

# INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT

I  
J  
R  
C  
M



A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A.

as well as in Open J-Gate, India [link of the same is duly available at infibnet of University Grants Commission (U.G.C.)]

Registered & Listed at: Index Copernicus Publishers Panel, Poland

Circulated all over the world & Google has verified that scholars of more than 1500 Cities in 141 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

[www.ijrcm.org.in](http://www.ijrcm.org.in)

# CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	ANALYSIS OF IPOs UNDERPRICING: EVIDENCE FROM BOMBAY STOCK EXCHANGE ROHIT BANSAL & DR. ASHU KHANNA	1
2.	BANKRUPTCY PREDICTION OF FIRMS USING THE DATA MINING METHOD ATIYE ASLANI KTULI & MANSOUR GARKAZ	8
3.	THE EFFECT OF BASEL III REQUIREMENTS ON IMPROVING RISK-MANAGEMENT CAPABILITIES IN JORDANIAN BANKS DR. MOHAMMED FAWZI ABU EL HAJJA	12
4.	CAPITAL STRUCTURE DETERMINANTS: CRITICAL REVIEW FOR SELECTED INDIAN COMPANIES DR. AVANISH KUMAR SHUKLA	18
5.	IMPACT OF INFLATION ON BANK LENDING RATE IN BANGLADESH EMON KALYAN CHOWDHURY	23
6.	THE PERCEPTION OF BANK EMPLOYEES TOWARDS COST OF ADOPTION, RISK OF INNOVATION, AND STAFF TRAINING'S INFLUENCE ON THE ADOPTION OF INFORMATION AND COMMUNICATION TECHNOLOGY (ICT) IN THE RWANDAN COMMERCIAL BANKS MACHOGU MORONGE ABIUD & LYNET OKIKO	27
7.	ICT, ELECTION AND DEVELOPMENT IN AFRICA NDUONOFIT, LARRY-LOVE EFFIONG & ONWUKWE, VIVIAN CHIZOMA	32
8.	MODERATING ROLE OF EMOTIONAL INTELLIGENCE TOWARDS STRESS AND EMPLOYEE PERFORMANCE IN THE INDIAN BANKING SECTOR BEULAH VIJI CHRISTIANA.M & DR. V. MAHALAKSHMI	35
9.	FACTORS INFLUENCING CUSTOMER LOYALTY IN MOBILE PHONE SERVICE - A STUDY WITH REFERENCE TO COIMBATORE CITY DR. V.T.R .VIJAYAKUMAR & B.SUBHA	39
10.	A STUDY ON OCCUPATIONAL STRESS AMONG GRADE I POLICE CONSTABLES M.SHUNMUGA SUNDARAM & DR. M. JAYA KUMARAN	44
11.	A STUDY ON THE IMPACT OF SPIRITUALITY ON ORGANISATIONAL PERFORMANCE WITH SPECIAL REFERENCE TO ORGANISATIONS IN SALEM CITY DR. M. G.SARAVANA RAJ & R. FLORENCE BHARATHI	49
12.	A COMPARATIVE STUDY OF SELF- EFFICACY AND SUBJECTIVE WELL- BEING AMONG EMPLOYED WOMEN AND UNEMPLOYED WOMEN DR. K. JAYASHANKAR REDDY	54
13.	NETWORK SECURITY THREATS AND SOLUTIONS IN A VIRTUAL MARKETPLACE DR. PANKAJ KUMAR GUPTA & DR. AJAY KUMAR TIWARI	58
14.	A STUDY OF SUPPLIERS CERTIFICATION AT DIFFERENT LAYERS AND ITS IMPACT ON QUALITY IN AUTO COMPONENT INDUSTRY DR.DATTATRY RAMCHANDRA MANE	61
15.	GLOBAL LIFE INSURANCE PENETRATION AND DENSITY DR. GUDALA SYAMALA RAO	69
16.	AN ENHANCE SECURITY OF PLAYFAIR CIPHER SUBSTITUTION USING A SIMPLE COLUMNAR TRANSPOSITION TECHNIQUE WITH MULTIPLE ROUNDS (SCTTMR) GAURAV SHRIVASTAVA, MANOJ DHAWAN & MANOJ CHOUHAN	75
17.	CONSUMERS PERCEPTIONS OF CORPORATE SOCIAL RESPONSIBILITY: EMPIRICAL EVIDENCE AMIT B. PATEL, DR. VIMAL K. BHATT & JATIN K. MODI	79
18.	A STUDY ON FINANCIAL HEALTH OF KINGFISHER AIRLINES LTD: (Z- SCORE APPROACH) JIGNESH. B. TOGADIYA & UTKARSH. H. TRIVEDI	84
19.	STRATEGIES OF CUSTOMER RELATION MANAGEMENT IN MODERN MARKETING DR. T. PALANISAMY & K. AMUTHA	88
20.	CORPORATE GOVERNANCE IN OIL & GAS SECTOR: AN EMPIRICAL INVESTIGATION RASHESH PATEL & SWATI PATEL	92
21.	KNOWLEDGE MANAGEMENT & MOBILIZING KNOWLEDGE IN EDUCATION BY FOLLOWING CASE STUDY OF YU;GI-OH WORLD SMITA.SJAPE	101
22.	STUDY OF CRM THROUGH SOCIAL NETWORKING SITE: A FACEBOOK PERSPECTIVE TEENA BAGGA & APARAJITA BANERJEE	107
23.	ORDINARY LEAST SQUARES METHOD AND ITS VARIANTS R. SINGH	114
24.	IT INFRASTRUCTURE IN CREATING POTENTIAL MARKETING OPPORTUNITIES IN INDUSTRIES: AN EMPIRICAL STUDY OF SELECT INDUSTRIES IN KARNATAKA MANJUNATH K R & RAJENDRA M	120
25.	THE IMPACT OF KNOWLEDGE MANAGEMENT ON BUSINESS ORGANIZATION SUNITA S. PADMANNAVAR & SMITA B. HANJE	126
26.	LOCUS OF CONTROL AMONG HIGH SCHOOL TEACHERS DEEPA MARINA RASQUINHA	129
27.	KNOWLEDGE MANAGEMENT: A CONCEPTUAL UNDERSTANDING AINARY ARUN KUMAR	135
28.	A STUDY ON EFFECTIVENESS OF ORGANIZATIONAL HEALTH IN SMALL SCALE INDUSTRIES DR. J. S. V. GOPALA SARMA	142
29.	JOB SATISFACTION DURING RECESSION PERIOD: A CASE STUDY OF PUBLIC & PRIVATE INSURANCE IN PUNJAB HARDEEP KAUR	149
30.	BANKING SECTOR REFORMS IN INDIA DR. SANDEEP KAUR	156
	REQUEST FOR FEEDBACK	162

