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BASAVESHWARA AND MAHATMA GANDHI: THOUGHTS ON EQUALITY

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ABSTRACT

This study is a comparative study. It throws light on the problems of caste, sex and untouchability and ideology of Basaveshwara and Mahatama Gandhi to eradicate them. However, in the course of study the other aspects of their ideologies are also covered.

ROLE OF IRDA IN INSURANCE SECTOR AN ANALYTICAL STUDY

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ABSTRACT

After 44 years of public sector dominance, the life insurance industry in India was liberalized in 1999-2000. Since then, the industry has witnessed rapid growth of 15-20% (Year on Year). From a mere INR348 billion in 2000-01, the industry grew to a size of INR 2,893 billion (in 2013-14), where it constitutes 2.3% of the global life insurance market. Though still quite behind the insurance penetration achieved in developed nations, the growth story of insurance (particularly life insurance) in India is overwhelming. In 1999, (IRDA) Insurance Regulatory and Development Authority was constituted as an autonomous body to regulate and develop the insurance industry. The key objectives of the IRDA include promotion of competition so as to enhance customer satisfaction through increased consumer choice and lower premiums, while ensuring the financial security of the insurance market. The IRDA opened up the market in August 2000. Foreign companies were allowed ownership of up to 26%. The Authority has the power to frame regulations and has from 2000 onwards framed various regulations ranging from registration of companies for carrying on insurance business to protection of policyholders' interests.

EFFECT OF EMPLOYEE EMPOWERMENT ON JOB PERFORMANCE IN BANKING SECTOR

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ABSTRACT

Human resource management plays a vital role in an Organization. The employees are the most strategic and underutilized resource of the company, which includes repository of knowledge, skills and abilities that can't be imitated by the competitors. That is why management tries to empower the employees. Empowerment is a technique of enlargement of an employee's job responsibility by giving them the authority of decision making about his own job without approval of his/her immediate supervisor. By empowerment, the employees are supported and encouraged to utilize their skills, abilities and creativity by accepting accountability for their work which would ultimately lead the organization towards more productivity.

PERFORMANCE OF NATIONAL PENSION SCHEME IN INDIA

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ABSTRACT

National Pension Scheme is introduced by the Government of India, aiming to lead a comfortable life after retirement. The National Pension scheme is extended to all the citizens of India. The scheme is governed and monitored by an established autonomous body set by the Government of India. Very few people are aware the National Pension Scheme, not much of them showed interest. To understand the performance of the National Pension Scheme fund offered by various companies are taken for study, and to suggest which fund to invest to get more income.

PROTECTION OF WOMEN AGAINST DOMESTIC VIOLENCE ACT, 2005: A CRITICAL ANALYSIS

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ABSTRACT

We are lucking enough to witness the 21st century, the modern era. Men and women are doing wonders and creating history. They are becoming role models for their followers. Domestic Violence is suffocating our social development. My question to the nation is why there is a need of such acts. Rather violence at home should be prevented and not cured. Let us join hands and spread awareness about living in peace and harmony with one another. But even if there are a few of those anti-social elements, the law is there to take a good care of them in its own way.

TACIT KNOWLEDGE MANAGEMENT: A REVIEW

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ABSTRACT

Tacit knowledge has tremendous value when made available to the right people at the right time. A precondition to activate tacit knowledge is to make sure that the leader is able to identify the relevant tacit knowledge in the organization. The identification of tacit knowledge is often heavily hindered, but is made possible through the scope of personal contacts, Brainstorming sessions, social contacts, reservoirs of experiences and many more. This paper moves towards an understanding of the effective methods of tacit knowledge. We begin with the definition of knowledge and then discuss explicit, tacit knowledge. The leadership enriched culture and tacit knowledge is discussed as an integrated framework. Finally, we engage this model to begin the exploration of the role of leadership with respect to the utilization of tacit knowledge methods that result in high firm performance.

A STUDY ON ICT INITIATIVES IN THE SALE OF AGRICULTURAL PRODUCE AT APMC'S IN KARNATAKA

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ABSTRACT

Agriculture is different from industry and plays a significant role in the economic development of a nation. India's prosperity depends upon the agricultural prosperity. There are many kinds of agricultural products produced in India and the marketing of all these farm products generally tends to be a complex process. Agricultural marketing involves many operations and processes through which the food and raw materials move from the cultivated farm to the final consumers. Agriculture provides goods for consumption and exports and manufacturing sectors. The suitable marketing system should be designed so as to give proper reward or return to the efforts of the tiller of the soil. Agricultural marketing plays an important role in Indian agriculture in general and farmer's economy in particular. The use of information technologies provides transparency in agri-business and making appropriate decisions in marketing of agricultural produce. The study was conducted in APMC Market Yards in Karnataka with an objective to identify and assess the extent of use of Information communication technologies (ICTs) in marketing of agricultural commodities and also to investigate the nature and extent of economic benefits by use of ICTs to farmers and other stakeholders in marketing of agricultural commodities.

