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RESEARCH PAPERS FOR YEAR 2022


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Employees Perception Towards the Various Problems Encountered in Driving E-CRM In Banks

Anitha G.

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EMPLOYEES PERCEPTION TOWARDS THE VARIOUS PROBLEMS ENCOUNTERED IN DRIVING E-CRM IN BANKS

Dr. Anitha. G

Associate Professor

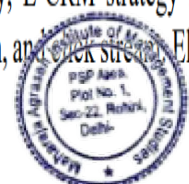
Maharaja Agrasen Institute of Management Studies

New Delhi, India

ABSTRACT

Customer relationship management (CRM) is referred to as the principles, guidelines, and practices that an organization follows when interacting with their customers. From the organizations perspective, the entire relationship comprises direct interactions with potential customers, such as sales and service-related processes, forecasting, and the analysis of customer trends and behaviors, and so on. Banks are using E-CRM tools for creating relationship with their customers. Bank employees are working with these tools and success entirely depends on the ways in which it is properly adopted and used by these employees. Electronic customer relationship management (E-CRM) is inspired by easy internet access through various online platforms and devices like laptops, desktop Personal Computers, Television sets, and mobile gadgets. It is not software, however, but rather the utilization of Web-based technologies to interact with their customers, understand and ensure customer satisfaction and experiences. Typically, E-CRM strategy includes collecting customer data, transaction history, information about products and services, contents information, and so on. Electronic

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A Consummate Hybrid Impeccable Global State Compilation Etiquette for Backward Error Recovery in Mobile Distributed Networks

Deepak Daggar

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Dr. Deepak Dagar / A Consummate Hybrid Impeccable Global State Compilation Etiquette for Backward Error Recovery in Mobile Distributed Networks



A Consummate Hybrid Impeccable Global State Compilation Etiquette for Backward Error Recovery in Mobile Distributed Networks

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Abstract

Mobile distributed networks raise new concerns such as mobility, low bandwidth of wireless channels, disconnections, limited battery power and lack of reliable steady storage on mobile

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The impact of COVID 19 on Stock Market Returns & Volatility : A Study of Thailand and Indian Bourses

Nisha Jindal

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The Impact of COVID-19 on Stock Market Returns & Volatility: A Study of Thailand and Indian Bourses

Nisha Jindal

Department of Business Administration, Guru Gobind Singh Indraprastha University, India

Ravi Kumar Gupta

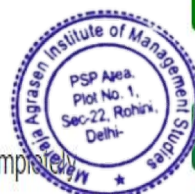
Department of Business Administration, Guru Gobind Singh Indraprastha University, India

Keywords: COVID-19 Pandemic, Stock Market Volatility, Thailand Stock Market, Indian Stock Market

ABSTRACT

The outbreak of COVID-19 has triggered a fall in the pandemic has completely

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PDF

Impact of Marketing, Socio-economic and Cultural Variables on Consumer Choice of Health Insurance

Monica Sharma & Tanu Agarwal



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IMPACT OF MARKETING, SOCIO-ECONOMIC AND CULTURAL VARIABLES ON CONSUMER CHOICE OF HEALTH INSURANCE

-Monica Sharma, Assistant Professor, Maharaja Agrasen Institute of Management Studies, Delhi
-Tanu Agarwal, Assistant Professor, Maharaja Agrasen Institute of Management Studies, Delhi

ABSTRACT

In an econometric framework, the present study is an examination of the relationship between the consumers' choice for health insurance and its determinants. The Structural Model assessment has been employed to study the impact of Marketing Variables, Socio-Economic Variables and Cultural values on Consumer Choice in Health Insurance segment. The study schemes, 30% of the total population which accounts for 40 crore individuals is still devoid of health insurance coverage (NITI Aayog, 2021). This uncovered section of society has been given the name of missing middle which spreads across rural and urban areas constituting all sorts of people organised in formal and informal sectors. Therefore, the need is realised to design an insurance cover to match the demand of this missing middle. The

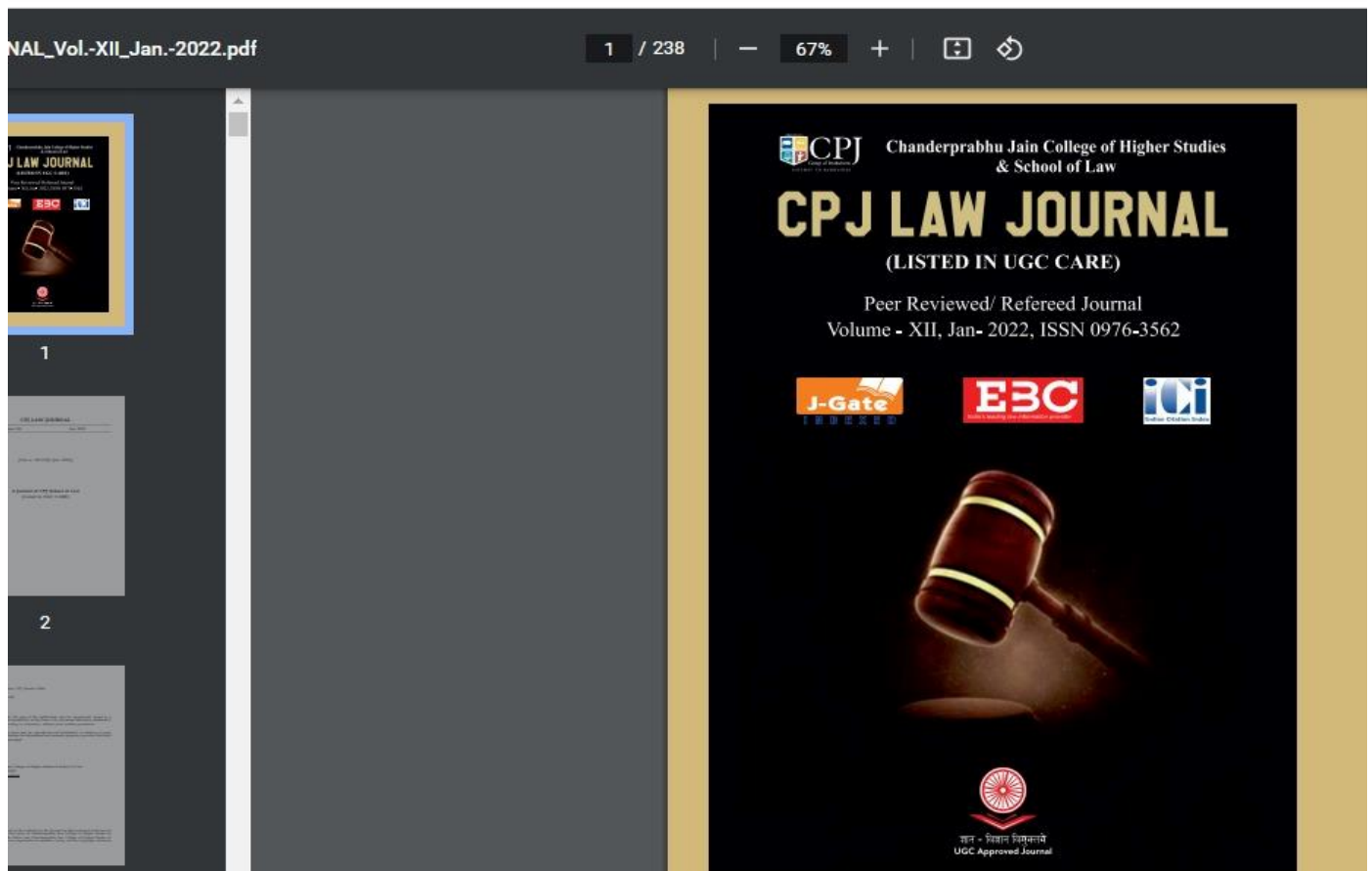
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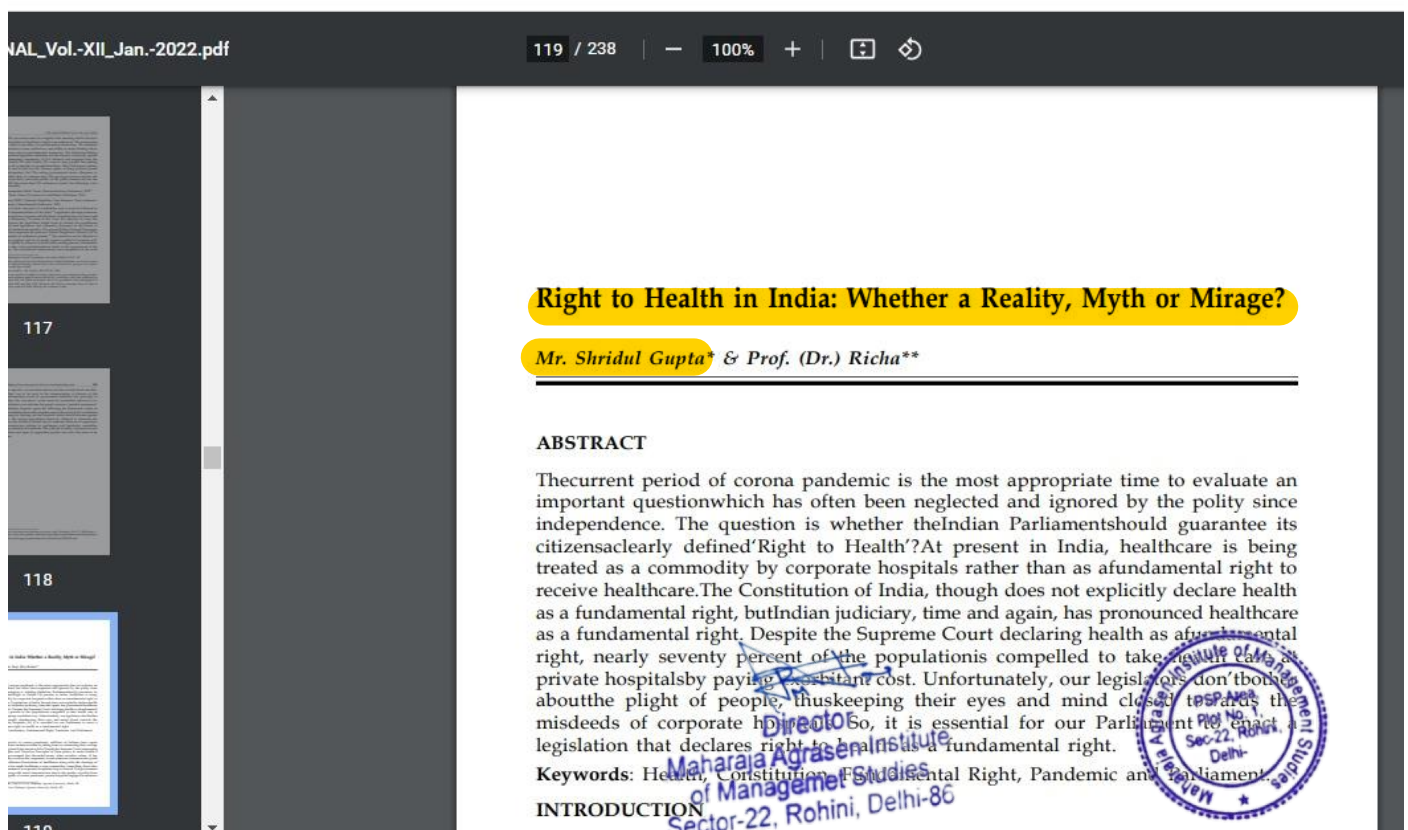
Right to Health in India: Whether a reality, myth or mirage?