## CHIEF PATRON

**PROF. K. K. AGGARWAL**

Chancellor, Lingaya's University, Delhi  
Founder Vice-Chancellor, Guru Gobind Singh Indraprastha University, Delhi  
Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

## PATRON

**SH. RAM BHAJAN AGGARWAL**

Ex. State Minister for Home & Tourism, Government of Haryana  
Vice-President, Dadri Education Society, Charkhi Dadri  
President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

## CO-ORDINATOR

**AMITA**

Faculty, Government M. S., Mohali

## ADVISORS

**DR. PRIYA RANJAN TRIVEDI**

Chancellor, The Global Open University, Nagaland

**PROF. M. S. SENAM RAJU**

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

**PROF. M. N. SHARMA**

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

**PROF. S. L. MAHANDRU**

Principal (Retd.), Maharaja Agrasen College, Jagadhri

## EDITOR

**PROF. R. K. SHARMA**

Professor, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

## CO-EDITOR

**DR. BHAVET**

Faculty, M. M. Institute of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

## EDITORIAL ADVISORY BOARD

**DR. RAJESH MODI**

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

**PROF. SANJIV MITTAL**

University School of Management Studies, Guru Gobind Singh I. P. University, Delhi

**PROF. ANIL K. SAINI**

Chairperson (CRC), Guru Gobind Singh I. P. University, Delhi

**DR. SAMBHAVNA**

Faculty, I.I.T.M., Delhi

**DR. MOHENDER KUMAR GUPTA**

Associate Professor, P. J. L. N. Government College, Faridabad

**DR. SHIVAKUMAR DEENE**

Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

**MOHITA**

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadholi, Yamunanagar

***ASSOCIATE EDITORS***

**PROF. NAWAB ALI KHAN**

Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

**PROF. ABHAY BANSAL**

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity University, Noida

**PROF. A. SURYANARAYANA**

Department of Business Management, Osmania University, Hyderabad

**DR. SAMBHAV GARG**

Faculty, M. M. Institute of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

**PROF. V. SELVAM**

SSL, VIT University, Vellore

**DR. PARDEEP AHLAWAT**

Associate Professor, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

**DR. S. TABASSUM SULTANA**

Associate Professor, Department of Business Management, Matrusri Institute of P.G. Studies, Hyderabad

**SURJEET SINGH**

Asst. Professor, Department of Computer Science, G. M. N. (P.G.) College, Ambala Cantt.

***TECHNICAL ADVISOR***

**AMITA**

Faculty, Government H. S., Mohali

**MOHITA**

Faculty, Yamuna Institute of Engineering & Technology, Village Gadholi, P. O. Gadholi, Yamunanagar

***FINANCIAL ADVISORS***

**DICKIN GOYAL**

Advocate & Tax Adviser, Panchkula

**NEENA**

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

***LEGAL ADVISORS***

**JITENDER S. CHAHAL**

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

**CHANDER BHUSHAN SHARMA**

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

***SUPERINTENDENT***

**SURENDER KUMAR POONIA**

## CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to recent developments & practices in the area of Computer, Business, Finance, Marketing, Human Resource Management, General Management, Banking, Insurance, Corporate Governance and emerging paradigms in allied subjects like Accounting Education; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Monetary Policy; Portfolio & Security Analysis; Public Policy Economics; Real Estate; Regional Economics; Tax Accounting; Advertising & Promotion Management; Business Education; Management Information Systems (MIS); Business Law, Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labor Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; Public Administration; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism, Hospitality & Leisure; Transportation/Physical Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Digital Logic; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Multimedia; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic and Web Design. The above mentioned tracks are only indicative, and not exhaustive.

Anybody can submit the soft copy of his/her manuscript **anytime** in M.S. Word format after preparing the same as per our submission guidelines duly available on our website under the heading guidelines for submission, at the email address: [infoijrcm@gmail.com](mailto:infoijrcm@gmail.com).

## GUIDELINES FOR SUBMISSION OF MANUSCRIPT

### 1. **COVERING LETTER FOR SUBMISSION:**

DATED: \_\_\_\_\_

**THE EDITOR**  
IJRCM

**Subject:** SUBMISSION OF MANUSCRIPT IN THE AREA OF \_\_\_\_\_.

(e.g. Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)

**DEAR SIR/MADAM**

Please find my submission of manuscript entitled ' \_\_\_\_\_ ' for possible publication in your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published elsewhere in any language fully or partly, nor is it under review for publication elsewhere.

I affirm that all the author (s) have seen and agreed to the submitted version of the manuscript and their inclusion of name (s) as co-author (s).

Also, if my/our manuscript is accepted, I/We agree to comply with the formalities as given on the website of the journal & you are free to publish our contribution in any of your journals.

#### **NAME OF CORRESPONDING AUTHOR:**

Designation:

Affiliation with full address, contact numbers & Pin Code:

Residential address with Pin Code:

Mobile Number (s):

Landline Number (s):

E-mail Address:

Alternate E-mail Address:

#### **NOTES:**

- a) The whole manuscript is required to be in **ONE MS WORD FILE** only (pdf. version is liable to be rejected without any consideration), which will start from the covering letter, inside the manuscript.
- b) The sender is required to mention the following in the **SUBJECT COLUMN** of the mail:  
**New Manuscript for Review in the area of** (Finance/Marketing/HRM/General Management/Economics/Psychology/Law/Computer/IT/Engineering/Mathematics/other, please specify)
- c) There is no need to give any text in the body of mail, except the cases where the author wishes to give any specific message w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is required to be below **500 KB**.
- e) Abstract alone will not be considered for review, and the author is required to submit the complete manuscript in the first instance.
- f) The journal gives acknowledgement w.r.t. the receipt of every email and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of manuscript, within two days of submission, the corresponding author is required to demand for the same by sending separate mail to the journal.

2. **MANUSCRIPT TITLE:** The title of the paper should be in a 12 point Calibri Font. It should be bold typed, centered and fully capitalised.

3. **AUTHOR NAME (S) & AFFILIATIONS:** The author (s) **full name, designation, affiliation (s), address, mobile/landline numbers**, and **email/alternate email address** should be in italic & 11-point Calibri Font. It must be centered underneath the title.

