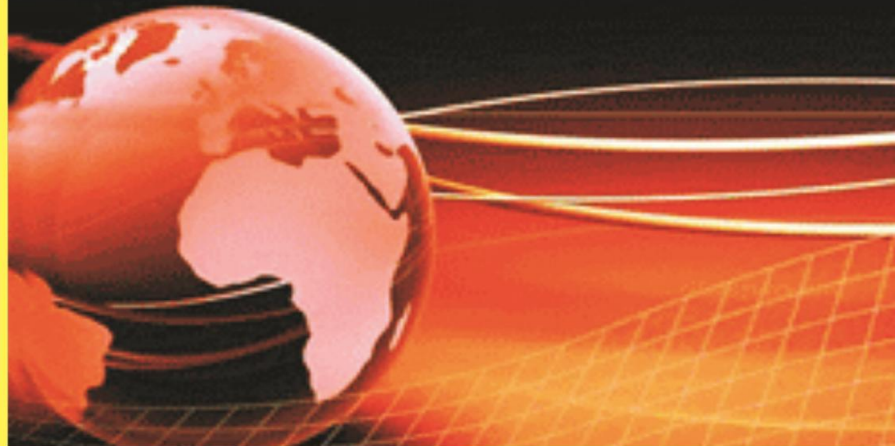


ACADEMICA

ISSN (online) : 2249-7137

ACADEMICA

An International
Multidisciplinary Research
Journal



Published by

South Asian Academic Research Journals

A Publication of CDL College of Education, Jagadhri

(Affiliated to Kurukshetra University, Kurukshetra, India)

ACADEMICIA

An International Multidisciplinary Research Journal

ISSN (online) : 2249 –7137

Editor-in-Chief : Dr. B.S. Rai

Impact Factor : SJIF = 5.099

Frequency : Monthly

Country : India

Language : English

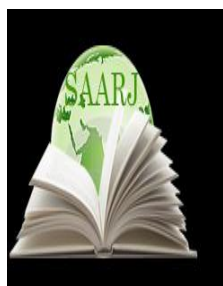
Start Year : 2011

Indexed/ Abstracted : Ulrich's Periodicals Directory, ProQuest, U.S.A.
EBSCO Discovery, Summon(ProQuest),
Google Scholar, CNKI Scholar, ISRA-JIF, GIF, IJIF

E-mail id: academicia@saarj.com

VISION

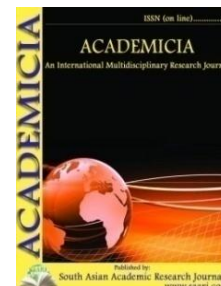
The vision of the journals is to provide an academic platform to scholars all over the world to publish their novel, original, empirical and high quality research work. It propose to encourage research relating to latest trends and practices in international business, finance, banking, service marketing, human resource management, corporate governance, social responsibility and emerging paradigms in allied areas of management including social sciences , education and information & technology. It intends to reach the researcher's with plethora of knowledge to generate a pool of research content and propose problem solving models to address the current and emerging issues at the national and international level. Further, it aims to share and disseminate the empirical research findings with academia, industry, policy makers, and consultants with an approach to incorporate the research recommendations for the benefit of one and all.



Published by: South Asian Academic Research Journals

ACADEMICIA:
**An International
 Multidisciplinary
 Research Journal**

(A Double Blind Refereed & Reviewed International Journal)