Shridul Gupta

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Applying the theory of reasoned action to examine consumers' attitude and willingness to purchase organic foods

Kamal Gupta

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Applying the theory of reasoned action to examine consumers' attitude and willingness to purchase organic foods

Sachin Kumar, Kamal Gupta, Ashwani Kumar, Amol Singh, Rajesh Kumar Singh✉

First published: 18 April 2022 | <https://doi.org/10.1111/ijcs.12812> | Citations: 1

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Abstract

The organic food market has emerged as a growing trend among consumers. The present study examines the relationship between Health Consciousness (HC), Organic Food Knowledge (OFK), Subjective Norms (SN), Price Perception (PP), Environmental Concern (EC), Attitude (ATT), Willingness to Purchase (WP), and Actual Buying Behaviour (ABB) towards organic food. Furthermore, the study explores the mediating effects of ATT and WP in the relationship between the aforesaid variables and ABB. The data was collected from 240 respondents using convenience sampling approach. The Structure Equation Modelling (SEM) using ADANCO 2.2 is used to test the hypotheses of the conceptual model proposed in the present study. The study found that the variables HC, OFK, SN, EC, ATT, WP significantly affect the ABB. Also, it is observed that EC is the strongest predictor of ATT, WP, and ABB in organic food purchase, whereas PP is the

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A Study on Customers Attitude Towards Motivation of Selecting the Bank

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A STUDY ON CUSTOMERS ATTITUDE TOWARDS MOTIVATION OF SELECTING THE BANK

Dr.Anitha.G

Associate Professor, Maharaja Agrasen Institute of Management Studies, New Delhi.

Keywords: Customers Attitude - Efficient Services- Reliable services - Bank Offerings - Personalized Service

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ABSTRACT:



Stock Market in India and Covid -19- An Empirical Understanding

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Abstract

This article has focussed on the impact of Covid-19 on the share markets in India since the pandemic begun. BSE and NSE stock exchanges have been considered. Specially 21 securities (on the basis of market capital) of different sectors of NSE have been considered in this article to have a better understanding of the impact of Covid-19 on Indian Stock market over the period of study.

Key words: BSE, NSE, Stock price, Covid-19, Indices

Introduction

If we look back far enough in history, we can see that the share market meltdown was caused by a variety of causes. Here's a rundown of the top ten market collapses in history. Tulip Mania in the Netherlands caused the market to crash in 1673. The South Sea bubble pulled the stock market in the United Kingdom to a halt in 1720. In the year 1873, the price of the shares in Vienna plummeted as a result of uncertainty.

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Psychological capital and innovative work behaviour: The role of mastery orientation and creative self-efficacy

Anil Kumar Goyal

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Psychological capital and innovative work behaviour: The role of mastery orientation and creative self-efficacy

Dharmendra Kumar ^a , Yogesh Upadhyay ^b , Radha Yadav ^c , Anil Kumar Goyal ^d

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Abstract

Continuous innovation is what helps companies survive the highly discontinuous competition. Securing innovative work behaviour from employees has drawn the attention of businesses and researchers alike. The current work draws on broad

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Economic, Political and Institutional Determinants of Foreign Direct Investment Inflow in Emerging and Developing Asia

Anil Kumar Goyal

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Title: Economic, political and institutional determinants of foreign direct investment inflow in emerging and developing Asia

Authors: Anil Kumar Goyal

Addresses: Maharaja Agrasen Institute of Management Studies, Sec. 22, Rohini, New Delhi 110085, India

Abstract: This study investigates the role of economic, political and institutional factors in attracting foreign direct investment (FDI) inflow in the top five host economies of emerging and developing Asia consisting of China, Hong Kong, Singapore, India, and Vietnam for the period 2006-2016. The study is based on determinants, identified from literature review on the basis of their relevance and significance, of FDI inflow. The study uses fixed effects panel regression in order to measure the significance of determinants of FDI inflows in the top five host economies of developing Asia. The findings of panel regression model reveal that most of the economic variables seem to be statistically significant and determinants FDI inflow as compared to institutional and political variables of FDI. After imputing variables into economic, political and institutional, multiple regression estimates indicate that coefficients of economic and institutional factors are significant as determinants of FDI inflow in developing Asia.

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Contextualizing Abusive Behaviour of Dominant Entity- Challenges Before Fair Competition Market

Nisha Dhanraj Dewani

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Abusive Behaviour of Dominant Entity- Challenges Before Fair Competitive Market

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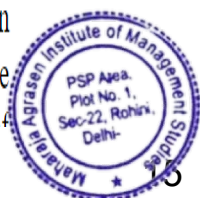
Contextualizing Abusive Behaviour of Dominant Entity- Challenges Before Fair Competitive Market

¹Dr. Nisha Dhanraj Dewani, ²Dr. Zubair Ahmed Khan, ³Dr. Shaharyar Asaf Khan

Abstract

Unfair practices and abuse of dominant positions are prohibited in India as they together attempt to disrupt healthy market competition. In India, sections 3 and 4 of the Competition Act 2002, deal with these unpreferred practices and abuse of dominant position, respectively. It's crucial to grasp the differences between the aforementioned clauses since, despite their superficial overlap, they each has a separate scope of action. Only when an agreement pertaining to the production/ supply of products or rendering of services creates or is likely to cause significant detrimental effect on competition inside India makes a company or association of companies liable under Section 3 of Competition Act, 2002. Dominance concerned with the dominating enterprise's or group's unilateral behavior is called abuse of dominance. While the assent of two or more independent entities is required to establish a case of abuse of dominance. It is one-sided act, does not arise from an agreement requiring the permission of more than one party. Finding out if there has been a real abuse of dominating position takes three stages. First, the target market must be identified. Second, it is weighed if the firm has a dominating position in the relevant market. Finally, dominance per se is not deemed anti-competitive. Section 4 requires an abuse of dominating position. So, to restate, mere domination is not illegal. Also, identifying dominance comes as a criterion while imposing penalty. Finally, there are covered with the idea of

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Charu Mohla & Tanu Agarwal

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Association Between Risk Taking Behaviour and Business Startup

Dr. Charu Mohla¹, Dr. Tanu Aggarwal¹

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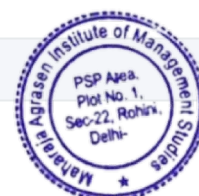
Abstract

People do have different personality traits and they believe that these personality traits will be either healthy. Generally personality traits are characteristics of enduring behavioural and emotional patterns. So we don't consider isolated occurrences because anyone occasionally can lose patience, feel angry so on. Myers-Briggs developed an introspective self-analysed questionnaire and discussed major personality traits Extraversion/Introversion, Sensing/Intuition, Thinking/Feeling, and Perceiving/Judging. In this present paper we would be discussing Extrovert and Introvert personality traits and would try to analyse their influence on risk taking behaviour with specific reference to Start Ups. If we talk about Extroverts are those who enjoy life. But this is not as easy as it seems. There are

Keywords

Introverts, Extroverts, Business Startup, Entrepreneurs, Personality Traits, Risk Taking Behaviour

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Analytical Study on Pradhan Mantri Awas Yojana (Housing for All)

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Tanu Aggarwal*

Charu Mohla**



Abstract

The role of this study is to provide information to home buyers about Housing for All(Urban) by 2022 in an Indian context. The study has been conducted to know about budget allocation, contributions of public and private sector banks, state wise project under consideration and financial assistance provided to states under PMAY. The Housing sector

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A Coherent Minimum-Process Dependable Reclamation Line Collation Scheme for Fault-Tolerant Mobile Distributed Systems

Deepak Daggar

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Minimum-Process Dependable Reclamation Line Collation Scheme for Fault-Tolerant Mobile Distributed Systems

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A Coherent Minimum-Process Dependable Reclamation Line Collation Scheme for Fault-Tolerant Mobile Distributed Systems

Dr. Deepak Daggar¹, Dr. Ajay Sharma², Dr. Sanjeev Kumar³, Dr. Ajeet Kumar⁴, Mohit Kumar⁵

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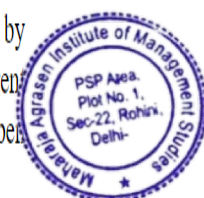
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Vol 71 No. 3 (2022)

Abstract

We advocate a minimal-process coordinated Dependable Reclamation Line Collation arrangement for non-deterministic mobile distributed interconnection; where no incompetent recuperation-points are captured. An effort has been made to moderate the intrusion of proceedings and synchronization overhead. We capture the partial transitive interdependencies during the normal accomplishment by piggybacking interdependency arrays onto computation communications. Recurrent terminations of Dependable Reclamation Line Collation arrangement may happen.

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A Study of Work place Deviances with Respect of Age and Gender

Sangeeta Malik

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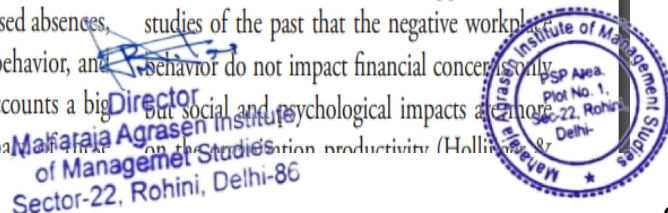
-Sangeeta Malik, Professor, Maharaja Agrasen Institute of Management Studies, Rohini, Delhi

ABSTRACT

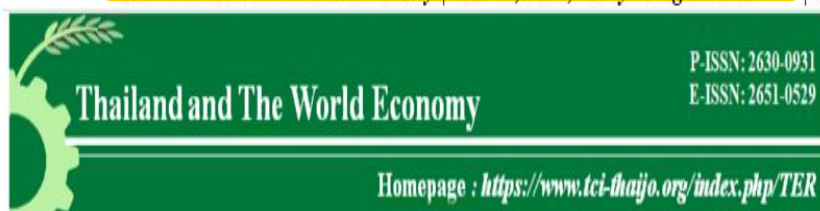
Workplace deviances have always been critical issues in organization among researchers and managers. The occurrence of deviant behavior involves deception, employees thievery (stealing & shoplifting), squashing, unexcused absences, taking long breaks, rude violent behavior, and sexual abuses at the workplace accounts a big task for organizations. The impact of these

INTRODUCTION

Today, workplace deviant behavior is one of the major concern for the organization and also a focal area of further study and attention (Bennett & Robinson, 2003). Research support several studies of the past that the negative workplace behavior do not impact financial concern only but social and psychological impacts a more on the organization productivity (Hollinsworth, 2007).