4. **ABSTRACT:** Abstract should be in fully italicized text, not exceeding 250 words. The abstract must be informative and explain the background, aims, methods, results & conclusion in a single para. Abbreviations must be mentioned in full.

5. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of five. These should be arranged in alphabetic order separated by commas and full stops at the end.
6. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER**. It must be prepared on a single space and single column with 1" margin set for top, bottom, left and right. It should be typed in 8 point Calibri Font with page numbers at the bottom and centre of every page. It should be free from grammatical, spelling and punctuation errors and must be thoroughly edited.
7. **HEADINGS:** All the headings should be in a 10 point Calibri Font. These must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
8. **SUB-HEADINGS:** All the sub-headings should be in a 8 point Calibri Font. These must be bold-faced, aligned left and fully capitalised.
9. **MAIN TEXT:** The main text should follow the following sequence:

**INTRODUCTION**

**REVIEW OF LITERATURE**

**NEED/IMPORTANCE OF THE STUDY**

**STATEMENT OF THE PROBLEM**

**OBJECTIVES**

**HYPOTHESES**

**RESEARCH METHODOLOGY**

**RESULTS & DISCUSSION**

**FINDINGS**

**RECOMMENDATIONS/SUGGESTIONS**

**CONCLUSIONS**

**SCOPE FOR FURTHER RESEARCH**

**ACKNOWLEDGMENTS**

**REFERENCES**

**APPENDIX/ANNEXURE**

It should be in a 8 point Calibri Font, single spaced and justified. The manuscript should preferably not exceed **5000 WORDS**.

10. **FIGURES & TABLES:** These should be simple, crystal clear, centered, separately numbered & self explained, and **titles must be above the table/figure**. **Sources of data should be mentioned below the table/figure**. It should be ensured that the tables/figures are referred to from the main text.
11. **EQUATIONS:** These should be consecutively numbered in parentheses, horizontally centered with equation number placed at the right.
12. **REFERENCES:** The list of all references should be alphabetically arranged. The author (s) should mention only the actually utilised references in the preparation of manuscript and they are supposed to follow **Harvard Style of Referencing**. The author (s) are supposed to follow the references as per the following:
  - All works cited in the text (including sources for tables and figures) should be listed alphabetically.
  - Use (ed.) for one editor, and (ed.s) for multiple editors.
  - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc, in chronologically ascending order.
  - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
  - The title of books and journals should be in italics. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
  - For titles in a language other than English, provide an English translation in parentheses.
  - The location of endnotes within the text should be indicated by superscript numbers.

**PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:**

**BOOKS**

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

**CONTRIBUTIONS TO BOOKS**

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

**JOURNAL AND OTHER ARTICLES**

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

**CONFERENCE PAPERS**

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–22 June.

**UNPUBLISHED DISSERTATIONS AND THESES**

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

**ONLINE RESOURCES**

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

**WEBSITES**

- Garg, Bhavet (2011): Towards a New Natural Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>



## THE EFFECT OF BASEL III REQUIREMENTS ON IMPROVING RISK-MANAGEMENT CAPABILITIES IN JORDANIAN BANKS

**DR. MOHAMMED FAWZI ABU EL HAJJA**  
**ACCOUNTING DEPARTMENT**  
**JARASH UNIVERSITY**  
**IRBID, JORDAN**

### ABSTRACT

*Capital adequacy is important ingredient for banking sector stability and this study focuses on assessing The Effect of Basel III requirements on improving risk-management capabilities in Jordanian Banks. The survey methodology was adopted and questionnaires were drawn to elicit information from financial accountants, risk management and regulatory compliance in Jordanian banks. (130) staffs were sampled. The mean scores of staff perceptions were analyzed and the t- test statistics was explored to test the hypotheses. The study found evidence that there is a positive relationship between Basel III requirement and increase quality of capital, increase quantity of capital, reduce leverage ratio, increase short term liquidity coverage and increase the stability of long term balance sheet funding for Jordanian commercial banks. Also the study advice to, enhance the current capital requirement for Jordanian banks, by starting to build up the new buffers from retained earnings and to take gradual action to mitigate the rise in risk-weighted assets.*

### KEYWORDS

Basel III, Bank for International Settlements (BIS), Basel Committee, Basel Committee on Banking Supervision (BCBS), Capital Adequacy, Liquidity.

### JEL CLASSIFICATION

E40

### INTRODUCTION AND MOTIVATION TO THIS STUDY

The Basel III capital adequacy accord is the most recent international effort to establish a new capital standard for banks. Specifically, Basel III is an agreement on capital requirements among countries' central banks and bank supervisory authorities. The accords are not treaties. Member countries may modify the agreement to suite their financial regulatory structures. Basel capital accords are produced by the Bank for International Settlements Basel Committee on Banking Supervision (Ernst & Young, 2010). These agreements provide a framework for determining the minimum capital financial institutions must hold as a cushion against losses and insolvency. The less capital a bank holds the more capital it has to lend, which generally increases the bank's profitability, but makes it more vulnerable to losses and failure, which could lead to the need for government financial assistance. Without financial institutions holding this minimum amount of capital, banking regulators would not permit banking organizations to conduct normal banking business.

The proposed Basel III guidelines seek to improve the ability of banks to withstand periods of economic and financial stress by prescribing more stringent capital and liquidity requirements for them, and enhances banks' ability to conserve core capital in the event of stress through a conservation capital buffer. The prescribed liquidity requirements, on the other hand, are aimed at bringing in uniformity in the liquidity standards followed by banks globally. This would help banks better manage pressures on liquidity in a stress scenario (European Parliament, 2010).

On September 12, 2010, the Basel Committee for Banking Supervision (Basel Committee, 2010) specified further details for capital requirements, in particular target ratios and the transition periods during which banks must adapt to the new regulations.

The new regulation aspires to make the banking system safer by redressing many of the flaws that became visible in the crisis. Improving the quality and depth of capital and renewing the focus on liquidity management is intended to spur banks to improve their underlying risk-management capabilities. The rationale is that ultimately, if banks come to a fundamentally revamped understanding of their risks—what we call a new risk paradigm—that should be good for their business and for consumers, investors, and governments.

Basel III's focus is on capital and funding. It specifies new capital target ratios, defined as a core Tier 1 requirement of 7.0 percent (further specified as a minimum of 4.5 percent of core Tier 1 capital and a required capital conservation buffer of 2.5 percent). The broader requirement for all Tier 1 capital is set at 8.5 percent; this includes the core Tier 1 minimum of 7.0 percent and a minimum of additional (noncore) Tier 1 capital of 1.5 percent. Basel III also sets new standards for short-term funding and sketches out requirements for longterm funding (BIS, Sep, 2010).