| SR. NO. | PARTICULAR | PAGE NO | DOI NUMBER |
|---------|--|---------|--------------------------------|
| 1. | A COMPARATIVE STUDY ON THE SERVICE QUALITY OF VARIOUS MOBILE SERVICE PROVIDERS Aishwarya Budhrani & Khushboo. H | 6-17 | 10.5958/2249-7137.2017.00033.7 |
| 2. | DECENTRALIZED BUDGET DISTRIBUTION MODEL PRESENTATION AMONGST THE COUNTRY'S RESEARCH ORGANIZATION'S SUBSIDIARIES (CASE STUDY OF ALL ACECR'S UNITS AND RESEARCH CENTERS) Kaveh Lotfikia, Kamyar Lotfikia, Habib valizadeh & Vali Agheli | 18-33 | 10.5958/2249-7137.2017.00034.9 |
| 3. | A STUDY ON LEVEL OF SELF-ESTEEM AMONG COLLEGE STUDENTS G.Muthulakshmi & Dr.Subbulakshmi | 34-47 | 10.5958/2249-7137.2017.00035.0 |
| 4. | MIGRATION IN WEST BENGAL IN THE CONTEXT OF MUSLIM CONCENTRATED REGION SINCE 1971 Manoj Debnath & Prof. D.K. Nayak | 48-58 | 10.5958/2249-7137.2017.00036.2 |
| 5. | HUMAN RIGHTS VIOLATION IN PRISONS- SOME CRITICAL ISSUES Ms. Priyanka Joshi | 59-67 | 10.5958/2249-7137.2017.00037.4 |
| 6. | NEW ECONOMIC POLICY AND THE FOOD GRAINS SECTOR IN INDIA | 68-74 | 10.5958/2249-7137.2017.00038.6 |

| | | | |
|-----|--|---------|--------------------------------|
| | Mr. Suryawanshi Santosh D & Prof. Kasabe D.S | | |
| 7. | IMPACT OF FIRM SPECIFIC AND MACROECONOMIC VARIABLES ON FIRM GROWTH: EVIDENCE FROM NEPAL Shiva Raj Poudel | 75-101 | 10.5958/2249-7137.2017.00039.8 |
| 8. | A STUDY OF ACADEMIC ACHIEVEMENT OF SENIOR SECONDARY SCHOOL STUDENTS IN RELATION TO THEIR EMOTIONAL INTELLIGENCE Dr. Suresh Kaushal & Meenu Yadav | 102-111 | 10.5958/2249-7137.2017.00040.4 |
| 9. | ENGLISH FOR SPECIAL OR SPECIFIC PURPOSES (ESP): A STUDY ON TEACHING ESP COURSES Dr. G. Raja Sekhar & Dr. Sujata Chakravorty | 112-123 | 10.5958/2249-7137.2017.00041.6 |
| 10. | DEVELOPMENT OF LEADERSHIP COMPETENCIES THROUGH TRAINING ACTIVITIES Dr. Pavan Kumar Balivada | 124-143 | 10.5958/2249-7137.2017.00042.8 |
| 11. | THE RELATIONSHIP BETWEEN PARENTAL INVOLVEMENT AND STUDENTS' ACHIEVEMENT IN MATHEMATICS AND SCIENCE IN BATTICALOA EDUCATIONAL ZONE, SRI LANKA. Chelliah Arulmoly & Arulmoly Branavan | 144-153 | 10.5958/2249-7137.2017.00046.5 |
| 12. | TESL / TEFL: TEACHING ENGLISH AS A SECOND OR FOREIGN LANGUAGE Dr. G. Raja Sekhar & Dr. Sujata Chakravorty | 154-163 | 10.5958/2249-7137.2017.00044.1 |

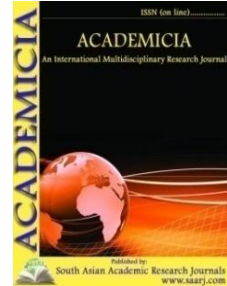
| | | | |
|-----|--|---------|---------------------------------------|
| 13. | IMPACT OF TERRORISM ON ECONOMIC GROWTH OF INDIA: GROWTH ON FLAMES! Dr Anita Kakkar & Shelly Oberoi | 164-178 | 10.5958/2249-7137.2017.00045.3 |
| 14. | AN EMPIRICAL STUDY AND ANALYSIS OF THE CAPITAL STRUCTURE & WORKING CAPITAL OF INDIAN TEXTILE INDUSTRY {WITH SPECIFIC REFERENCE FOR THE PERIOD 2006-07 TO 2015-16} Diwahaar Sunder Nadar, Prof. Nidhi Navalkha, Priyadharshini Nair & Dr. Akshay Damani | 179-187 | 10.5958/2249-7137.2017.00043.X |



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00033.7**

**A COMPARATIVE STUDY ON THE SERVICE QUALITY OF VARIOUS
MOBILE SERVICE PROVIDERS**

Aishwarya Budhrani *; Khushboo. H**

*M.O.P Vaishnav College,
1st Year- Ma.Hrm) Chennai. India.