Thailand and The World Economy | Vol. 40, No.2, –May - August 2022 | 18



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Page [18-40]

Leadership Skills for Industry 4.0: Scale Development and Validation

Puja Khatri

University School of Management Studies, Guru Gobind Singh Indraprastha University, India

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Department of Business Administration, Maharaja Agrasen Institute of Management Studies, India

Khushboo Raina

Department of Management, Lal Bahadur Shastri Institute of Management, India

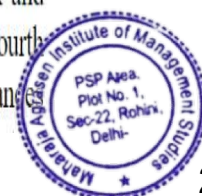
Received 10 September 2021, Received in revised form 22 November 2021,

Accepted 25 November 2021, Available online 2 May 2022

Abstract

Varying impact of digitalization is felt on all organizations irrespective of their sector/industry. The milieu is relatively under researched for the manufacturing sector. Complexity of the situation is further intensified by volatile, unpredictable, complex and ambiguous conditions (VUCA) of the existing environment, announcing onset of the fourth industrial revolution – Industry 4.0. Leading an organization amidst such circumstances

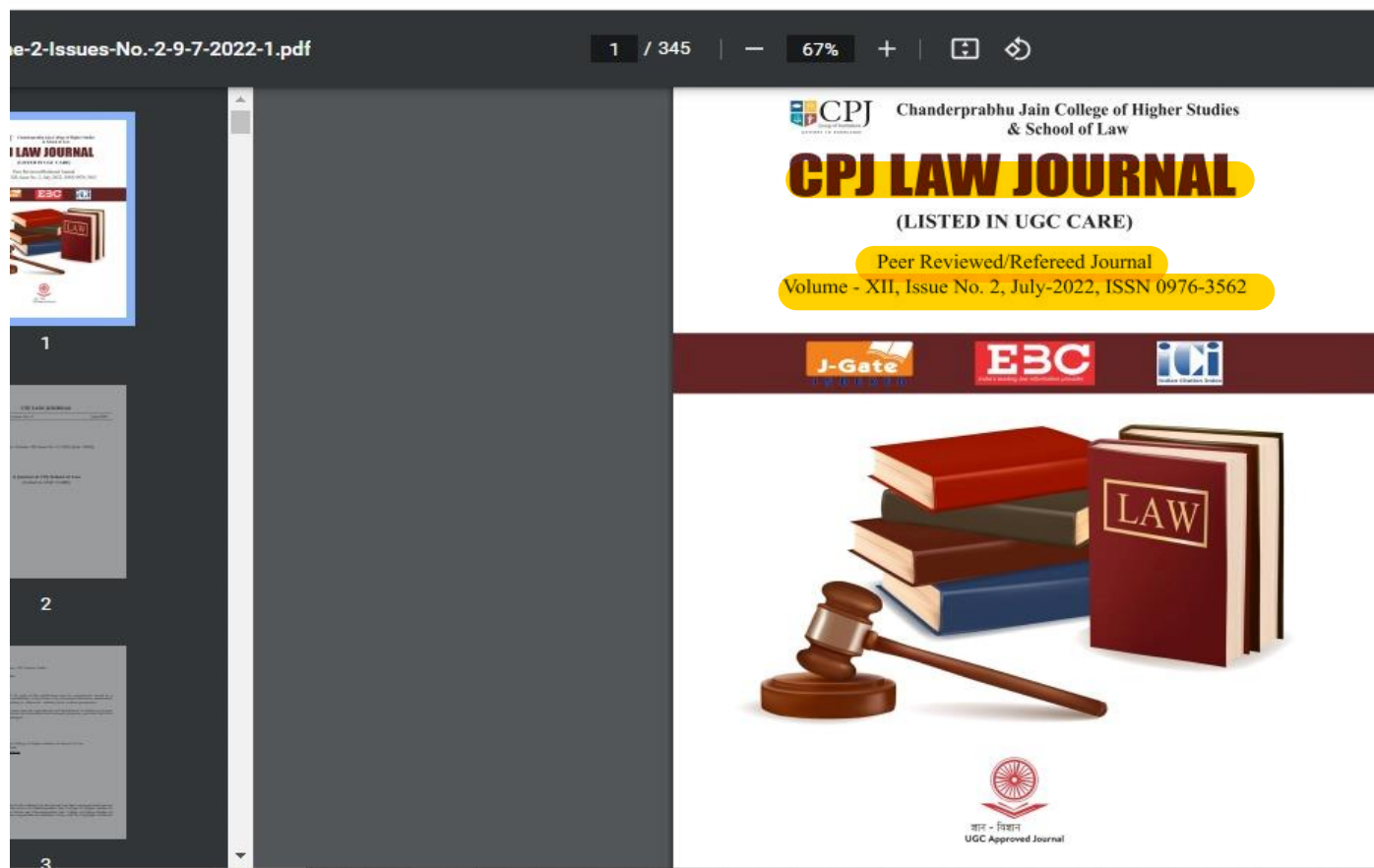
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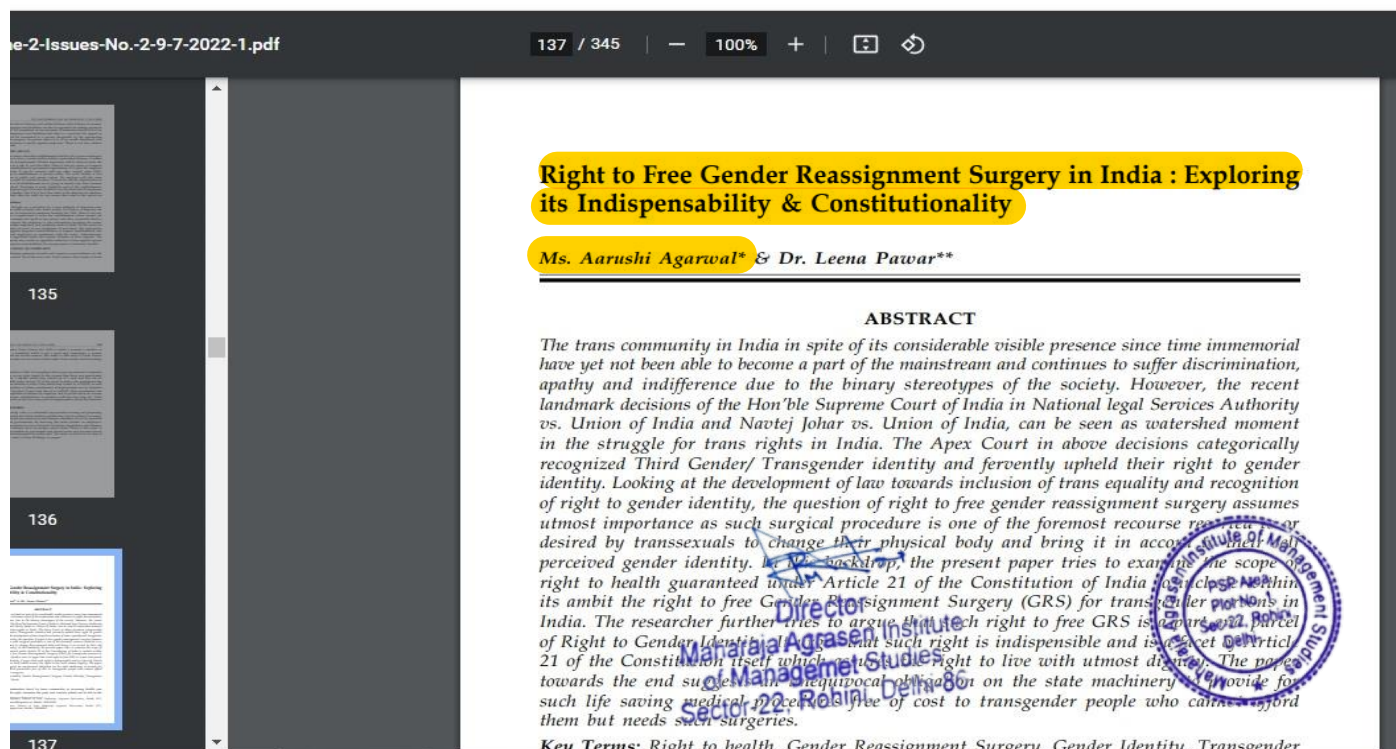
Right to Free Gender Reassignment Surgery in India : Exploring its Indispensability & Constitutionality

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Evaluating the Attitude of Employees from the Practice of Exclusive Talent Management: A Study of Hotel Employees in Delhi.

Rajneet Bhatia

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Evaluating the Attitude of Employees from the Practice of Exclusive Talent Management: A Study of Hotel Employees in Delhi

Rajneet Bhatia and Papori Baruah [View all authors and affiliations](#)

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Abstract

Understanding employees' attitude towards the practice of exclusive talent management (ETM) has become increasingly important for ethical concerns. Despite its significant importance, this study is one of its kind,

<https://doi.org/10.1177/23220937221118189>

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Organizational citizenship Behaviour of employees Towards Organisation and Individuals: An Empirical Study on Indian Service Organisations

Ravi Kumar Gupta & Sakshi Gupta

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Organizational citizenship Behaviour of Employees Towards Organisation and Individuals: An Empirical Study of Indian Service Organisations

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Thailand and The World Economy | Vol. 40, No.2, May – August 2022 | 168



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Organisational Citizenship Behaviour of Employees Towards Organisation and Individuals: An Empirical Study of Indian Service Organisations

Ravi Kumar Gupta

Faculty of Management, Maharaja Agrasen Institute Management Studies, India

Amar Nath Gupta

Faculty of Management, University of Delhi, India

*Sakshi Gupta**

Faculty of Economics, Maharaja Agrasen Institute Management Studies, India

Vishal Kumar

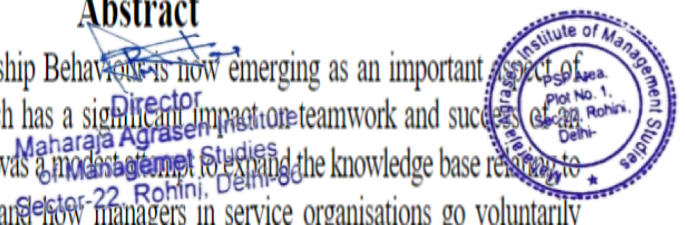
Faculty of Management, Maharaja Agrasen University, India

Received 10 September 2021, Received in revised form 16 February 2022,

Accepted 18 February 2022, Available online 2 May 2022

Abstract

Organisational Citizenship Behaviour is now emerging as an important aspect of human behavior at work, which has a significant impact on teamwork and success of an organisation. The present study was a modest attempt to expand the knowledge base relating to the vital question of whether and how managers in service organisations go voluntarily



Impact of mentoring on organisational role stress and role efficacy: an empirical evidence from India

Bharti Shauran

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Published Online: August 2, 2022 · pp 223-250 · <https://doi.org/10.1504/IJHRDM.2022.124876>

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Abstract

This study examines the impact of career and psychosocial mentoring on the role efficacy and organisational role stress of employees. Survey methodology was used to test the hypotheses. The sample was randomly selected amongst the employees working in the IT sector in Delhi and National Capital Region (NCR), India. A total of 220 complete responses were received where 89 employees did not have any mentor and 131 employees were mentored. A pilot study was carried out to develop valid data items for the survey and to test the reliability and internal consistency. The findings indicate that

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Effectiveness of Marketing Communication Strategies of FMCG Sector During COVID-19 (Only print version available)