In response to the new regulation, banks are already building their capital and funding stocks and taking risk off their books in several ways. In addition, there are three other sets of actions to steer the ship through the currents of Basel III: better capital and liquidity management, balancesheet restructuring, and business-model adjustments.

The task is monumental, however. The researcher conclude that Jordanian Banks face a significant challenge merely to achieve technical compliance with the new rules and ratios, let alone to reorient the institution for success. Nor is the implementation challenge made much easier by the long transition periods prescribed by Basel III, with some rules not being implemented until 2019. In fact, Jordanian banks should have to begin monitoring certain ratios well before the date of mandatory compliance to meet the requirements even sooner as a way to reassure markets and rating agencies and give themselves business flexibility. also to review the challenges of implementation.

### THE PROBLEM OF THE STUDY

As a major task of banks is to measure and manage the risks that arise from their business activities and as stakeholders are generally concerned with the levels of risks that a financial institution has taken to achieve a particular outcome, Under Basel III the financial institutions will faces many challenges for implimentation, so in this reasarcher investigate if the current requirment under Basel III can led to inhance the quality and quantity of capital for jordanian banks by decreasing the risk and based on the above and for lack of research addressing these points , the reasarcher put the following hypothesis :

*Hypothesis 1:* There is a positive relationship between Basel III requirment and increase quality of capital for jordinain commercial banks.

*Hypothesis 2:* There is a positive relationship between Basel III requirment and increase quantity of capital for jordinain commercial banks.

*Hypothesis 3:* There is a positive relationship between Basel III requirment and reduce leverage ratio for jordinain commercial banks.

*Hypothesis 4:* There is a positive relationship between Basel III requirment and increase short tearm liquidity coverage for jordinain commercial banks.

*Hypothesis 5:* There is a positive relationship between Basel III requirment and increase the stability of long tearm balance sheet funding for jordinain commercial banks.

### THE IMPORTANCE OF THE STUDY

The objective of the study is to improve the Jordanian banking sector's ability to absorb shocks arising from financial and economic stress, whatever the source, thus reducing the risk of spillover from the financial sector to the real economy. This reasarch sets out the rules text and benifites for implemening the Basel III framework.

## PURPOSE OF THE STUDY

The purpose of this study is to measure the current Basel III requirement and proof if led for Improving the quality and depth of capital and renewing the focus on liquidity management is intended to spur banks to improve their underlying risk-management capabilities.

## LITERATURE REVIEW

In this chapter the researcher will discuss the Key Elements of the Basel III Framework, new definition of capital and liquidity requirement.

### THE BASEL III CAPITAL ADEQUACY ACCORD

Basel III is a work in progress that is far from completion. What is being called Basel III is a consultative document entitled, strengthening the Resilience of the Banking Sector that was first promulgated on December 17, 2009, by the Basel Committee on Banking Supervision at the Bank for International Settlements (BIS) in Basel, Switzerland. This document was an expanded and updated version of an earlier document entitled, Enhancement of the Basel II Framework that was published in July 2009. There is yet to be a BIS document entitled Basel III. The purpose of these two documents was to specify how to improve the banking sector's ability to absorb financial and economic shocks arising from stresses, whatever the source. This in turn would reduce the risk of spillovers from the financial sector to the real economy. Specifically, the central part of the Basel III regulatory reform package is to establish the minimum regulatory capital and liquidity requirements that banks must hold to absorb unexpected losses.

### A NEW DEFINITION OF CAPITAL

Basel III redefines regulatory capital. To raise the quality, consistency and transparency of regulatory capital, the committee determined that Tier 1 capital must consist predominantly of common equity and retained earnings. Under current standards, there are two types of capital counted in meeting the capital adequacy rules under Basel I—core capital and supplementary capital. Tier 1 is core capital and is made up of mainly common shareholders' equity (issued and fully paid), disclosed reserves, most retained earnings, and perpetual non-cumulative preferred stocks. Supplementary or Tier 2 capital consists of subordinated debt, limited-life preferred stocks and loan loss reserves, and goodwill (KPMG, 2011).

Banks can hold as little as 2% of common equity to risk weighted assets. Consequently, banks can display strong Tier 1 capital containing a limited amount of tangible common equity.

The financial crisis demonstrated that the resources to cushion against credit losses and write-downs came out of retained earnings, which is a part of a bank's tangible equity base. Under the Basel III framework Tier 1 capital is adjusted to narrow it as close as possible to bank tangible common shares. Goodwill and preferred stocks, as well as other assets, would not be included in the new Tier 1 capital. The committee had not set the percentage of risk-weighted assets that banks must hold in the form of the new Tier 1 capital (Peter, Bogie and Michael 2010).

Capital requirement policy that would increase the minimum common equity that banks must hold as capital from the current 2% to 4.5 % by 2015. However, instead of just tangible common equity, the central bank governors added mortgage servicing rights (MSRs), deferred tax assets (DTAs), and holdings in other financial institutions (HIOFIs) to be part of Tier 1. The banks argued that MSRs, which are contractual agreements in which the rights to service existing mortgages can be easily sold to offset unexpected losses, should be considered Tier 1 capital. DTAs, assets that are used to reduce the amount of taxes that a company will pay in a later tax period, were also added to Tier 1 capital. Bankers argued that DTAs are very liquid assets that can be used to offset unexpected losses. Finally, HIOFIs were considered by bankers as equivalent to the bank's own common equities and could be easily sold to offset losses. These three added assets, however, should not exceed in aggregate more than 15% of a bank's Tier 1 capital, which limits dilution of the amount of common tangible equity in Tier 1 capital. The total minimum total capital plus capital conservation buffer would be 8.0% on January 1, 2015. Between January 1, 2016, and January 1, 2019, there would be a 2.5% increase in the minimum total capital and conservation buffer at a rate of 0.625% per year, as shown in row 3 of Table 1, which would total 10.5% on January 1, 2019. Almost 60% of the minimum total capital plus conservation buffer would be Tier 1 capital. As mention above, Tier 1 capital would consist of common equity capital after adjustments and would be increased to 6.0% beginning January 1, 2015 (Committee of European Banking Supervisors, 2011)

### A NEW LIQUIDITY REQUIREMENT

Banks experienced liquidity difficulties during the financial crisis, despite meeting their regulatory risk-weighted assets capital requirements. Basel III introduced a new global liquidity standard to be internationally harmonized (BCBS, 2009). The committee's standard establishes a minimum liquidity requirement along the lines of the minimum capital requirement of the Basel capital accords.