ETHICAL WORKPLACE CULTURE: A KEY TO EMPLOYEE SATISFACTION

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ABSTRACT

In the day's globalization, it is highly necessary to understand and also interpret workplace culture. Workplace culture has been considered as one of important core competencies of an organization. Culture influences people in good and bad ways. Culture creates the identity for the organization. The individuals, groups and the organization as a whole are running under its culture although it is almost intangible. In an ideal workplace, structures and relationships will work together around core values that transcend self-interest. Core values will inspire value-creating efforts as employees feel inspired to do what is right, even when the right thing is hard to do. The main aim of research article is to identify strategies for strengthening organizational culture and how to create and sustain an ethical workplace culture. The paper also identifies the common workplace dilemmas that the employees face on regular basis in employment. Thus a study of the workplace culture helps the organizations to formulate policies directed towards enhanced effectiveness of human resources.

COMPARATIVE STUDY OF FAME AND SEQUENCE ANALYSIS FOR IDENTIFICATION OF BACTERIA FROM INDUSTRIAL WATER OF KRIBHCO

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ABSTRACT

There have been several systems developed in the past few years for rapid microbial identification. In the present study, two methods (GC FAME analysis and 16s rDNA sequencing) were compared for identification of bacteria. The results when compared, we found that the FAME results are equally similar to that of genotypic sequencing. five bacterial samples obtained from KRIBHCO plant and were analyzed, wherein FAME analysis, the automated system identified sample 1 to be Bacillus atrophaeus with 0.804 SI. The genotypic analysis also showed similar results, after BLAST the organism was identified to be Bacillus atrophaeus with 97% identity match. In case of sample 2, FAME analysis identified the organism to be Pseudomonas aeruginosa with 0.765 SI and sequencing also identified the organism to be Pseudomonas aeruginosa with BLAST showing 98% identity.

GROWTH OF RETAIL INDUSTRY IN INDIA

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ABSTRACT

Indian retail sector is one of the very important and growing industries in India. With Indian economy composed to grow at around 7 to 8%. Indian retail industry is having one's feelings and expression under control to grow at compound annual growth rate of around of 30%. The volume of Indian retail sector is expected to be around 490 billion dollars. As compared to other countries of the world like China where penetration rate is as high as 100%, in India the penetration of retail sector is merely 4 to 6%. There is a huge prospect for both the Indian as well as the foreign players in retail sector. Indian demographics are very strong. With majority of population between age group of twenty-five to forty years of age trends are very favourable for Indian retail sector. Around 50% of Indian population falls in this age group. Moreover, the Indian retailing landscape is very dynamic with increasing liberalization. One of the major limitation of the Indian retail sector is that is mainly dominated by the unorganized players and is highly fragmented. Indian retail sector provides ample opportunity because there is a major chunk of rural markets which provide opportunity for the retailers from all over the world. A huge spate of reforms has made Indian retailing industry a huge opportunity for players from all over the world. Indian retail sector is divided into various sectors on basis of quantum of spending. In Indian retailing sector around 70% of the retail sector comprises of the Food and Processing industry and around 30% of the industry comprises of the apparels, electronics, mobile and other equipment's. Indian retail sector should aim at addressing the major challenges faced by the Indian industry such as increasing rentals, legal and regulatory complication, increasing competition and threat faced by the large unorganized sector from the organized sector. In India the vast middle class and its almost untapped retail industry are the key attractive forces for global retail giants wanting to enter into newer markets, which in turn will help the India Retail Industry to grow faster. The paper includes growth of retail sector in India, strategies, strength and opportunities of retail stores, retail format in India, recent trends, and opportunities and challenges. This paper concludes with the likely impact of the entry of global players into the Indian retailing industry. It also highlights the challenges faced by the industry in near future.

SEGMENT REPORTING: AN ESSENTIAL TOOL FOR STAKEHOLDERS (A CASE STUDY OF SEGMENT REPORTING OF SAUDI ARABIA COMPANY)

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ABSTRACT

The users of financial statements have different utilities for the financial information's. The users of accounting information's are the stakeholders and they are mainly concerned with financial information of the various segments of business. Segment reporting is one of the tools for their decision making regarding the amount of investment in the era of diversification. The present case study highlights the segment reporting of "Almarai" Saudi Arabia FMCG Company. The critical analysis of segment reporting is carried out and how it is useful for the external users. The first part of the paper discussed about the segment reporting, its objectives, needs and accounting standards. The second part depicts the accounting procedures and utility of accounting information's for external users. The last part of the study concluded the findings, suggestions and recommendations.

