.

CO-INTEGRATION OF INDIAN STOCK MARKET WITH US STOCK MARKET

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ABSTRACT

The paper investigates the long term relationship of Indian stock market with US stock market. For the research, daily closing data of NDX (Nasdaq) and Nifty a leading index of US stock market and Indian market were obtained from Bloomberg database. Total 4600 data set for 11 years from 01 January 2004 to 30 December 2014 were collected. These data have been cleaned manually. After cleaning 2416 synchronized data set is used for analysis. The researcher has employed Johansen Co-integration test and Granger causality test to confirm co-movements and causal relationship of Indian stock markets with the markets of developed countries. Unit root test using dickey fuller, augmented dickey fuller and Philip & Peron test is employed to check stationarity of the series. Unit root test suggest the indices are I (1) process. Johansen Co-integration test by both Trace test and Eigen value test confirms no co-integration of Indian financial market with any market of developed countries. Unrestricted VAR test confirms lag 1 and lag 2 of NIFTY is significant to influence NDX. Further Granger Causality test result shows Indian market do not granger cause or caused by US market.

INDIAN VALUE ADDED TAX (VAT) SYSTEM: A PROTOTYPE FOR NIGERIA

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ABSTRACT

Nigerian economy has largely depended on the oil sector for decades. In recent time, the economy is bedeviled with the serious challenge of dwindling oil price, coupled with the global move for alternative sources of energy, hence triggering the need for the country to diversify its revenue sources. This study examines the impact of Value Added Tax (VAT) on Nigerian economy and similarly, the same case was examined in the Indian context, with a view to proposing a better strategy for VAT administration and collection in Nigeria, taking Indian VAT system as a model. The study employed time series data from 1994-2013, obtained from relevant government agencies in Nigeria and India. Multiple Ordinary Least Square (MOLS) Model was employed as a tool of data analysis. Result of the study reveals a positive and significant relationship between VAT and Gross Domestic Product (GDP) in Nigeria; whereas in India, the result showed that there is a positive and significant relationship between State Value Added Tax (SVAT) and GDP. However, Central Value Added Tax (CENVAT) was found to have a negative but insignificant relationship with GDP. The study found out that there is serious existence of black economy, shallow base and inefficiencies of tax personnel. In the same vein, VATable businesses view VAT as a cost which hinder their remittance. The study recommended among others that government should establish a two tier VAT system at both States and Federal level, with same rate but clearly stating subsumed taxes attributable to each. Also, a recommendation for the general name of the two taxes made by the study are; Federal Goods and Service Tax (FGST) and State Goods and Services Tax (SGST). While the study proposes maintaining the 5% rate of VAT, it charge the government to expand its base and also automate the entire VAT system in Nigeria.

A STUDY OF COMMITMENT OF SCHOOL TEACHERS IN RELATION TO SOME BACKGROUND VARIABLES

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ABSTRACT

The need for the improvement and enhancement of teacher commitment of teachers at various teaching level is universally emphasized. Hence in the present study an attempt was made to express the effect of teaching level (elementary and secondary level), locale (urban and rural) and gender on commitment of 300 school teachers selected from three districts of Punjab. The data were collected by Teacher Commitment Inventory (NTCI) by Dr. Noorjehan N. Ganihar (2010). The ex-post facto research design was used to study main and interaction effects of independent variable namely, teaching level, locale and gender on teacher commitment among school teachers. From the findings of the study it was concluded that elementary school teachers have significantly higher level of teacher commitment as compared to secondary school teachers. Rural school teachers are significantly more committed as compared to urban teachers. From triple order interaction (Gender x Locale x Teaching Level) effects, it was found that differences in commitment of elementary and secondary school teachers are conjoint dependent upon both independent variables of gender and location. Elementary school teachers have significantly higher level of commitment than secondary school teachers only in case of male teachers of rural areas.

A STUDY ON EMPLOYEE JOB SATISFACTION IN WITH REFERENCE TO KERALA GARMIN BANK, THRISSUR DISTRICT

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ABSTRACT

The banking sector plays a vital role in the economic development of a country. Among these Kerala Gramin Bank is one of the fastest growing regional rural bank (RRB) in Kerala. Job satisfaction is a general attitude towards one's job, the difference between the amount of reward workers receive and the amount they believe they should receive. Employee is a back bone of every organization, without employee no work can be done. So this study attempts to evaluate job satisfaction of employees in KGB in Thrissur district. It focuses on the employee job satisfaction level in KGB. It also investigates the factors influencing employee job satisfaction and provides suggestions for further progression. The study was mainly concentrated on primary data, which is collected through structured questionnaire from a sample of 40 employees in KGB. Percentage analysis and liker scale are used as a tools for the study. The results show that the employees of KGB in Thrssur district are satisfied with their work and organization. The major factor behind this employee satisfaction is good pay system. Employee satisfaction can improve service quality and increase employee satisfaction.