The rapid reversal of the liquidity market in 2008 placed the banking system under severe stress, which required central bank actions to support both the functioning of money markets and individual institutions (Daniel Pruzin, 2010). The Basel committee developed two minimum standards for funding liquidity. First, there is a 30-day liquidity coverage ratio, consisting mostly of government securities and cash, which would promote short-term resilience to potential liquidity disruptions. The second is a long-term structural ratio to address liquidity mismatches and provide incentives for banks to use stable sources to fund their operations.

On September 12, 2010, the central bank approved the introduction of the liquidity coverage ratio requirement effective in 2015 after an observation period beginning in 2011 and ending in December 2014. In the observation period, the committee plans to put in place rigorous reporting processes to monitor the ratio and continue to review the implications of the liquidity coverage ratio for financial markets, credit extensions and economic growth. (Walter, 2010) The new liquidity requirement Basel III introduces two new liquidity standards as follows:

#### **The Liquidity Coverage Ratio ("LCR"):**

The LCR is intended to measure a bank's ability to access funding for a 30 day period of acute market stress. Banks will be required to have a segregated stock of highly liquid and unencumbered assets that are at least equal to its estimated "net cash outflows" for a thirty day period during a time of acute liquidity stress. The 30 day stressed period assumes certain institution-specific and system wide liquidity shocks including a credit rating downgrade of the bank of three notches, partial loss of unsecured wholesale funding, withdrawal of some retail deposits, some committed but unfunded credit and liquidity lines provided by the bank being drawn down and general market volatility. High quality liquid assets: Qualifying high quality liquid assets (i.e., the numerator of the LCR) are generally unencumbered, easily and immediately convertible to cash with little or no loss of value even during times of stress, and central bank eligible.

Qualifying assets fall into one of two categories: Level 1 and Level 2. Only cash, central bank reserves and certain securities issued by governments, central banks and some international finance agencies constitute Level 1 assets. Other qualifying liquid assets will be treated as Level 2 assets. A 15% haircut is applied to all Level 2 assets and, after applying this haircut, Level 2 assets cannot make up more than 40% of the total liquid assets used to calculate the LCR. (Daniel Pruzin, 2010).

Also, regarding net cash outflows, Basel III sets out complex formulae for determining "net cash outflows" (i.e. the denominator of the LCR), which involve the weighting of cash inflows and outflows to determine net cash outflows. While the term "net cash outflow" suggests otherwise, a bank cannot completely net cash inflows and outflows for the purpose of calculating the denominator of the LCR.

The formula is designed to ensure that there will be enough high quality liquid assets to service at least 25% of un-netted cash outflows, in addition to having liquid assets sufficient to service 100% of net cash outflows. The Basel Committee also adopts a conservative approach to the treatment of credit facilities. Banks will not be able to include as a cash inflow their ability to draw down on any credit or liquidity facility lines granted by another bank, yet banks are required to assume a 100% drawdown of committed credit and liquidity facilities granted to other banks for the purpose of calculating cash outflows.

#### **The Net Stable Funding Ratio ("NSFR"):**

The purpose of the NSFR is to limit short-term liquidity mismatches and encourage the use of longer term funding (Kashyap and Stein, 2004). A bank is required to have stable funding sources in excess of the amount of stable funding it would likely need over a one-year period of extended market stress.

This is a longer term structural ratio that covers a bank's entire balance sheet as well as certain off-balance sheet commitments. Essentially a sufficient amount of stable funding is required to finance those assets which are regarded as not being capable of being monetized through sale or use as collateral in secured



borrowings during a liquidity event lasting one year. Available stable funding: These are the available reliable sources of funds over a one-year period under conditions of extended stress.

Stable funding sources include Tier 1 and Tier 2 capital, preferred stock (that does not otherwise qualify as Tier 2 capital) with maturity greater than one year, liabilities with maturities greater than one year, and deposits and funding with maturities less than one year which would be expected to stay with the bank even during stress events. Basel III gives various stable funding sources different weightings, to be used in calculating the available amount of stable funding. These weightings reflect the perceived availability and stability of the various sources. Required funding: The amount of stable funding that is required is the sum of the various types of asset held and funded by a bank and off-balance sheet contingent exposures incurred and other activities of the bank that could expose it to liquidity risk - in effect the illiquid portion of a bank's asset book. Determining the required amount of stable funding is again a complex calculation that requires a bank's assets and activities to be weighted in accordance with various weighting factors. For example, encumbered (e.g., pledged) assets have a weighting of 100% unless the encumbrance expires within a year. Interestingly, loans to corporates would be assigned a higher weighting than equivalent borrowings by such corporates through bond issues.

Implementation of the LCR and NSFR: The observation period for both the LCR and the NSFR begins on January 1, 2012. The minimum standard for the LCR is intended to be introduced on January 1, 2015, and the NSFR minimum standard is intended to be introduced on January 1, 2018. It should be noted that the Basel Committee has already indicated that some refinements to the calculation of the LCR and the NSFR may be necessary. Impact: Compliance with the new liquidity ratios is likely to be the most challenging aspect of Basel III implementation for many banks. To ensure compliance, the Basel Committee recommends that banks and their supervisors regularly assess each bank's contractual maturity mismatch, concentration of funding, available unencumbered assets, and ability to satisfy liquidity ratios in all relevant currencies.

Despite the fact that Basel III provides for long implementation periods for these ratios, banks will need to be in a position to report data regarding liquidity by the beginning of the relevant observation period (which is January 1, 2012 for both the LCR and the NSFR). Banks may also be subject to market pressure to comply with the liquidity ratios even before the deadlines set out in Basel III.

## RESEARCH DESIGN

In this chapter I will present the design of our research. First, the research hypotheses will be discussed. Second, the sample selection and composition is presented. Then, the empirical model used to test hypotheses will be explained and analysis:

### Hypotheses development

As we know that Basel III applies for financial institutions. So Jordanian banks involves in the new requirement under Basel III, therefore; Jordanian banks should: (i) review their current activities in order to identify new avenues; and (ii) revisit their risk management objectives and strategies and clarify them as necessary in order to apply the requirement under the new Basel III requirements, but I found that it may be useful for Jordanian banks to determine how these changes affect bank figures.