**M.O.P Vaishnav College,
1st Year- Ma.Hrm) Chennai. INDIA.

e-mail id: aishwarya.budhrani@yahoo.com, khush95hj@gmail.com

Mob: 9566228936, 9884686069

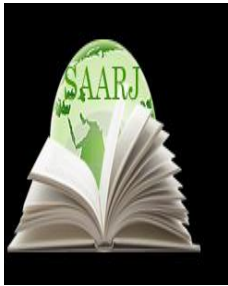
ABSTRACT

The aim of this paper is to identify the gaps between customer expectation and the actual services provided at different stages of service delivery. This shows the differences between consumer's expectations and what they tend to perceive about a product or a service. SERVQUAL which is the (service quality gap model) is a gap method in service and quality measurement, a tool and technique that can be used by Product or process Manager across all industries. Our paper intends to highlight these variable and independent factors that may create an expectation in a consumers mind in this case in terms of mobile service providers and the quality of features they make available to their consumers. This is a fast growing market as urbanization grows and more of the population indulges in the purchase of a mobile phone as it is a need more than a luxury these days. Service providers need to understand this concept and the functioning of the human expectations and develop plans and actions according to their consumers need for them to sustain in the market. Our aim through this paper is to test and discover the importance of service quality of different mobile phone service providers, what they offer and how they function, also to unfold these elements and categorize them into reliability, assurance, tangibility, empathy and responsiveness and to reach a better understanding of mobile service providers and the services they offer.

KEYWORDS: *Servqual, Mobile Service Providers, Service Quality, Expectations And Perception.*

REFERENCES

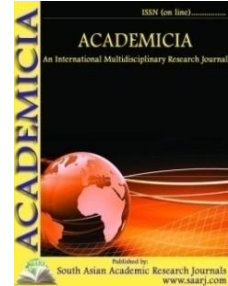
- Parasuraman, A., Zeithaml, Valarie .A., & Berry, Leonard. L. (1985). A Conceptual Model of Service Quality and its Implication for Future Research. *Journal of Marketing*, 49, 41-50.
- Seth Anita, Momaya K and Gupta M H (2008), “Managing the Customer Perceived Service Quality for Cellular Mobile Telephony: An Empirical Investigation”, *Vikalpa*, Vol. 33, No. 1, pp.19-34.
- Taneja Girish and Kaushik Neeraj (2007), “Customers’ Perception towards Mobile Service Providers: An Analytical Study”, *ICFAI Journal of Services Marketing*, Vol. V, No. 3, pp. 39-52.
- Suki M Norazah (2011), “Subscribers’ Intention towards Using 3G Mobile Services”, *Journal of Economics and Behavioural Studies*, Vol. 2, No. 2, pp. 67-75.
- Karthikeyan, K (2009), “An Empirical Study on Consumers’ Perception towards Korean Mobile in Chennai City”, *The IUP Journal of Management Research*, Vol. VIII, No. 12, pp. 44-53.
- https://en.wikipedia.org/wiki/Mobile_network_operators_of_India



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: 10.5958/2249-7137.2017.00034.9

**DECENTRALIZED BUDGET DISTRIBUTION MODEL PRESENTATION
AMONGST THE COUNTRY'S RESEARCH ORGANIZATION'S
SUBSIDIARIES
(CASE STUDY OF ALL ACECR'S UNITS AND RESEARCH CENTERS)**

Kaveh Lotfikia*; Kamyar Lotfikia; Habib valizadeh***; Vali Agheli******

*Faculty member and director of the Department of Planning and Budget,
Research, Tehran, IRAN.