IMPACT OF E-COMMERCE IN INDIAN MSMEs

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ABSTRACT

The e-commerce sector in India is projected to cross USD80 billion by 2020 and USD 300 billion by 2030. The MSME sector accounted for more than 17 percent of GDP in 2014 while contributing to 45 per cent of the nation's industrial output and 40 per cent of the total exports. The MSMEs in India add over 1.3 million jobs per year. By adopting E-commerce, MSMEs shall achieve significant advantages such as increased revenue and margins, improved market reach, access to new markets, cost savings in marketing and communication spend customer acquisition and improved customer experience. The growth of Indian e-commerce sector is voted on a number of drivers but real and tangible allenges exist which must be addressed for this sector to boost the Indian economy as intended patchy internet connectivity due to underdeveloped infrastructure, a general lack of awareness about the benefits that e-commerce offers and lack of trust among organisations considering to go online

AN OVERVIEW OF MUTUAL FUND TOWARDS INVESTOR'S PERCEPTION

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ABSTRACT

Indian mutual fund has increased a lot of recognition from the past not many years. The present research analyses the mutual fund investments in next of kinfolk to investor's awareness. The Industrial growth and development to a huge widen depends on property formation. Wealth formation mainly depends on the savings of the people. Investors' opinion and perception have been studied relating to diverse issues like type of mutual fund scheme, main objective following investing in mutual fund scheme, role of financial advisors and brokers, investors' opinion relating to factors that catch the attention of them to invest in mutual funds, sources of in turn, deficiency in the services provided by the mutual fund managers, tackle before the Indian mutual fund industry etc. This study will discuss the past performance of the Indian mutual fund industry and the pace of growth it achieved after being yield to regulatory changes by SEBI, international factors and its non performance that affected the industry and its attitudes. Mutual funds have both advantages and disadvantages compared to direct investing in individual securities. Today they play an important role in household finances. The research explains about investors' awareness towards mutual funds, investor perceptions, their preferences and the position of satisfaction towards mutual funds. Some suggestions were also made to increase the awareness towards mutual funds and measures to select suitable mutual funds to maximize the returns.

TALENT MANAGEMENT IN EDUCATION SECTOR

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ABSTRACT

Talent management is an HR strategy to attract, retain, develop, motivate, reward and make people perform. It is a strategic workforce planning. Colleges are attracting students by introducing new methods of teaching with the help of human resources (Faculty). Colleges utilizing the technical skills of faculty to improve quality of education and retaining the best faculty to run the education institution successfully. The goal of talent management is to create a high performance, sustainable workforce that meets organization's strategic and operational goals and objectives. The purpose of this paper is to highlight the importance of Talent Management in Education Sector.

CUSTOMER SATISFACTION OF AIRTEL CELLULAR SERVICE IN CUMBUM TOWN, THENI DISTRICT, TAMILNADU

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ABSTRACT

Telecommunication is the assisted transmission over a distance for the purpose of communication. In earlier times, this may have involved the use of smoke signals, drums, semaphore, flags or heliograph. In modern times, telecommunication typically involves the use of electronic devices such as the telephone, television, radio or computer. Early inventors in the field of telecommunication include Alexander Graham Bell, Guglielmo Marconi and John Logie Baird. As India's leading telecommunications company, Airtel brand has played the role as a major catalyst in India's reforms, contributing to its economic resurgence. The businesses at Bharti Airtel have been structured into three individual strategic business units (SBU's) - Mobile Services, Airtel Telemedia Services & Enterprise Services. The mobile business provides mobile & fixed wireless services using GSM technology across 23 telecom circles while the Airtel Telemedia Services business offers broadband & telephone services in 95 cities and has recently launched a Direct-to-Home (DTH) service, Airtel digital TV. The company provides end-to-end data and enterprise services to the corporate customers through its nationwide fiber optic backbone, last mile connectivity in fixed-line and mobile circles, VSATs, ISP and international bandwidth access through the gateways and landing station.

E-GOVERNANCE: A CHALLENGE FOR INDIA

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ABSTRACT

The emergence of Information and Communication Technology (ICT) has provided means for faster and better communication, retrieval of data and utilization of information to its users. E-Governance is basically the application of ICT to provide government services to the citizens through internet. In developing countries like India, where literacy level is very low and even most of the people are living below poverty line, people are not even aware about the benefits of E-Governance activities and people do not use Information and Communication technologies to a much extent, there exist a number of problems to implement E-Governance activities. This research paper highlights the main challenges related to the implementation of E-Governance in India.