Based on the above the researcher will test the following hypotheses:

*Hypothesis 1:* There is a positive relationship between Basel III requirement and increase quality of capital for Jordanian commercial banks.

*Hypothesis 2:* There is a positive relationship between Basel III requirement and increase quantity of capital for Jordanian commercial banks.

*Hypothesis 3:* There is a positive relationship between Basel III requirement and reduce leverage ratio for Jordanian commercial banks.

*Hypothesis 4:* There is a positive relationship between Basel III requirement and increase short term liquidity coverage for Jordanian commercial banks.

*Hypothesis 5:* There is a positive relationship between Basel III requirement and increase the stability of long term balance sheet funding for Jordanian commercial banks.

### Sample selection

In my sample I will include all Jordanian banks, so the study population includes all Jordanian banks up to the year (2010)'s which is (16) Jordanian banks. The study sample included all of these banks, 's that represent sampling units.

Our primary respondents for representing the unit of analysis they are a financial accountants, risk management and regulatory compliance staff within banks, and after the distribution of questionnaires on the sample of the study, we have been obtained (60) questionnaire, which represented the study sample to reach the objectives of this study.

### Statistical Models

The research Relied on the questionnaire as a primary head to collect the necessary data for the study, also the researcher using the program package Statistical Social Sciences (SPSS) is a shortcut to a (Statistical package For Social Sciences) in the analysis of the data that was selected statistical methods appropriate to meet the objectives of the study and testing of hypotheses, where the we extracted frequencies in order to know the characteristics of the study sample, also we used the arithmetic mean as a measure of central tendency used to describe the study sample answers and the order of importance of items and degrees of approval or rejection for the items contained in the questionnaire.

Finally, the researcher using the test (t) for each sample (one sample T.test) to test five hypotheses of the study, and the reason for the use of this test is that it enables us to test hypotheses in the absence of our knowledge of the average value and standard deviation of the society as a whole.

## DATA ANALYSES AND RESULTS

**TABEL (1): STATISTICAL DATA TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENT AND INCREASE QUALITY OF CAPITAL FOR JORDANIAN COMMERCIAL BANKS**

The Figures	Mean	S.D
Common equity and retained earnings should be the predominant component of Tier 1 capital instead of debt-like instruments, well above the current 50 percent rule.	4.12	0.94
Harmonized and simplified requirements for Tier 2 capital with explicit target for Tier 2 capital.	3.51	1.01
Full deduction for capital components with little loss absorption capacity such as minority interests, holdings in other financial institutions, Deferred Tax Assets.	4.3	0.88
Gradual phase-out of hybrid Tier 1 components, including many of the step-up/innovative/SPV-issued Tier 1 instruments used by banks over the past decade.	2.98	0.86
<b>Total Score</b>	<b>3.73</b>	<b>0.60</b>

**TABLE (2): T-TEST TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENT AND INCREASE QUALITY OF CAPITAL FOR JORDANIAN COMMERCIAL BANKS**

hypotheses	N	Mean	S.D	df	T-calculated
There is a positive relationship between Basel III requirement and increase quality of capital for Jordanian commercial banks.	130	3.73	0.60	129	13.81

We can conclude that the value of the arithmetic average are (3.73) is higher than the arithmetic average of the value of (3) in the measuring tool, and the value of (t) calculated are (13.81) is higher than the tabular value of t (1.96) at the significance level ( $\alpha = 0.05$ ), which indicates that There is a positive relationship between Basel III requirement and increase quality of capital for Jordanian commercial banks.

TABLE (3): STATISTICAL DATA TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENT AND INCREASE QUANTITY OF CAPITAL FOR JORDANIAN COMMERCIAL BANKS

The Figures	Mean	S.D
Minimum common equity Tier 1: • Increased from 2.0 percent to 4.5 percent • Plus capital conservation buffer of 2.5 percent • Bringing total common equity requirements to 7.0 percent	4.26	0.928
Minimum total capital increased from 8.0 percent to 10.5 percent (including conservation buffer)	3.36	1.189
<b>Total Score</b>	<b>3.81</b>	<b>0.64</b>

TABLE (4): T-TEST TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENT AND INCREASE QUANTITY OF CAPITAL FOR JORDANIAN COMMERCIAL BANKS

hypotheses	N	Mean	S.D	df	T-calculated
There is a positive relationship between Basel III requirement and increase quantity of capital for Jordanian commercial banks.	130	3.81	0.64	129	14.374

We can conclude that the value of the arithmetic average are (3.81) is higher than the arithmetic average of the value of (3) in the measuring tool, and the value of (t) calculated are (14.37) is higher than the tabular value of t (1.96) at the significance level ( $\alpha = 0.05$ ), which indicates that There is a positive relationship between Basel III requirement and increase quantity of capital for Jordanian commercial banks.

TABLE (5): STATISTICAL DATA TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENTS AND REDUCE LEVERAGE RATIO FOR JORDANIAN COMMERCIAL BANKS

The Figures	Mean	S.D
The leverage ratio acts as a non-risk sensitive backstop measure to reduce the risk of a build-up of excessive leverage in the institution and in the financial system as a whole. The leverage ratio remains controversial, and there remains ambiguity about certain aspects of the exact mechanics.	4.09	0.89
The leverage limit is set as 3 percent, i.e. a bank's total assets (including both on- and off-balance-sheet assets) should not be more than 33 times bank capital.	3.76	0.80
In 2011, reporting templates will be developed. In 2013, regulators will start monitoring leverage ratio data, and the ratio will be effective from January 2018.	4.55	1.00
The ratio is introduced to supplement the risk-based measures of regulatory capital.	3.21	0.98
The leverage ratio is implemented on a gross and unweighted basis, not taking into account the risks related to the assets.	4.32	0.79
<b>Total Score</b>	<b>3.99</b>	<b>0.52</b>

TABLE (6): T-TEST TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENT AND REDUCE LEVERAGE RATIO FOR JORDANIAN COMMERCIAL BANKS

hypotheses	N	Mean	S.D	df	T-calculated
There is a positive relationship between Basel III requirement and reduce leverage ratio for Jordanian commercial banks.	130	3.99	0.52	129	21.622

We can conclude that the value of the arithmetic average are (3.99) is higher than the arithmetic average of the value of (3) in the measuring tool, and the value of (t) calculated are (21.62) is higher than the tabular value of t (1.96) at the significance level ( $\alpha = 0.05$ ), which indicates that There is a positive relationship between Basel III requirement and reduce leverage ratio for Jordanian commercial banks.