**Master of Management,
Tehran, IRAN.

***Research Faculty Member,

Director Of The Center For Applied ACECR In Western Azerbaijan Province,

****Research faculty member,

Head of the ACECR Unit in West Azerbaijan province

e-mail ids: lotfikia@acecr.ac.ir, lotfikia@gmail.com, vvh374@yahoo.com, Agheli@acecr.ac.ir

Mob: +989122368173, +989123090363, +989148118315, +989141411462

ABSTRACT

This is in question whether decentralized budget distribution among organizational subsidiaries and their distinctive activities are critically defendable or not? Undoubtedly, a series of varying discrete budget distribution procedures designed and modeled; in essence, budget distribution is based on Equal Distribution Patterns or Program Distribution Patterns which can be distributable as per of ratio each and every organizational units' past activities weight to cost centers. The purpose of this article is to present a model regarding a fair distribution of decentralized credit into each of ACECR's (Academic Center for Education, Culture and Research) affiliated units by using Analytic Hierarchy Process (AHP)⁶ This is a descriptive survey that is of respective statistical samples having ACECR's units and research centers. The importance of each contributor to budget distribution has been oriented by both group decision-making process and Analytic Hierarchy Process (pair-wise comparison matrix). The results indicate some meaningful relations concerning recruitment type, education level, members' activity area, the proportion of organizational positions occupied to adopted, the amount of fixed

assets and new investments and finally per capita revenue to subsidiaries' cost centers and units annual credit.

KEYWORDS: *Budget, Credit distribution, Analytic Hierarchy Process and Group Decision-Making Process.*

REFERENCES

1. Ahmad, Ali Mohammad; principles of budgeting with an emphasis on performance-based budgeting, printing, Hamedan, Nur Elm Press, 2003.
2. December 2, Adel, Analytic Hierarchy Process method for determining research priorities in Higher Education, Journal of Research and Planning in Higher Education, No. 17, 2007.
3. Babaei, J., analysis and budgeting process in NAJA structure using a systematic approach, MSc thesis, University of Imam Hussein (AS), 2006.
4. Babaei, H;-governmental budgeting Iran <terms of a policy>, Second Edition, Tehran, print and publish Commerce Publishing Company, 2002.
5. Panahi, Ali, the operating budget (in theory and practice), First Edition, Office of Planning and Budget Iranian Majlis Research Center, 2007.
6. Jahandoost, Sohrab, research on the development of Iran's Ports and Shipping Organization operating budget, M. Sc., Scientific Information and Documentation Center of Iran (www.irandoc.Ir), 1995.
7. Hafeznia, MR; introduction to research methods in social sciences, Tehran, Samt publication, 1382.
8. Hassan Abadi, M. and A. Najjar Saraf, comprehensive model of performance-based budgeting, Tehran, Iran Industrial Research and Education Center publication, 2007.
9. Seif, Mahmoud; a review of the Public Audit Act, Journal of Legal Specialization, Tehran University, March 2007.
10. Sheikh Wadudi, Abu Hamza, General Law of Public Accounts, published by Sheikh Wadudi, Second Edition, 2003.
11. Arabic, Hashim Mahmoud and Saadatmandi, activity-based costing, accounting journal, 14th year of issue, No 136.
12. Azizi, Gholamreza; regulative principles controlling the state budget (Applied Science), First Edition, Tehran, Shahrashub publication, autumn 2000.
13. Asgari Azad, Mohammed, the operational budget in Iran, the International Conference on the operating budget, Tehran, Razi International conference hall, 21 and 22 April 2007.
14. Faraj Vand, E., process control settings until the budget (total revised second edition), eleventh edition, Tabriz, Golbad publication, 2003.
15. Farzib, AR, government budgeting in Iran, Fourteenth Edition, Tehran, Iran's state management training center, 2002.
16. Kordbache, Mohammad; Review of developments budgeting system, Management and Planning Organization, 2005.
17. Mahmoudi, M., revised State General Audit Law, scientific-technical report (Sayeye Aftab), No. 32, 2002.
18. Mirzaee, SR; budgeting-based approach in Basij, MA thesis, University of Imam Hussein (AS), 2006.