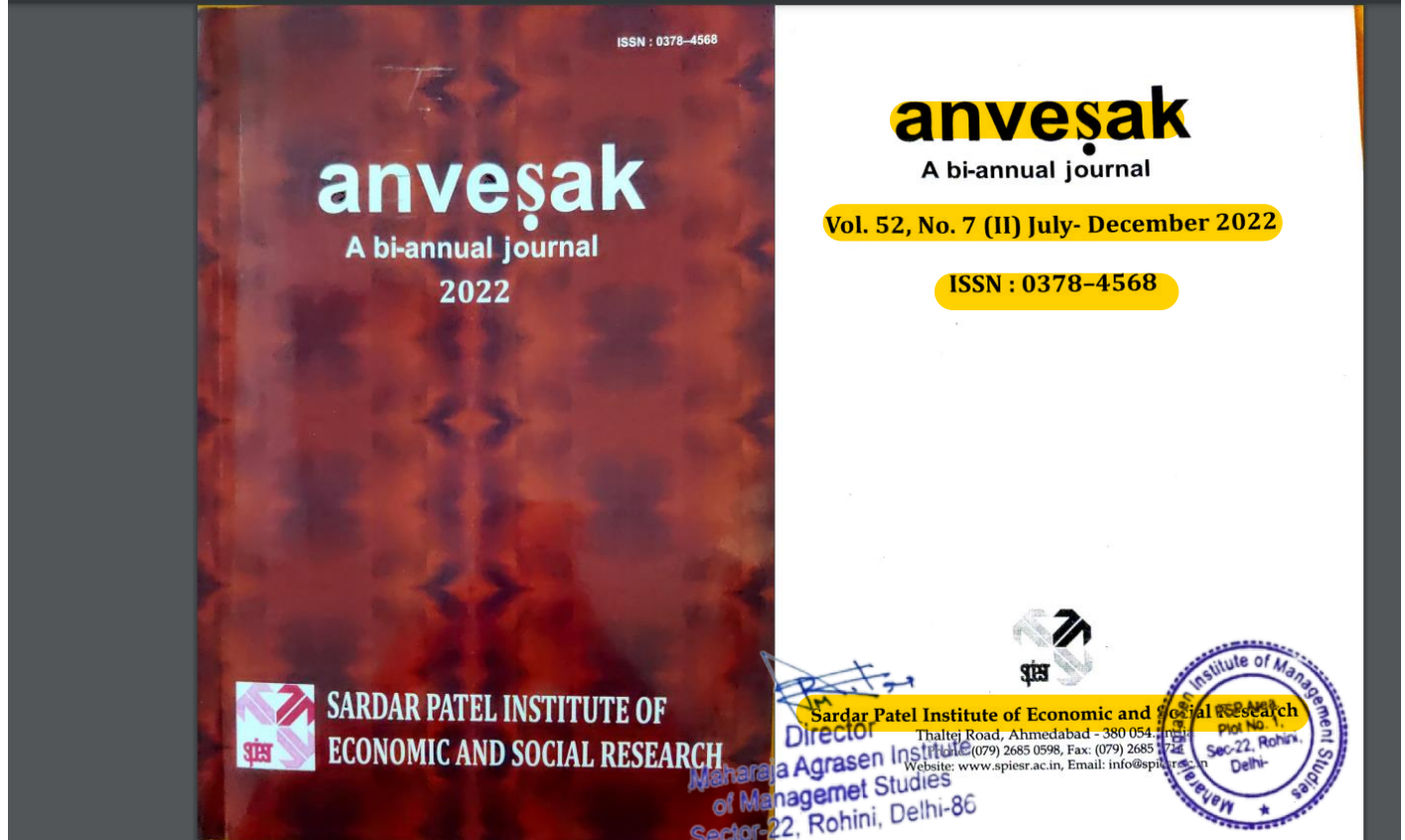
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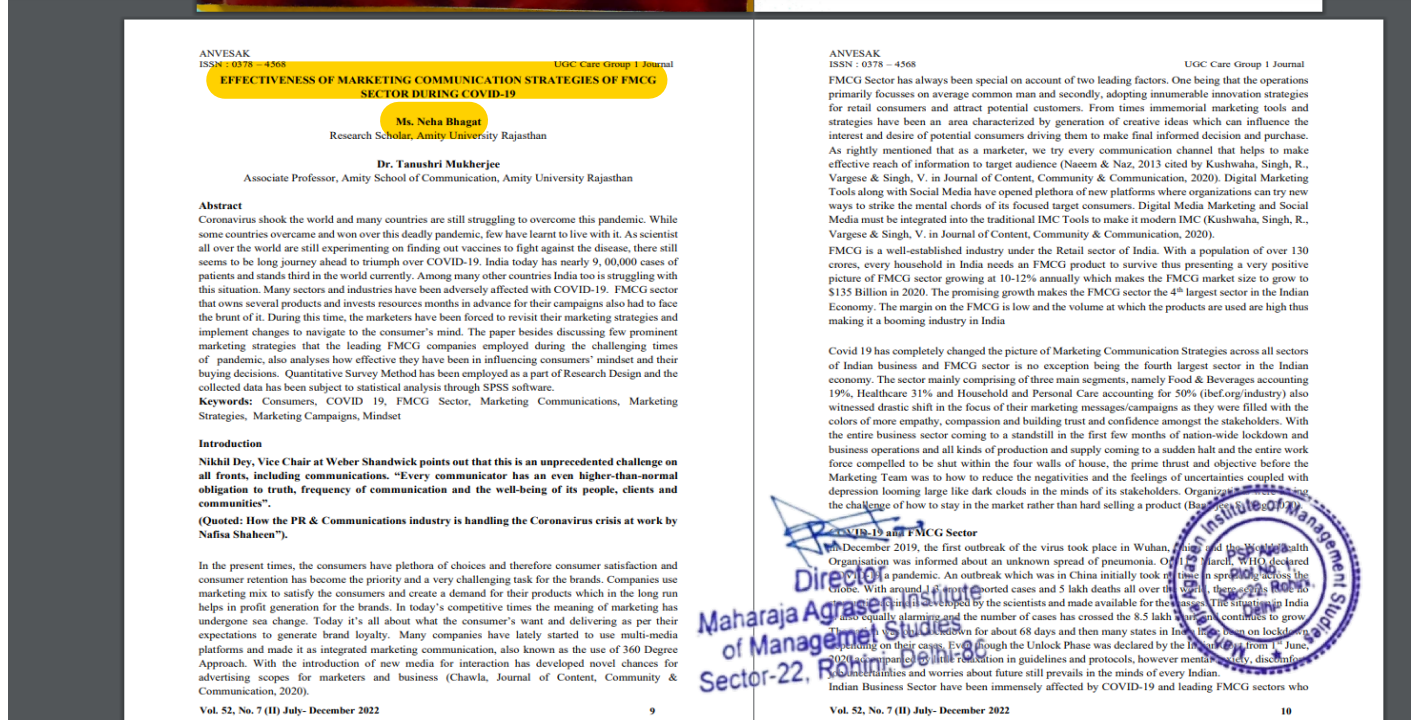


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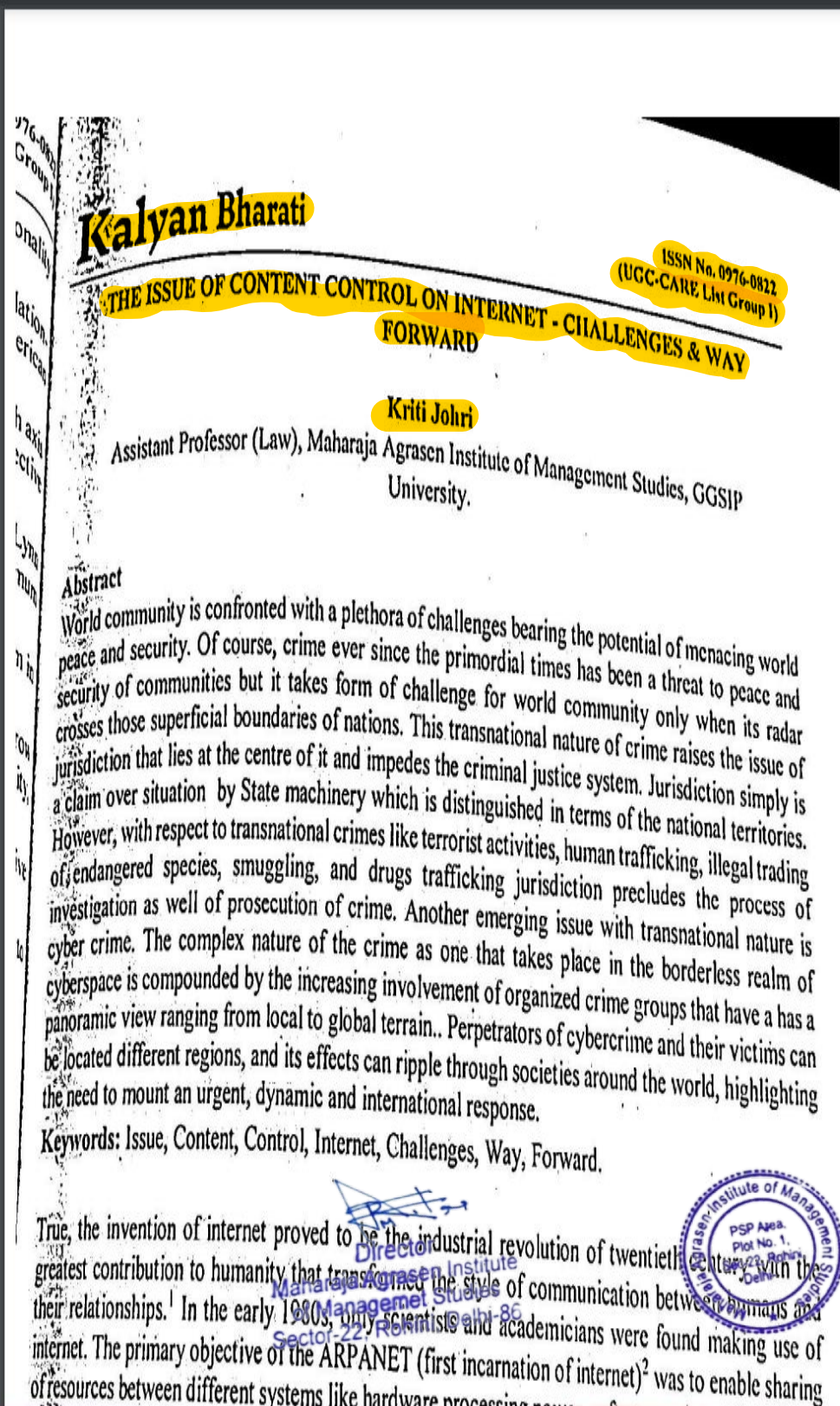
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Shikha Sharma

ijcne.org/article.asp?issn=2230-7354;year=2021;volume=22;issue=2;page=215;epage=220;aulast=Sharma

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Year : 2021 | Volume : 22 | Issue : 2 | Page : 215-220

Review of studies on stress, job satisfaction and resilience among nursing professionals

Shikha Sharma¹, Parvaiz Talib², Ganesh Singh³

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³ Professor & Program Director- Ph.D, All India Management Association – Centre for Management Education, New Delhi, India

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09-Feb-2021

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09-Nov-2021


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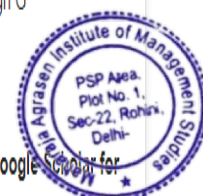
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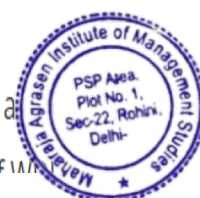


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Abstract

Strong labour laws play a major role in motivating innovation among employees. It has been found in the literature that stringency of labour laws is positively linked with employees' efforts in innovation, in particular, wrongful discharge laws (WDL). However, employees may also bring nuisance suits against employers. Usually, the result of these suits is that both parties settle with each other. Thus, even if employees are justly dismissed, they may be able to bring nuisance suits against employers and gain a settlement amount. This article investigates how the possibility of bringing nuisance suits affects the impact of WDL on employees' efforts in innovation.

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Changing patterns of the teacher as a servant leader in Asia Pacific: a review and research agenda

Sumedha Dutta

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ABSTRACT

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Moderating Impact of Foreign Financing, Government Ownership, Firm Liquidity and Size on Leverage-Performance relationship: An Indian Evidence

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Moderating Impact of Foreign Financing, Government Ownership, Firm Liquidity and Size on Leverage - Performance relationship: An Indian Evidence

PREETI BANSAL*

C.S. SHARMA**

AMIT KUMAR SINGH***

Abstract

Research is ambivalent on the impact of leverage on performance. The present study revisits this relationship to discover possible reasons for it by examining the moderating role of firm characteristics such as foreign financing, government ownership, firm liquidity and firm size, which individually are empirically known to be determinants of capital structure and performance. The analysis is based on 17 years financial data of non-financial BSE 500 firms from 2004 to 2016. Leverage was found to have significant negative impact on firm performance, measured by ROA and RONW. However, this relationship was found to be positively moderated by firm characteristics under study. The study also provides insights into the reasons for the moderating impact of these firm characteristics; foreign financing reduces the overall cost





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Authors: Varuna Kharbanda; Rachna Jain

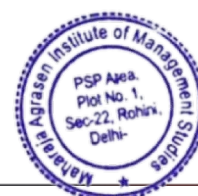
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Abstract: The study examined the impact of COVID confirmed cases and deaths on BRIC countries' stock market return and volatility. The entire data was collected for the time duration from 1 June 2019 to 31 May 2020 for all the four BRIC nations. The results based on GARCH (1, 1) model revealed that stock markets were adversely affected due to COVID 19 crisis. Moreover, results suggest the negative correlation between stock market return and volatility index. The results are robust, as VAR-X model also suggests that volume of BRIC nations stock market have a negative significant impacted due to cases and deaths by COVID. The study highlights that investors are in a pessimistic mode due to COVID, which is evident from stock market results of BRIC nations. Overall, the results illustrate the changes in financial markets globally due to COVID.