TABLE (7): STATISTICAL DATA TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENTS INCREASE SHORT TERM LIQUIDITY COVERAGE FOR JORDANIAN COMM. BANKS

The Figures	Mean	S.D
the Basel Committee has further strengthened its liquidity framework by developing two minimum standards for funding liquidity	2.91	0.94
The 30-day Liquidity Coverage Ratio (LCR) is intended to promote short-term resilience to potential liquidity disruptions. The LCR will help ensure that global banks have sufficient high-quality liquid assets to withstand a stressed funding scenario specified by supervisors.	3.51	1.01
For the LCR, the stock of high-quality liquid assets is compared with expected cash outflows over a 30-day stress scenario. The expected cash outflows are to be covered by sufficiently liquid, high-quality assets.	3.47	0.88
Assets get a 'liquidity'- based weighting varying from 100 percent for government bonds and cash to weightings of 0 percent – 50 percent for corporate bonds.	2.98	0.86
<b>Total Score</b>	<b>3.22</b>	<b>0.32</b>

TABLE (8): T-TEST: TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENT AND INCREASE SHORT TERM LIQUIDITY COVERAGE FOR JORDANIAN COMMERCIAL BANKS

hypotheses	N	Mean	S.D	df	T-calculated
There is a positive relationship between Basel III requirement and increase short term liquidity coverage for Jordanian commercial banks.	130	3.22	0.32	129	7.808

We can conclude that the value of the arithmetic average are (3.22) is higher than the arithmetic average of the value of (3) in the measuring tool, and the value of (t) calculated are (7.808) is higher than the tabular value of t (1.96) at the significance level ( $\alpha = 0.05$ ), which indicates that There is a positive relationship between Basel III requirement and increase short term liquidity coverage for Jordanian commercial banks.

TABLE (9): STATISTICAL DATA TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENTS AND INCREASE THE STABILITY OF LONG TERM BALANCE SHEET FUNDING FOR JORDANIAN COMMERCIAL BANKS

The Figures	Mean	S.D
The Net Stable Funding Ratio (NSFR) is designed to encourage and incentivize banks to use stable sources to fund their activities to reduce the dependency on short-term wholesale funding	3.36	0.89
The NSFR compares available funding sources with funding needs resulting from the assets on the B/S.	2.85	0.80
Required and available funding amounts are determined using weighing factors, reflecting the "stability" of the funding available and the duration of the asset.	4.04	1.00
The weighing factors for assets vary from 0 percent and 5 percent for cash and government bonds, respectively to, 65 percent for mortgages, 85 percent for retail loans, and 100 percent for other assets.	3.42	0.98
For determining stable funding available for liabilities, the weighing factors vary from 100 percent for Tier 1 capital to 90 percent for core retail deposits and 50 percent for unsecured wholesale funding	3.96	0.79
<b>Total Score</b>	<b>3.53</b>	<b>0.49</b>

**TABLE (10): T-TEST TO MEASURE THE RELATIONSHIP BETWEEN BASEL III REQUIREMENT AND INCREASE THE STABILITY OF LONG TERM BALANCE SHEET FUNDING FOR JORDANIAN COMMERCIAL BANKS**

hypotheses	N	Mean	S.D	df	T-calculated
There is a positive relationship between Basel III requirement and increase the stability of long term balance sheet funding for Jordanian commercial banks	<b>130</b>	<b>3.53</b>	<b>0.49</b>	<b>129</b>	<b>12.284</b>

We can conclude that the value of the arithmetic average are (3.31) is higher than the arithmetic average of the value of (3) in the measuring tool, and the value of (t) calculated are (12.284) is higher than the tabular value of t (1.96) at the significance level ( $\alpha = 0.05$ ), which indicates that There is a positive relationship between Basel III requirement and increase the stability of long term balance sheet funding for Jordanian commercial banks

## RESULTS

The previous sections of this chapter presented the results of our research. In this section, we will recap and analyze these results.

First, there is a positive relationship between Basel III requirement and increase quality of capital, increase quantity of capital, reduce leverage ratio, increase short term liquidity coverage and increase the stability of long term balance sheet funding for Jordanian commercial banks.

Second, Basel III would make significant changes in bank regulatory capital requirements. It would increase the amount of common tangible equity held as minimum regulatory capital because common equity improves loss absorbency.

Third, the purpose of Basel III is to remedy the regulatory capital and liquidity failures that resulted in the 2007-2009 global financial crises.

Fourth, Basel III redefines regulatory capital. To raise the quality, consistency and transparency of regulatory capital, the committee determined that Tier 1 capital must consist predominantly of common equity and retained earnings. Under current standards, there are two types of capital counted in meeting the capital adequacy rules under Basel I—core capital and supplementary capital. Tier 1 is core capital and is made up of mainly common shareholders' equity (issued and fully paid), disclosed reserves, most retained earnings, and perpetual non-cumulative preferred stocks. Supplementary or Tier 2 capital consists of subordinated debt, limited-life preferred stocks and loan loss reserves, and goodwill.

Fifth, The key elements of the proposed Basel III guidelines include the following:

1. Definition of capital made more stringent, capital buffers introduced and Loss absorptive capacity of Tier 1 and Tier 2 Capital instrument of Internationally active banks proposed to be enhanced.
2. Forward looking provisioning prescribed
3. Modifications made in counterparty credit risk weights
4. New parameter of leverage ratio introduced
5. Global liquidity standard prescribed

Finally, Basel III is more than just another set of checks and balances for financial institutions in a post-crisis world. It represents the core component of a sweeping wave of regulation that will fundamentally affect the profit generation capacity of the banking industry. As such—and despite the seemingly benign long phase-in periods—banks should move now, decisively, to comply with requirements, restore their profit-generation capacity, and potentially revisit the way they do business in the future.

## RECOMMENDATIONS

First, we advise central bank of Jordan to regulate the Basel III requirement and enforce Jordanian banks for adopting by phases and taking into consideration long transition periods for implementation.

Second, central bank of Jordan should require banks to have an effective system in place to identify measure, monitor and control capital as part of an overall approach to Basel III.

Third, Jordanian banks should take into consideration the following points:

- Identify which businesses have most attractive fundamentals under Basel III and which businesses in the firm's portfolio should be considered for exiting, growing, or diverting.
- Ensure an understanding of current liquidity position in sufficient detail and possession of knowledge of where the stress points are
- Ensure management has adequate incentive to optimize use of capital.
- Evaluation of strategic options by examine capital and liquidity management strategies, capital market transactions, and product/business line adjustments

Fourth, Jordanian banks should starting to build up the new buffers from retained earnings and to take gradual action to mitigate the rise in risk-weighted assets.