ENTREPRENEURIAL LEADERSHIP STYLES AND ORGANISATIONAL PRODUCTIVITY OF FINANCIAL SECTOR IN CAMEROON

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ABSTRACT

As organizations have found themselves continuously redefining their markets, restructuring their operations, and modifying their business models and learning the skills to think and act entrepreneurially, entrepreneurial leadership has become a source of competitive advantage. Microfinance Institutions in Cameroon are not exceptions for this struggle as they develop competitive strategies to secure a bigger market share within the finance sector. Mitanyen Cooperative Credit Union Limited being a microfinance institution affiliated to the Cameroon Cooperative Credit Union League has experienced different levels of growth under different leaders, probably applying different leadership styles since its creation. This growth has not been steady under the various leaders; meanwhile this union is facing so many aggressive competitors who may push her out of business in the days ahead. The main objective of this study is to investigate the impact of entrepreneurial leadership styles on the productivity of the financial sector in Cameroon. This study adopts a mix method approach to data collection. The primary data was collected by interviewing the last 3 presidents of the society through a face to face approach, while 40 employees of the organisation were surveyed through the use of semi-structured questionnaires. Secondary information was sourced via newspaper and magazine reports, journal and conferences papers and internet sources. The interview data was transcribed and analysed through content analysis and constant comparative method. The semi-structured questionnaire data were analysed with the use of Microsoft Excel and SPSS Version 17 software for data analysis. This study concludes that organisational leaders are endowed with different leadership styles but one must be dominant and the others recessive. However, no leadership style is good for all situations, organisational leaders adopt styles depending on prevailing circumstances in the organisation.

WOMEN'S MENTAL HEALTH IN INDIA: ISSUES AND CHALLENGES

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ABSTRACT

Review was done to assess the burden of mental disorders and to study the various issues and challenges of women at community level. We searched the electronic databases for studies related to prevalence of various psychiatric morbidities and associated factors at community level. World Health Organization estimated that mental and behavioral disorders account for about 12 percent of the global burden of diseases. In India the burden of mental and behavioral disorders ranged from 9.5 to 102 per 1000 population. And women are having more than 64 percent. As per World Health Organization (WHO) estimates, depression is expected to be the second largest contributor to disease burden by 2020, and with one in every three women worldwide being afflicted by common mental disorders including depression, the mental health of women is a serious issue indeed. Burden of mental disorders seen by the world is only a tip of iceberg. Various studies had shown that the prevalence of mental disorders were high in females, elderly, disaster survivors, industrial workers, children, adolescent and those having chronic medical conditions. There is need to have better living conditions, political commitment, primary health care and women empowerment. Considering the gravity of the matter, urgent remedial measures such as understanding the underlying causes of psychological distress among women, adopting a gender-sensitive approach, working towards women's empowerment and formulating women-friendly health policies could work wonders for the mental health of Indian women. The Paper shows the detailed study about the women's mental health in India: Issues and Challenges.

AAJEEVIKA: A MISSION TO ENHANCES LIVELIHOOD AND MAKES SELF EMPLOYMENT OF RURAL PEOPLE AND WOMEN

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ABSTRACT

Aajeevika has incorporated learning from the implementation of programmes, primarily from the successes and failures of S.G.S.Y and from the various States' initiatives in the rural livelihood sector, and accordingly adapted the approach and strategies in implementing the program. This research paper basically provides an overview towards building, supporting and sustaining livelihoods of the poor, NRLM harnesses the innate capabilities of the poor, complements them with capacities (information, knowledge, skills, tools, finance and collectivization) to deal with the rapidly changing external world. The National Rural Livelihoods Mission (NRLM) is, perhaps the largest poverty reduction programme for women, in the world aiming to reach nearly 70 million rural households.

CONSUMER BEHAVIOUR REGARDING INDIAN BRANDED GOODS: A STUDY OF APPAREL INDUSTRY OF LUDHIANA

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ABSTRACT

With the advent of globalization and liberalization, Indian consumer's preferences have also taken a giant leap. Today, Indian consumers are more inclined towards the purchase of branded and quality products, specially the apparel. As the youth of the country is now exposed to various business and professional situations. Economy has resulted into the development of markets with new jobs created in apparel manufacturing and fashion designing industry. This growth has also been supported by Indian education sector with the creation of various diplomas, graduation and post-graduation level courses. The apparel market is considerably churning with respect to dressing pattern, style, usage of branded items and choice of fibre and awareness of latest trends. The Indian apparel industry has been contributing a lot in the growth of Indian economy as this industry has come up with lot of employment opportunities. The industry is also promoting the age long heritage of India by giving due importance to artisans and their hand designed apparels. This paper focuses on the growth and structure of Indian apparel industry and Ludhiana (Punjab) and the consumer behaviours towards Indian Branded Goods. From this research it has been concluded that there is maximum preference towards non branded cloths because branded cloths are costly than the non branded cloths.

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Thanking you profoundly

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Co-ordinator

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