Keywords: stock market; COVID 19; volatility; BRIC; investors.

DOI: 10.1504/IJFMD.2021.10038840


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Working in lockdown: The relationship between COVID-19 induced work stressors, job performance, distress, and life satisfaction.

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Abstract

Background & aim

In the wake of COVID-19, organizations all over India have closed their premises and shifted to work from home policy to curb the further spread of the virus. This has led to increased

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Impact of mentoring on academic success of students in similar and cross gender mentoring relationships

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Impact of mentoring on academic success of students in similar and cross gender mentoring relationships

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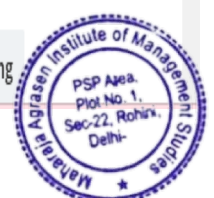
mentoring

Abstract

The study examined the impact of faculty mentoring/mentoring functions on academic success of the students in case of similar gender and cross gender mentoring relationships. Data has been collected from 400 college students. To examine the moderating effect of gender, stepwise regression has been run between four mentoring supports and academic success. Findings indicate that in case of same gender of mentor and mentee, mentoring has more impact on academic performance of the students. This indicates that mentoring functions give significantly more positive outcomes related to the academic success of the students in case of same gender as compared to the cross gender mentoring relationships. Similar gender mentoring relationship also increased the benefits of the mentoring and significantly improved the academic outcomes. So far, no study has examined how similarity in terms of gender of mentor and mentee affects mentee's academic success.

Keywords

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Are The Women Empowered or Economically Abused? -Dilemma For 21st Century.

AUTHOR'S NAME-MS. TARANPREET KAUR

**AFFILIATION-ASSISTANT PROFESSOR AT MAHARAJA AGRASEN INSTITUTE OF
MANAGEMENT STUDIES ROHINI, DELHI-110085, AFFILIATED TO GGSIPU, DELHI**

Abstract

WOMEN EMPOWERMENT- Women's empowerment can be defined to promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others.

It is closely aligned with female empowerment – a fundamental human right that's also key to achieving a more peaceful, prosperous world.

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Abstract

Due to the outbreak of Covid-19, the colleges and universities across the world have shifted to online classes in place of face-to-face classes. In the wake of this outbreak, the present study focuses on analyzing the impact of sudden shift to online classes, on the undergraduate and

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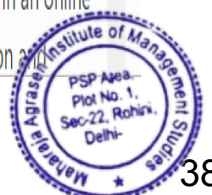
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Akyol, Z., & Garrison, D. (2008). The development of a community of inquiry over time in an online course understanding the progression

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An Impact of FPI Inflows, Nifty Returns, and S&P Returns on India VIX Volatility

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Effect of occupational status of married working women on family life, job satisfaction and her psychological well being

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Effect of occupational status of married working women on family life, job satisfaction and her psychological well being

Ms.Taranpreet Kaur

Assistant Professor, Department Of Commerce, Maharaja Agrasen Institute Of Management Studies, India. taranpreetkaur.faculty@mains.ac.in

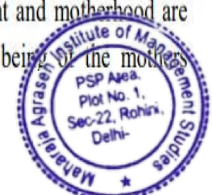
Abstract - The study examined the impact of work and family role characteristics on work-family conflict, and indicators of psychological wellbeing among women. Results shows that employment type and gender have independent main effects on several of the study variables. Literature has conceptualized well-being in the work domain through specific constructs, such as job satisfaction, work alienation, work-family conflict, and the perception of decision-making. Research from a gender perspective has examined gender differences in relation to these variables, showing that—compared to men—women in most cases experience lower job satisfaction, less decision-making, and higher work-family conflict. Another body of studies has driven the attention to the impact of the occupational status, demonstrating a general positive effect of high-status occupations. However, considering disparities between men and women in career success, the documented gender differences may also be influenced by the fact that women generally hold lower positions, as well as the effects of status may be related to the prevalence of men in high-status job.

Keywords-Working women, emotional sustainer, emotional wellbeing, economic independence and dependence.

I. INTRODUCTION

The working women is not a new addition to the Indian psychological well being of the women but on the other hand it is less clear how employment and motherhood are associated with psychological well being the most

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The Impact of the Use of Visual Communication Design on consumption Culture in Print and Broadcast Media: A Critical Assessment

Jitender Vig¹, Dr. Manish Kumar Jaisal²

Department of Mass Communication,

^{1,2}Shri Venkateshwara University, Gajraula (Uttar Pradesh)

Abstract

Visual communication is a form of communication that uses visual elements to deliver a message. Visual communication can take many different forms, such as illustration, typography, colour, signage, and drawings. A strong visual communication piece should be able to clearly communicate its message to the viewer. With time, visual communication design, or graphic design, has been invented to enhance an artifact of service and to transmit a message. At present, the younger generation is very much influenced by this new way of

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An Empirical Study on Analysing the Pathway of Success for Leaders in Hospitality Industry

Charu Mohla

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An Empirical Study on Analysing the Pathway of Success for Leaders in Hospitality Industry

Authors' First Name: Dr. Charu

Authors' Last Name: Mohla

Designation: Associate Professor

Institution: Maharaja Agrasen Institute of Management Studies, New Delhi

Contact No: #9899030936

Emailed: charu12mohla@gmail.com

Abstract

The leadership management in the hospitality industry is becoming a challenge nowadays. However, there is a little competition in the market especially in the field of leadership management in the hospitality industry. The hospitality industry must be developed because of the development of the open market operations within the country to stop the government has been given a high rate of tax

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Impact of Education Level on Occupational Stress

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Book Scan

Travelling the Road of Appraisals

Any organisation walks on two legs, one is appraisal and the other is audit. It may be useful to point out that both the words 'appraisal' and 'audit' are being used, in this text, in a more extended sense than the dictionary meaning. 'Appraisal' has to do with reference to the objectives of the organisation. If the objectives are unclear, excessively general and are open to varying interpretations; this will cascade to the health of the appraisal system, its operations and its outcomes.

It is one of the sorry truths of appraisal systems that they are far too often designed as if they are an important but standalone intervention in the normal running of an institution. This approach needs modification. Appraisal system is more like measuring the 'blood pressure' of the institution. This is much in the same manner as the blood pressure being a window on the state of the human body.

Continuous appraisal against well-worked-out standards is the key to assessing organisational health. If it is mixed up with personalised perceptions of key individuals doing the appraisal the outcome would be the same as would be the case of a Doctor who brings to the assessment of the health of the human body, his own perceptions on what would suit him to conclude. It is comparatively rare to find appraisal systems which have achieved a bottom line of satisfaction to all the stakeholders. That it can be done is a fact of the case borne out in various systems. Consider the appraisal system of student's performance in several systems including IITs and IMs.

Both IIT and IIM systems generically have internal evaluation of student performance. There is no so-called 'confidential department' in the institution which is responsible for the question paper being set, examinations being conducted and scripts marked in a so called 'confidential' manner. The teacher sets the question, evaluates the scripts. Talk of leakage of the question paper or some students getting access to it over others is a rarity, if at all. The evaluation process is a matter of routine and evokes confidence. Rare aberrations, if any, are handled adequately and mostly to the satisfaction of all parties.

As compared to this the faculty or the staff appraisal often raises squabbles, irritation and at times controversies. This need not be so. If a system can run student appraisal in an open manner with a high index of satisfaction, surely it has the wherewithal of sound appraisal methodology.

This is a proposition which needs considerable more thought, institution wide. It needs to be benchmarked for stabilisation, continuous review and subsequent upgradation. The answers will lie perhaps in institutional culture, the kind of leadership it has and the preparation that is put in.

If institution wide, the history of internal assessment were examined, it would be noticed that it was not achieved of a sudden but emerged over years of controlled experimentation and sensitive monitoring. External evaluation of students had an incremental dualism with internal evaluation. In many cases, internal evaluation was introduced with a limited percentage of marks being allotted to it. Different types of

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Impact of Education Level on Occupational Stress

Abstract

The present study examined the relationships of independent variable education with occupational stress in hotel industry employees and IT industry employees. A purposive sample of 282 associates from Indian five star Hotels and 278 associates from Indian listed IT Companies was chosen. Region of data collection was Delhi and NCR. The Shailendra Kumar's Occupational Stress Scale was used for data collection, while MANOVA and ANOVA are used for statistical analysis. For the present study ten variables of occupational stress Group cohesiveness, Role Clarity, Fair Compensation, Consistent Role Demands, Adequate Workload, Managerial Support, Context Sensitive, Comfortable Job, Job Capability Fit, Role Autonomy were studied in detail. The study strongly indicates the relationship between occupational stress and demographic variable education.

Keywords: Stress, Occupational stress, Education, IT, Hotel

Charu Mohla
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Drivers for Online Buying Behaviour in Bangladesh

Abstract


Online shopping is developing rapidly now-a-days. A peep into the exponential growth of the fundamental players in this industry indicates that there is an enormous store of market potential for online shopping. The convenience of online shopping renders as a developing trend among consumers of a developing country like Bangladesh. The predominance of online shopping has raised the interest of the retailers to focus on this area. Therefore, this study is used to identify the drivers influencing online buying behaviour in Bangladesh. A survey was conducted among 200 respondents from four different districts in the southern part of Bangladesh through a structured questionnaire. At first, factor analysis has been applied to find out the factors influencing online buying behaviour and finally, multiple regression analysis was conducted to estimate the relative importance of each of the factors. Results indicate that a consumer purchase online products two times in a month. The results also show that physical benefits are the most important factor for online shopping whereas transaction cost and product information may influence the online buying decision. The implication of the study is that the online sellers should care about the marketing activities of the online goods with a view to increase their sales growth in future.

Keywords: Buying Behaviour, Clothing Products, Online, Robust Estimation and Bangladesh

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Impact of Cultural Competences in Authentic Leadership to enhance diversity in the Workplace

Charu Mohla

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PARIPEX - INDIAN JOURNAL OF RESEARCH | Volume - 10 | Issue - 10 | October - 2021 | PRINT ISSN No. 2250 - 1991 | DOI : 10.36106/paripex



ORIGINAL RESEARCH PAPER

IMPACT OF CULTURAL COMPETENCIES IN AUTHENTIC LEADERSHIP TO ENHANCE DIVERSITY IN THE WORKPLACE

Management

KEY WORDS:

Autocratic leadership, cultural diversity, transformational leadership, cultural competency, transactional leadership, loyal customer base, competitive advantage, authentic leadership, communication, healthy work environment, motivational lecturers.

Dr. Charu Mohla

ABSTRACT

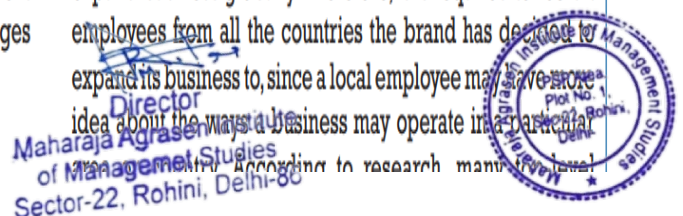
It has been observed that companies were paying more attention towards maintaining cultural competency to improve organizational reputation and enhancing brand image and brand worth in the global context. Maintaining a culturally diversified workforce has become an important factor as it increased productivity of an organization to a great extent. Effective implementation of appropriate leadership styles has become essential for monitoring and regulating various organizational activities in a smooth way. Moreover, it might be mentioned without any doubt that several companies have been focusing on changing leadership styles in order to achieve organizational goals while maintaining a culturally diversified workforce.