## REFERENCES

1. Basel Committee on Banking Supervision (BCBS), December 2009, "Strengthening the resilience of the banking sector".
2. Bank for International Settlements, Basel Committee on Banking Supervision, Assessment of the long-term economic impact of stronger capital and liquidity requirements, Basel, Switzerland, August 18, 2010.
3. Bank for International Settlements, Basel Committee on Banking Supervision, Enhancement of the Basel II Framework, July 13, 2009, <http://www.bis.org/publ/bcbs157.htm>
4. Bank for International Settlements, Basel Committee on Banking Supervision, Consultative Document, Strengthening the resilience of the banking sector, Basel, Switzerland, December 17, 2009, <http://www.bis.org/publ/bcbs164.htm>.
5. Bank for International Settlements, Basel Committee on Banking Supervision, Group of Governors and Heads of Supervision announces higher global minimum capital standards, Basel, Switzerland, September 12, 2010, <http://www.bis.org/press/p100912.htm>.
6. Basel Committee, Proposes Significant Reforms to Regulatory Capital Framework," available at <http://www.mayerbrown.com/publications/article.asp?id=8416&nid=6>.
7. Daniel Pruzin, "Basel Committee Bends to Bank Pressure, Issues Details of Modifications to Basel III," BNA Banking Daily, July 27, 2010, pp. 1-4
8. Ernst & Young, 2010, The Impact of Basel III in Europe A supplement to Capital Management in Banking: Senior Executives on Capital, Risk, and Strategy, available at: <http://ey.com/banking/>
9. European Parliament, New Basel Bank Capital Standards Need fine-tuning Say MEPs, October 7, 2010, <http://www.europarl.europa.eu/en/pressroom/content/20101006IPR85262>.
10. Goodhart, C. A. E., and Persaud, A. D., 2008, "How to Avoid the Next Crash," Financial Times, January 30.
11. Kashyap, A., and Stein, J., 2004, "Cyclical implications of the Basel II capital standards," Economic Perspectives, Q1 2004, p. 18-31.
12. KPMG, 2011, Basel III: Issues and implications, available at <http://www.kpmg.com>.
13. The Committee of European Banking Supervisors, 2011, "Guidelines on Liquidity Buffers & Survival", by the European Banking, available at <http://www.eba.europa.eu/documents/Publications/StandardsGuidelines/2009/Liquidity-Buffers/Guidelines-on-Liquidity-Buffers.aspx>.
14. Peter Miu, Bogie Ozdemir, Michael Giesinger, Feb 2010, "Can Basel III work? Examining the new Capital Stability Rules by the Basel Committee – A Theoretical and Empirical Study of Capital Buffers, available at: <http://ssrn.com/abstract=1556446>
15. Walter W. Eubanks, October 28, 2010, "The Status of the Basel III Capital Adequacy Accord", Congressional Research Service, 7-5700, [www.crs.gov](http://www.crs.gov), R41467.

## APPENDIX 1: QUESTIONER

QUESTIONS	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Common equity and retained earnings should be the predominant component of Tier 1 capital instead of debt-like instruments, well above the current 50 percent rule.					
Harmonized and simplified requirements for Tier 2 capital with explicit target for Tier 2 capital.					
Full deduction for capital components with little loss absorption capacity such as minority interests, holdings in other financial institutions, Deferred Tax Assets.					
Gradual phase-out of hybrid Tier 1 components, including many of the step-up/innovative/SPV-issued Tier 1 instruments used by banks over the past decade.					
Minimum common equity Tier 1: • Increased from 2.0 percent to 4.5 percent • Plus capital conservation buffer of 2.5 percent • Bringing total common equity requirements to 7.0 percent					
Minimum total capital increased from 8.0 percent to 10.5 percent (including conservation buffer)					
The leverage ratio acts as a non-risk sensitive backstop measure to reduce the risk of a build-up of excessive leverage in the institution and in the financial system as a whole. The leverage ratio remains controversial, and there remains ambiguity about certain aspects of the exact mechanics.					
The leverage limit is set as 3 percent, i.e. a bank's total assets (including both on- and off-balance-sheet assets) should not be more than 33 times bank capital.					
In 2011, reporting templates will be developed. In 2013, regulators will start monitoring leverage ratio data, and the ratio will be effective from January 2018.					
The ratio is introduced to supplement the risk-based measures of regulatory capital.					
The leverage ratio is implemented on a gross and unweighted basis, not taking into account the risks related to the assets.					
the Basel Committee has further strengthened its liquidity framework by developing two minimum standards for funding liquidity					
The 30-day Liquidity Coverage Ratio (LCR) is intended to promote short-term resilience to potential liquidity disruptions. The LCR will help ensure that global banks have sufficient high-quality liquid assets to withstand a stressed funding scenario specified by supervisors.					
For the LCR, the stock of high-quality liquid assets is compared with expected cash outflows over a 30-day stress scenario. The expected cash outflows are to be covered by sufficiently liquid, high-quality assets.					
Assets get a 'liquidity'-based weighting varying from 100 percent for government bonds and cash to weightings of 0 percent – 50 percent for corporate bonds.					
The Net Stable Funding Ratio (NSFR) is designed to encourage and incentivize banks to use stable sources to fund their activities to reduce the dependency on short-term wholesale funding					
The NSFR compares available funding sources with funding needs resulting from the assets on the B/S.					
Required and available funding amounts are determined using weighing factors, reflecting the "stability" of the funding available and the duration of the asset.					
The weighing factors for assets vary from 0 percent and 5 percent for cash and government bonds, respectively to, 65 percent for mortgages, 85 percent for retail loans, and 100 percent for other assets.					
For determining stable funding available for liabilities, the weighing factors vary from 100 percent for Tier 1 capital to 90 percent for core retail deposits and 50 percent for unsecured wholesale funding					

## **REQUEST FOR FEEDBACK**

**Dear Readers**

At the very outset, International Journal of Research in Commerce, IT and Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as on the journal as a whole, on our E-mail i.e. **infoijrcm@gmail.com** for further improvements in the interest of research.

If you have any queries please feel free to contact us on our E-mail [infoijrcm@gmail.com](mailto:infoijrcm@gmail.com).

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

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*