JOB STRESS AND JOB SATISFACTION IN THE COMMUNICATION SERVICE INDUSTRY: EVIDENCE FROM TECH MAHINDRA GHANA LTD.

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ABSTRACT

Modern workers find themselves in smaller organizations, with fewer people doing more work and feeling much less secured. As the economy becomes more global, competition gets more keener and managers survive on deadline targets, as workers receive programming instructions like robots, job stress and its related impact on employees is becoming a key issue of concern in modern organizations. To this end, the present study uses descriptive survey design and a sample size of 50 employees to investigate job stress and its effect on job satisfaction through the lens of Tech Mahindra Ghana Ltd. Our analysis reveals that the most outstanding causes of job stress in order of importance are: work overload, working overtime, rigid institutional policies, poor working conditions, poor job design and personal factors such as family problems. The analysis also points to the fact that job stress directly leads to job dissatisfaction among employees. One key issue of concern brought to light by our study is the fact that job stress is likely to lead to high labour turnover. Specifically, 82.98% of the respondents asserted that they are ever ready to quit their job solely as a result of job stress. Base on the findings, we recommend that the management of service companies should put in place measures to minimize if not completely eliminate the causes/sources of job stress among their employees in order to reduce its effect on productivity and labour turnover. More so, management should interact with workers on regular basis in order to keep abreast of their concerns so as to take measures to address them to boost the morale of workers.

THE EFFECTS OF ERP SYSTEM

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ABSTRACT

ERP has evolved over the years and has left significant impact on organizations. In this paper we have thrown some light on the major factors affecting the organizations. The effect of ERP may vary bases on the size of the organization, industry and vision and goals of the organization. ERP implementation is complex, costly and time consuming affair and as a result it would be unfair to conclude only these mentioned factors play a role in the effect of ERP system of an organization. However, a sincere effort has been made to understand major factors that effects organization post ERP implementations.

INTERNET BANKING: DEBATING CORE ISSUES AND BENEFITS

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ABSTRACT

Internet banking provides a platform to explore the core financial services. Customers through usage of banking technology play a prominent role in its establishment and operational efficiency. It is the main frame work to explore utilities by banking customers to minimize or ease the problems of transactions. The implementation of banking technology boosts the bank performances to reach the distant customers to meet their needs. The banking technology as a system has created a platform to provide vivid services such as fund transfer, customer relation, insurance and others resulting in its better performance. The emergence of Internet Banking and its innovations have tried to meet the technological needs and demands, yet transacting within the norms of banking system. There are ever growing constraints related to the development of banking technologies that cannot be replaced but can be improved to prevent the outcomes related to its barriers and hindrances. Communication, as a momentum asserts its strong influence on its customers to ease the use. Banking technology has tried to implement internet technology among its customers so as to get acquainted with its uses while the disadvantages are prevented by the banking system. Technology as a model of belief and development appears to be diffracted within and outside its advantages.

IMPACT OF WORKING CAPITAL MANAGEMENT ON CORPORATE PERFORMANCE: A STUDY BASED ON SELECTED BANKS IN NIGERIA

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ABSTRACT

Working capital is regarded as the lifeblood and nerve of a business, it is therefore essential to accommodate the smooth operations to any organizations. The objective of this study is to examine the impact of Working capital management on corporate performance of selected Nigerian banks. The study covers the period of ten (10) years 2005-2014. Data for the study were extracted from the firm's annual reports and accounts. Descriptive Research design was adopted for the study. Simple Random sample technique was used to select the samples. The performance was measured in terms of profitability by Return on assets as dependent variable and Working capital was determined by the Current ratio, Debtor's Collection Period ratio, Creditor's Payment Period ratio and Cash Conversion Cycle used as an independent variables and DR & BS as control variables. The data was analyzed using SPSS (version 21.0) and E-views using fixed effects model. Results of the analysis indicated that there is a strong positive and significant relationship between Current ratio & Cash Conversion Cycle with Return on assets while Debtor's Collection Period ratio & Creditor's Payment Period ratio has negative but significant relationship with Return on assets. In line with the above findings, the study suggested that the management should put more attention on their liquidity in order to maintain an adequate liquidity and ensure shorter time to cash conversion and also management should adopt a systematic and sound collection & payment policies for proper and operational efficiency and finally banks in trouble should be advised to merge or to be acquired by other mega banks.

CARE FOR INDIA: TACKLING URBAN-RURAL DISPARITIES: URBAN VS. RURAL ACCESS TO HEALTHCARE SERVICES IN UTTAR PRADESH

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ABSTRACT

A society's health is directly correlated to the social and economic inequality. India being a multicultural, diverse and yes, overpopulated nation, bridging the gap between such inequalities is of utmost importance. Even though India has seen rapid economic growth in the past few decades, the growth is uneven. This uneven growth can be seen through the current healthcare system in our nation. This paper tries to shed some light on the disparity between the rural and urban population and its effects. We hope to find a probable way forward.

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With sincere regards

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