INTRODUCTION

Cultural diversity in the workplace has emerged as an essential factor for the growth and development of the retail industry in the global context and leadership plays a vital role in maintaining a proper cultural competency. It may be stated that cultural competency has a direct impact on the performance of the workforce as it enhances the productivity of the employees to a great extent. In this report, a detailed discussion will be made on the different aspects of cultural diversity in the retail industry and the way in which different leadership styles become important in handling the changes in an effective way.

Discussion On Importance Of Cultural Competency Of Modern Organizations

Cultural competency is the concept of communication with people who belong to various cultural groups by displaying positive behaviour and attitude and this practice also helps an individual gather knowledge about different cultures and values as well. In a workplace, it has become a necessity to include employees from several different cultural backgrounds, as the majority of businesses have decided to expand business globally. Therefore, it is required to recruit employees from all the countries the brand has decided to expand its business to, since a local employee may have some idea about the way a business may operate in a particular region. According to research many firms have



The Blind Side: Social Media Literacy and Usage Patterns among the Visually-Impaired

Gulshan Gupta

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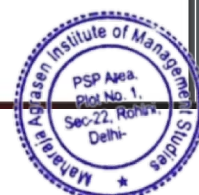
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The Blind Side: Social Media Literacy and Usage Patterns among the Visually-Impaired

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'To What Extent Digitalization helped Visually Impaired People during Covid-19?'

Gulshan Gupta

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To What Extent Digitalization in India has Helped Visually Impaired People during COVID-19?

GULSHAN GUPTA*

ABSTRACT

Today, when India is becoming progressively digital and the system is also motivating the countrymen to become a digital citizen then persons with visual disability feel the change of inclusive development in the society. This study put some light on to what extent digitalization in India has helped people with visual impairment to be media literate. It seems that the digital change is empowering visually disabled people but the study also raised the curtain from the scarceness of the provided resources as well as the shortcomings of the performing authorities. This study provides an inside vision of difficulties and challenges people with visual impairment are facing. To achieve the objective of the study qualitative methods have been adopted to identify the challenges being faced by the people with visual impairment towards digital literacy. The focused group discussion and expert interviews were conducted to understand the challenges people with visual impairment are facing during the COVID-19 pandemic in the digital age. A study has been done wherein people with visual impairment discussed on what are the scopes, opportunities and challenges of digitalization to become digital citizens of India to overcome the COVID-19 effect. The overwhelming points that were put together by those people said that 'people with visual impairment are still struggling to connect with the digital society'. Findings from expert interview and focus group discussions show that to be a media literate citizen, the prerequisite for persons with visual impairment is to have accessible platforms. COVID-19 was an unannounced calamity for the world and the Indian population. In this context, the study recommends that during the policy-making and implementation of the policy, machinery should also focus on the capabilities of the (visually) disabled people so that inclusive facilities could be developed.

Keywords: Digital India, Visual impairment, Digital empowerment, Visually impaired, COVID-19

Introduction

Persons with visual impairment and sighted people both experience the digital world differently. It is significant to experience and apprehend the challenges people with visual impairment are facing towards becoming a digital citizen and also to fight the pandemic like COVID-19.

Today, all forms and tools of communications are towards coin the major digital changes in the world. However, the digitalization plays an important role towards making visually impaired people's life easier. But after a new normal (lifting of lockdown

As per the Census 2011, in India, out of the 121 crore population, about 2.68 crore persons are disabled which is 2.21% of the total population. India has the largest population of visually impaired people in the world. Dr. S. S. Badrinath, (Ophthalmologist and founder of Iconic Sankara Nethralaya of Chennai) says, majority of the visually impaired population of the world reside in India. India as a country gives equal rights to its citizens. The Persons with Disabilities Act (1955) especially emphasizes on the rights of equal opportunities, protection of rights and full participation of the persons with disabilities. But

10

GULSHAN GUPTA

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The study shows that notwithstanding with efforts of the Government of India to promote digitalization in India, people with visually impaired are in a large part of the country remain excluded from becoming a digital citizen. The space and opportunities of accessibility remain the biggest challenge for the majority of people with visual impairment all across the country.

A report from the Digital Empowerment Foundation in 2018 says that around 90% population of India is now digitally literate. But on the other side, it is also true that there is a big gap to bridge and connect the disabled community to the digital society because even after the digital revolution, many digital platforms and services are challenging and not accessible to visually impaired people. Candido (2008) also indicates that to develop digital and online learning skills among visually challenged persons there is a lot to be done.

Review of literature

The focus of this study is to penetrate the ways that people with vision impairments in India experience the significance of digitalization particularly during the COVID-19.

The World Health Organization (WHO) defined the SARS-CoV-2 virus outbreak as a severe global threat. During the time of the COVID-19 pandemic across the world, the media has played its role significantly. Despite the geographical lockdown and social distancing, people established and maintained well social connections by making good utilization of digital platforms. The mainstream media played a worldwide role in coronavirus disease tracking and updates through the live update dashboard. Media reinforced COVID-19 illness-preventing guidelines daily informed for all public health-related communication and provided information on education, government policies, public health, updates and all types of information through its

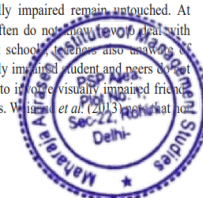
information (Shu-Feng *et al.*, 2020).

For persons with visual impairment, smartphones are an important tool to use social media. The evolution of applications has increased the use of the internet during COVID-19 and provided access to social media. There is a strong relationship between smartphones and social media. Cell phones and the social media represent a major transformation in the way societies function. The popularity of cell phones and social media can also be seen as a signifier of the loneliness, alienation and sense of separation that modern societies generated (Arthur, 2012). But there is other side too that in case of persons with disability, specifically visually impaired people, they faced multiple challenges during the COVID-19 epidemic.

Srivastava (2020) argues that lack of digital literacy skills has affected the lives of individuals with visual disability. Digital literacy is an important component of media literacy. Digitization has numerous benefits with new paths of opportunity for economic, social, political and educational progress, the inability to access and benefit from this digitization deprives individuals and communities of enjoying the advantages of these opportunities and technological advancements. However, the government has been putting in certain efforts to increase digital literacy amongst the citizen of the country. In 2014, three different programmes on digital literacy have been implemented by the Government of India, The National Digital Literacy Mission, The Digital Saksharta Abhiyan, and The Pradhan Mantri Gramin Digital Saksharta Abhiyan.

But it is imperative to mention that despite all these efforts, inclusion of persons with disability especially visually impaired remain untouched. At home, parents often do not allow their child with a blind child, at school, teachers also avoid with tackling a visually impaired student and peers to get understand how to interact with visually impaired friends in the field games. Various studies have shown that

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Reaction to COVID-19, social media engagement and well-being: a mediation analysis

Sumedha Dutta

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ABSTRACT

The COVID-19 pandemic has led to disruption of employee well-being; changing the work scenario across the globe. The psychological impact of this pandemic is an undeniable stressor greatly affecting employee well-being across cultures. Social media, in such a time of crisis, can provide the

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Predictive Analysis of Manpower Requirements in Scrum Projects Using Regression Techniques.

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Kamna Vaid^a , Udayan Ghose^b


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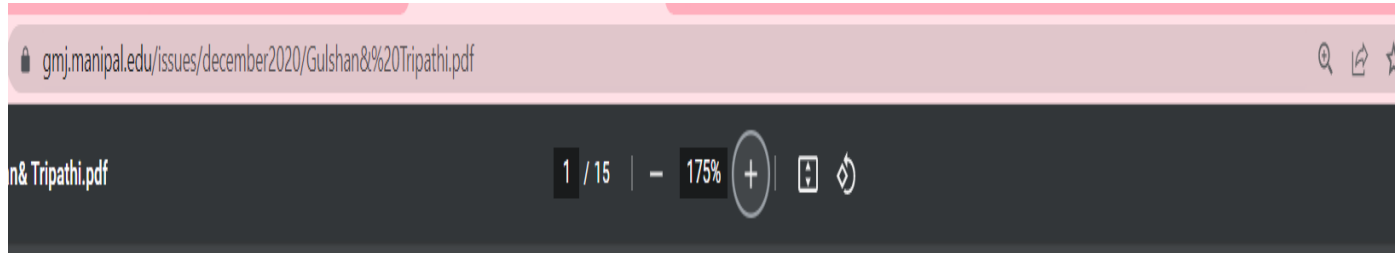
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Abstract

Flexible iterative development life cycle, adaptive nature and fast delivery has given Agile an upper edge as compared to all other software development frameworks. In the current industry scenario agile methods are gaining popularity, owing to its person-centric approach, hence organizations are adopting agile development. It is a paradigm shift at

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Global Media Journal-Indian Edition; Volume 12, Issue 2; December 2020.ISSN:2249-5835

Accessibility of Films and Level of Film Literacy in Visually Impaired People: An Exploration of Media Literacy Skills


Gulshan, Sarvesh Dutt Tripathi

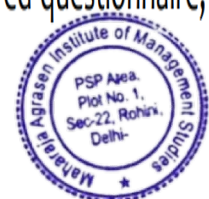
(Ph.D Research Scholar, USMC, Guru Gobind Singh Indraprastha University, Delhi)

(Assistant Professor, USMC, Guru Gobind Singh Indraprastha University, Delhi)

Abstract

This paper records the experiences of visually impaired people who face discrimination of exclusion from cinema which is not accessible to them. Cinema was one of the sectors among several, they are excluded from. This paper inquires about their accessibility skills to the films and measures the level of film literacy. Focus group discussion and expert interviews were part of the research methodology. With the help of a structured questionnaire, film literacy level was measured.


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Exclusive talent management and its consequences: A review of literature

Rajneet Bhatia

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Exclusive talent management and its consequences: a review of literature

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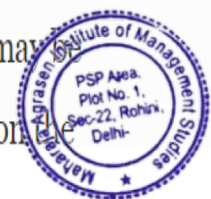
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Abstract

The aim of this paper is twofold, i.e. first to explore the ethical ambiguity arising out of exclusive approach to talent management practices and second to take into consideration the employees' reaction of such practices. Workforce discrimination or segmentation may be feasible from the point of view of cost-benefit, but it imposes serious implications on the

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Role Of Demographic Variables In Emotional Intelligence: An Empirical Study Of Bank Executives

Shilpee Aggarwal

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ROLE OF DEMOGRAPHIC VARIABLES IN EMOTIONAL INTELLIGENCE: AN EMPIRICAL STUDY OF BANK EXECUTIVES

Shilpee Aggarwal*, Parvaiz Talib

Assistant Professor and Research Scholar*; Chairman & Dean,

Maharaja Agrasen Institute of Management Studies, Rohini, Delhi and Aligarh Muslim University, Aligarh*;
Aligarh Muslim University, Aligarh

Abstract: Emotional Intelligence has been identified as an important factor to determine the success and performance of individuals in the banking sector. Banking being the service sector, has pivotal role of emotions to manage its interface with customers on a routine basis. Irrespective of the type of bank; public sector or private, bank executives have to be engaged in managing customers and that can be dealt well only if they have an adequate level of Emotional Intelligence (EI). The study delves into the relationship between EI of bank executives with various demographic factors like Age, Gender, Highest qualification and Type of Bank, Managerial level respectively. The results revealed that bank executives have a high level of Emotional Quotient. Furthermore, a significant positive relationship between managerial level and EI was found. The scores also varied with respect to the type of bank. Whereas, there were no significant differences found in age, gender, and the highest qualification.

Keywords: Emotional Intelligence, Demographic variables, bank executives, age, gender, qualification, type of bank, managerial level.

I. INTRODUCTION

The popularization of the concept “Emotional Intelligence” has given a fresh dimension to the research

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Title: Conceptualising the Rights of Muslim Women in Context of Islamic Personal Law

Other Titles: INDIAN JOURNAL OF LAW AND JUSTICE, Vol. 10 No. 2, September 2019, p 26 - 45

Authors: Gagneja, Shaveta

Keywords: Personal Law
Muslim Women
Triple Talaq
Marriage

Issue Date: Sep-2019

Publisher: University of North Bengal

Abstract: Despite the constitutional commitment for the gender-just laws and equal safeguards for minorities still Muslim women face considerable challenges as a member of largest minority and, are among the poorest, economically vulnerable, educationally and politically marginalized group in the country. Personal law, based on religious laws as modified by state legislation and judicial precedent, governs family relations including marriage, divorce, inheritance and maintenance and applies to individuals on the basis of their religious identity have become the benchmarks of a gender-just existence. According to Sachar Committee report media has extensively highlighted on select cases of Muslim women passionately in identifying the Muslim religion as the sole locus of gender injustice in the Community. In this paper author shall attempt to provide an exposition of statutory and judicial framework of India's religion-state relations and further illustrate the rights of Muslim women laid down under Holy Qur'an for the protection of Muslim Women. It also briefly look in to the legislative enactments of The Muslim Women (Protection of Rights on Marriage) Act, 2019 over the triple talaq.

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Coverage of Rural Development News in Print Media With Special Reference To Rural Areas of Delhi

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वर्चुअल लाइफ बनाम रियल लाइफ

गुलशन गुप्ता

आज सोशल मीडिया के दौर में प्रत्येक व्यक्ति स्वयं को वर्चुअल (आभासी) दुनिया में अधिक सहज महसूस करता है। जबकि लोगों से आमने-सामने पेश आने में उसे असहज लगने लगा है। हर बड़े अदृश्य या आभासी दृश्य व्यक्तित्व को वह अधिक क़रीब पाता है जबकि उसके निकट बड़े जीवन्त व्यक्तियों में उसे जीवन नज़र नहीं आता। इस बात को वह समझना ही नहीं चाहता कि जिस आभासी जगत में वह जी रहा है वह वास्तव में विश्वसनीय दुनिया नहीं है। आज सोशल मीडिया पर व्यापारिक लेन-देन कर सकते हैं, अपने चाहने वालों से जुड़ सकते हैं, उनके बारे में जान सकते हैं और कभी-कभी उनसे पारस्परिक संवाद भी कर सकते हैं। किंतु मर्यादों की विश्वसनीयता सहज ही नहीं अर्जित कर सकते। जो एक लय-ताल आप अपने कं बीच रहकर पाते हैं और उन्हें अपनी व्यक्तिगत भावनाओं से अद्वयत करा पाते हैं इस विश्वास के साथ कि वे आपकी भावनाओं को सम्मान देंगे और आवश्यकता अनुसार गोपनीय भी रहेंगे। इस भावनात्मक जुड़ाव का एहसास आप सोशल लाइफ में तो पा सकते हैं किंतु सोशल मीडिया पर नहीं।

घटना के घटने या वस्तुओं के उपयोग करने से पहले या कुछ समय बाद उन पर शोध कार्य किया जाने लगता है। ऐसे ही सोशल मीडिया के विभिन्न पहलुओं पर भी अनेक शोध हुए हैं जिसके सकारात्मक और नकारात्मक दोनों पहलू सामने आए हैं।

एक शोध यह बताता है कि सोशल मीडिया के अलग-अलग प्लेटफॉर्म यदि एक देश से तो फ़ेसबुक आज सबसे अधिक आवादी वाला देश होता। आज की तारीख में दुनिया में फ़ेसबुक के 2234 मिलियन यूज़र्स हैं। इसके बाद यू-ट्यूब (1900 मिलियन यूज़र्स), और वाट्सएप (1500 मिलियन यूज़र्स) आदि का स्थान आता है। कहने का तात्पर्य यह है कि इन अलग-अलग सोशल मीडिया के प्लेटफॉर्म के यूज़र्स की संख्या इतनी तेज़ी से बढ़ रही है कि प्रत्येक सेकंड में लगभग 9 लाख लोग फ़ेसबुक पर आते हैं।

आज सोशल मीडिया यूज़र्स के लिए ये बातें (तंज) आम हो गई हैं कि इनके पास स्क्रीन से ऑखें हटाने का समय ही नहीं होता। घरों में भी लोग एक-साथ बैठकर भोजन करने या आसानी बातचीत करने के बजाए फ़ोन पर अधिक व्यस्त रहते हैं। इस प्रकार अपने दैनिक समय के अधिकतर भाग को टी.वी. कंप्यूटर या फ़ोन पर बिताने से हम क्या और कितना कुछ छोते जा रहे हैं शायद इसका अनुमान हम नहीं लगा पा रहे।

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Impact of Career and Psychosocial Mentoring Functions on the Role Efficacy of Employees

Bharti Shauran

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Impact of Career and Psychosocial Mentoring Functions on the Role Efficacy of Employees

Neetu Jain

Indian Institute of Public Administration, India

Bharti Shauran

Maharaja Agrasen Institute of Management Studies, India

Volume 12: 2019, pp. 97-120; ABSTRACT

This study examines the impact of career and psychosocial functions of mentoring on the role efficacy of the employees in Indian organizations by taking into account the employees who were mentored and those who were not mentored. The study assesses the impact of nine functions of career and psychosocial mentoring on three major aspects of role efficacy i.e. role making, role centering and role linking of employees. For the survey, 350 questionnaires were distributed to the managerial level employees. The findings indicate that the career and psychosocial mentoring had a significant impact on all the aspects of role efficacy. The mentored employees have a higher role efficacy index value than those who were not mentored. Out of the nine sub-functions of mentoring, counseling, friendship, exposure/visibility, and role modeling were highly and positively correlated with the role efficacy. Friendship, exposure/visibility, and counseling played an important role in improving the role efficacy index of the mentees. Therefore HRD professionals in India should advise mentors to take a more friendly approach with their mentees to increase role efficacy. Increases in role efficacy will result in better organizational outcomes.

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Making of a healthy and great place to work by using p

Neetu Jain, Bharti Shauran ▼

Management Research

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Abstract

Purpose

This paper aims to understand what it takes for an organization to transform itself into a great and healthy place to work. A comprehensive fivefold framework has been used to assess employees' practices in the organization under study. This framework focuses on five aspects of a human being where he/she may like to satisfy his needs, i.e. physical, intellectual, social, emotional and spiritual. Organizations need to design various programs to address employees' needs at these five dimensions to get their best and for making an organization a healthy and desired place to work at.

Design/methodology/approach


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Divergent Thinking - It's Time to Change the Box!

Sumedha Datta

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Divergent Thinking – It's Time to Change the Box!

Puja Khatri, Sumedha Datta

The fast paced environment with ever evolving technology necessitates an education system facilitating creativity, innovation and critical thinking. The Indian management education system needs to make rigorous efforts to create a nation of thinkers capable of changing the box; rather than thinking out of the box. We need to move towards an approach wherein students' autonomous learning and self expression is put in front. This self – directed and open – ended learning will inculcate „divergent thinking" among the students; equipping them with higher level of potential to handle the uncertainties enveloping any situation. Divergent thinkers are capable of identifying gaps and inconsistencies in life, and they often derive contentment by exploring or filling those gaps by applying their intelligence (Maxwell, 2009). As educators we should present conditions where solutions are not apparently visible, where students are encouraged to search for order in a seemingly chaotic situation. Simply „telling" will not work; we need to make the students capable of finding clarity amidst all the obstacles of confusion and complexity. Learning as a productive process should produce stages of disequilibrium brought on by novel ideas to foster and cultivate divergent thinking among the students. Divergent thinking will empower the students to come up with creative ideas or solutions and augment their problem – solving skills. Management teaching strategies that hone divergent thinking skills not only makes the classroom environment vibrant but also helps the students in developing an understanding and appreciating differences in various approaches directed towards solving a problem. With this background, the objective of our present work is to promote an approach which encourages divergent thinking among the students in management educational institutes. Deliberation on the concept and benefits of divergent thinking will lead to identifying various means/methods of cultivating and strengthening divergent thinking skills among the budding managers of tomorrow. Design / Methodology / Approach - Through different keywords, relevant research papers on Google scholar were taken for the study. In addition, various databases like Questia on – line library, EBSCO Host, Emerald Management, Elsevier, etc were selected for conducting the present exploratory work. Originality / Value - The findings of the study will offer guidance to the management institutes towards developing a teaching pedagogy which encourages divergent thinking among the students; thus preparing them as the backbone of innovation in our economy. The outlined management teaching strategies to hone divergent thinking skills among students

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Psychological Ownership: Journey of Past towards a Promising Future...

Puja Khatri, Sumedha Dutta

Psychological ownership (PO), a relatively new construct in the domain of positive psychology, is still in its nascent stage. A clearer understanding of what is known about PO and what still needs to be explored, would provide a more focussed direction for future research initiatives in this direction. This study reviews papers published between 2001 and 2017 that fulfilled the criteria of being qualitative and/or quantitative studies on PO. An inductive review of the studies helped the researchers to unravel a model of (a) antecedents to PO which describes the factors affecting PO, (b) intervening role played by PO, (c) an outcome of PO, and d) distinguishing nature of PO making it stand apart from other related constructs. Towards the end, based on the review, directions for future research have been proposed for a greater understanding of the relationship between PO and other constructs, especially in the organizational context can be attained. Specifically, the present work presents a platform for the expansion of an inclusive theory of PO and concrete underpinning for empirical testing. This systematic review would help in understanding how organizations can benefit from psychological ownership since such a feeling would inculcate responsibility and stewardship amongst employees.

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Psychological Ownership: Journey of Past towards a Promising Future...

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¹Professor at University School of Management Studies, Guru Gobind Singh Indraprastha University, Delhi (India)

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Title: Measuring demonetisation: a path towards the cashless India

Authors: Kritika Nagdev; Parul Kumar; Anupama Rajesh; Sunil Kumar

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Abstract: The objective of the paper is to analyse the immediate impact of demonetisation on the Indian economy along with analysing the barriers in moving towards cashless economy and investigates the influence of demonetisation towards cashless economy. Scale was constructed for measuring effectiveness and impact of demonetisation on Indian economy. The responses were asked only from the people who were earning an income from any source. Exploratory factor analysis (EFA) and confirmatory factor analysis (CFA) were conducted on respondents followed by the structural equation modelling and path analysis. Results suggested that demonetisation's main motive was to lay the path for cashless India. It was also concluded that IT enabled services, payment portals are the major gainers during this phase and traditional banking was negatively impacted by demonetisation. Impact on social issues has also been observed as there is reduction in black money, more disclosure of income, more transparent business dealings, less holding of huge amounts of cash in hand and others. There has also been an indirect effect on cashless economy via economic concerns from the demonetisation.

Keywords: confirmatory factor analysis; CFA; SEM; scale; cashless economy; black money; payment portals; social issues; India.

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Perceived academic stress among students

Shikha Sharma

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Perceived Academic Stress among Students

Shikha Sharma

This study examined the perceptions of major sources of academic stress among male and female undergraduates. Academic stress has major implications for student retention and dropout intention (Elias, Ping, & Abdullah, 2011; Tinto, 1975). Results that indicate the impact of academic stress can provide students, teachers and administrators information on how to deal with stress in the learning environment. Data were collected via a survey in which 131 students participated, with mean of age 18.14 and standard deviation of 0.893; and the statistical package for social sciences (SPSS) was used for data analysis. There was a non-significant difference between male and female undergraduate students on scores on the Perceived Academic Stress Scale (PAS). The findings from this study may be useful for further research on how these potential sources of stress influence the performance and the health of the students.

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Perceived Academic Stress among Students

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Keywords Stress, Perceived Academic Stress	
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Shikha Sharma

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Role of Demographic Variables in Investment Decisions

Dr. Rachna Jain, ¹Ms. Shikha Sharma

Investment behaviour of an investor is strongly influenced by his/her risk tolerance level. However demographic characteristics of the investors drive their risk aptitude. Present study aims at investigating the critical role of demographic variables of age, gender, income, marital status, educational qualifications and occupation on risk tolerance level of investors. An instrument developed by Gomez-Mejia and Balkin (1989) is used to measure the risk aversion level. To interpret the results, the scores were evaluated by the theory developed by Barsky et al. (1997) is used. Regression analysis is used to investigate the relationship between above mentioned demographic variables and overall risk tolerance level, high risk tolerance level and low risk tolerance level of investors with respect to investment behaviour. The results of the study indicate that the dynamic role of demographic variable in present scenario is influencing the risk tolerance and aversion aptitudes to a large extent. The regression results indicate that demographic variables of age, gender, income and marital status have a significant relationship with overall risk tolerance level. The results of the study gives valuable insights into investor's risk tolerance level which can be used to make necessary changes in portfolio management strategies.

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Role of Demographic Variables in Investment Decisions

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ABSTRACT

Investment behaviour of an investor is strongly influenced by his/her risk tolerance level. However demographic characteristics of the investors drive their risk aptitude. Present study aims at investigating the critical role of demographic variables of age, gender, income, marital status, educational qualifications and occupation on risk tolerance level of investors. An instrument developed by Gomez-Mejia and Balkin (1989) is used to measure the risk aversion level. To interpret the results, the scores were evaluated by the theory developed by Barsky et al. (1997) is used. Regression analysis is used to investigate the

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Impact of Demonetization on Indian Stock Market

Rachna Jain & Manju Gupta

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Rachna Jain

Manju Gupta



Abstract

The several countries of the world have demonetized their currencies time to time for one or another reason. Many countries accepted the policy of demonetization with an aim to make the country's failing economy strong. India has also taken this major step to curb black money effect on the economy which is controlled by some powerful politician and businessmen. On 8th of Nov, the P.M played its master stork and demonetized 500 and 1000 rupee notes. India is an economy where 90% transaction has taken place in cash only. To see the real impact of demonetization on several sectors the stock market is a good indicator. Therefore, the present study was conducted with the aim to show the impact of Demonetization on Indian Stock Market. This study is based on Event Study Methodology to analyse the stock of BSE Sensex companies. The result is being observed from the comparison of both pre and post-event window and found that there is no significant impact of demonetization on Indian Stock Market. The study also found that this

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Role of Demographic Variables in Investment Decisions.

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Role of Demographic Variables in Investment Decisions

Dr. Rachna Jain; Ms. Shikha Sharma

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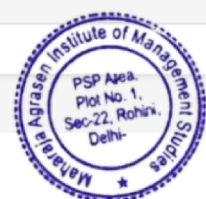
Role of Demographic Variables in Investment Decisions

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Keywords Demographic variables, Risk tolerance, Risk aversion, Investment decisions, Investor	

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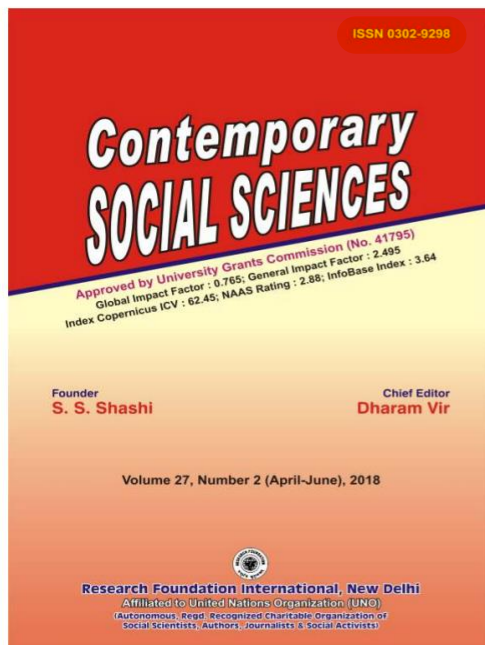
Dropout and its impact on the Household Economy

Nirdosh Kumar

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Dropout and its Impact on the Household Economy

Nirdosh Kumar*

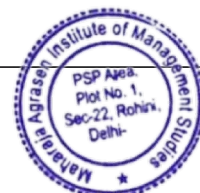
The economic reforms which were made up for well being of all people equally could not do so. Consequently, economic conditions of poor people became worse. Education could be a key factor in improving economic conditions of a person but it is found that despite knowing that education can be a vehicle to come out from the misery people did not move towards getting education as the governments supposed. The problem of dropout is not always associated with poverty and lack of surety of jobs after getting education, the relationship among the parents, availability of family members at home, taking care of children and diseased family members by staying at the home are also found as responsible causes. Further, process of dropout does not merely result in leaving education but it also coincides with social and economic downfalls in the status of the person in society. People are inclined towards the education due to the inspiration from successful people rather than by the initiatives of the government.

[Keywords : Education, Dropout, Household economy, Misery]

1. Education : A Necessity of Social Life

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COMPULSORY LICENSING AND GENERIC DRUGS: HEALING OR HARMING INDIAN ECONOMY

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ABSTRACT

ABSTRACT The patent compulsion of pricing (CL) and generic medicines (GM) is one of the most controversial issues in essential patent law. With the post 2005 amendments within the Indian Patent Act, 1970, several changes have appeared in the pharmaceutical sector for example i.e. changes within the market structure, changes in distribution policies, worth of the drugs, market competition and worth of branded drugs, the supply of drugs at affordable prices, etc. The changes have also resulted in the erosion of the patent regime. The changes have also resulted in the erosion of the patent regime has been changed, which in one way causes deregulation on the prices of drugs where the firms are open to monopolize the market in respect of prices of newer drugs even without considering the very objectives of Doha Declaration. Secondly, the foreign investors are preventing life saving drugs from being marketed in India. The Indian government has been spending more than 1000 millions in research. Recently the 'Natco decision', 2012¹ has caused severe problem at the international front, specifically TN and Pharmaceutical manufacturing units of USA. It was argued that India's licensing policy of 84 to 924 given under Chapter XVI violate the TRIPS agreement. Therefore by looking at the growing concern of the international community, this article attempts to answer the following questions: How the current practices of CL affect the long run of pharmaceutical industry in India? Will the population of developing nations have access to essential medicines? Will the potential of pharmaceutical industry confirm India's position on CL in global market? Thus this article opens up with a brief analysis of the interaction between patients and GM. This includes an outline of the Indian market in respect of pharmaceutical industry and the impact of the patent regime on the market.

Keywords: BRICS, compulsory licensing, generic drugs, global economy, TRIPS

1. INTRODUCTION

1. INTRODUCTION

India's economy is a mixed economy that is still developing. It is the 6th largest nominal GDP economy in the world (World Bank, 2017). Purchasing Power Parity (PPP) and Gross Domestic Product (GDP) development, on an average of 7.1% in 2016-17, which ranked India among the world's best-performing countries, but fell from 7.1% to 6.5% in FY 20 due to major reforms nevertheless it is estimated that India would be the world's fast major economy in future if India keeps improving the climate for rapid growth on the strength of its sustainable engines i.e., private investment and exports (Economic Survey, 2018). However, the other major components of growth are the private sector, the public sector, and the government. The private sector includes IT, Pharmaceuticals, Banking, Insurance, Light Engineering Goods, Auto Components, Textiles & Apparel, Steel, Machine Tools and Gems and Jewelry that are creating demand for Indian goods and services in global and domestic markets. Indian policymakers supported a deeply isolated, self-reliant economy after independence in 1947. The country's poverty reduction strategy was based on the state-driven industrialization. India attempted to accomplish advancement and economic socialize on a mixed model.

In the name of generic, the Indian Pharmaceutical manufacturing units have made a noteworthy input to global health care, especially in the low and middle income countries. Over the past decade, the Indian pharmaceutical sector has risen quickly and has been instrumental in global access to lifesaving generics. India is a remarkable hub for generic, R&D and pharmaceutical production due to its powerful value chain capacities (Khader and Feror Ali, 2008). India's pharmaceutical industry ranks third in volume terms in the world and in value terms, India is contributing the world's second-largest share of pharmaceutical supply. The "patent waiver" for AIDS drugs by 9.5% in March 2018 (Gopal Nair, 2008). India also has a very strong presence in the global generic market. India is the world's largest generic drug manufacturer and the second largest "drug master files" (DMFs) apps with the U.S. "Indian Drug Regulatory Authority" (IDRA) is receiving cumulative USD 15.59 billion in FDI. Currently, the supply of 90% of the life-saving medicines is worldwide to fight AIDS (Acquired Immuno Deficiency Syndrome). It has been in the global market since 1970 to have a product patent between 1970 and 2005. The Indian pharmaceutical industry used to be a very rapid pace with a very low patent. With the impact of the Trade-Related Intellectual Property Rights (TRIPS) agreement, the Indian government amended its patent law in 2005 to provide for a patent protection for a significant law. The Indian government amended its patent law in 2005 despite objections from the Indian industry for a product patent. The Patents (Amendment) Act, 2005 is particularly con-

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An Empirical study of International Listing of stocks by Indian Companies

Rachna Jain

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Abstract of Doctoral Dissertation

An Empirical Study of International Listing of Stocks by Indian Companies

RACHNA JAIN*

I. Introduction

IN RECENT YEARS, internationalization of financial markets has gained greater attention. Indian companies have been allowed to tap the global market through international listing (also known as cross listing or dual listing or foreign listing). International cross Listing can be done by two ways through direct listing and depository receipts. Direct listing means that a firm meets all of the exchange's listing requirements and generally accepted accounting principles. Depository Receipts means a negotiable instrument issued by the depository bank to the international investors against the issuer's local currency shares. Depository Receipts (DR) can be of two different types i.e. American Depository Receipts (ADRs) and Global Depository Receipts (GDRs). ADRs are issued and/or listed only in the US market and GDRs are issued and/or listed in the European market. International listing has been rationalized due to segmentation – integration of capital markets.

Since 1991, the reforms in the Indian stock market have led to integration with the developed stock markets in the world. Depository Receipts (DRs) emerged as a vehicle to access developed stock markets for many Indian companies. Indian companies, banks, financial institutions and non-Banking Finance Companies registered with RBI were allowed to raise capital abroad through GDR. Two-way fungibility norms were finalized – re-conversion of ADR/GDRs was made possible, to extent of ADR/GDR which have been converted into equity shares and sold in local market. No specific permission of the RBI was required for the reconversion. Two-way fungibility decision was considered as a major financial sector reform for Indian stock market to take decisions to cross list abroad. The number of companies listed abroad after this reform has almost doubled.

1 The Thesis was submitted to, University of Delhi, Delhi in May 2013 for the award of Ph.D. Degree, awarded in March 2014, under the supervision of Prof. Vinita Tripathi and Prof. Jawahar Lal, Professor, Delhi School of Economics, University of Delhi, Department of Commerce, Delhi 110007 INDIA.

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