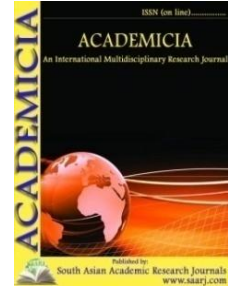
19. Najjar Sarraf, AR; the operating budget for governmental organizations on the basis of cost, technology development center and renovation of the Ministry of Health and Medical Education, 2004.
20. Yousefi Namazi, T.; Feasibility operating budget on educational activities Corps, MA thesis, University of Imam Hussein (AS), 2004.
21. Yousefnejad, A., analysis and pathological process of change to performance-based budgeting system, Danesh Audit Quarterly, Issue 21, Serial 29, winter2006.
22. Yousefnejad, Ali, basic configuration and control of the state budget, first edition, University of Imam Hussein (AS), 2007.
23. Ghodssi Pour, Sayyed Hassan, Analytic Hierarchy Process AHP, the center of the Amir Kabir University Press, 2002.
24. Brets cheider , alfred and vihelm revtersward ; performance budgeting in brief – central concepts and procedures final version , 2002
25. Diamond, jack. Performance budgeting: managing the reform process international monetary fund IMF working paper. February 2003.
26. Friedman mark, “performance measures in results – baysed budgeting “prepared for the finance project, May 1997.
27. Miler, chad. Performance budgeting: a foundation for change in state Economic Development – chad Miler (Virginia polytechnic institute and state University) November 1999.
28. Diamond J., "Performance Budgeting: Managing the Reform Process", IMF Working Paper Washington (International Monetary Fund), 2003.
29. J.Harris, J.R.nicholas.Strategic planning /performance Budgeting Guidelines- march 1990 (Maine state planning office)
30. Gustafsson, A., "Performance Budgeting in Sweden" Swedish Government Offices Ministry of Finance, 2000.
31. Bams, F.C.les can improve Manegement Decisions Using Activity – Based Costing, Industrial Engineering, Septamber, 1991, P: 44-50.
32. Cooper, R. Activity – Based Costing AND THE Len Enterprise. Journal of Cost Management, winter, 1996, P: 6-14.
33. Diamond, jack, "performance Budgeting – is Accrual Accounting required?" IMF working paper, Desamr, 2002.
34. Ronald, Mcgill, "performance budgeting in the least Developed Countries", October, 9-11, 2006.
35. Johan, J.A.posseth & Frans, and K.M. Van Nispen, performance budgeting in the Netherlands: From policy budget to accounting, June, 1-3, 2006.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00035.0**

A STUDY ON LEVEL OF SELF-ESTEEM AMONG COLLEGE STUDENTS

G.Muthulakshmi*; Dr.Subbulakshmi**

*Assistant Professor,
Department Of Hrm,
Sdnb Vaishnav College, Chennai, INDIA.

**Associate Professor,
Department Of Commerce,
Sdnb Vaishnav College, Chennai, INDIA.
e-mail id: muthulakshmi.bharathphd@gmail.com,
Mob:9840860234

ABSTRACT

Merriam-Webster, "a feelings of having respect for yourself and your abilities." Self-Esteem refers to one's opinion of self. High self-esteem means he holds himself in high regards, whereas low self-esteem means he does not have a good opinion about himself and can be the cause of depression and a host of other problems. Therefore, self-esteem is how much he/ she values himself/ herself and how important he thinks he is. It's a measure of how he/ she sees himself/ herself knowing within, that he/ she is worthy of the best. It is about loving and accepting oneself just the way one is thinking about how perfect he is and how he feels about his life and his achievements. It is about loving and accepting oneself just the way one is thinking about how perfect he is and how he feels about his life and his achievements. And by Tchouproff was calculated likely not random of ranked. Data analysis determined that Overall there is glass ceiling or negative beliefs about women that they should try to change them. In their Opinion, self-esteem isn't low in women and barriers aren't for women in the appointment of senior posts in organization. This means women do not refuse to accept responsibility but nothing proposed to them. Nowadays self-role is not discussed only in social psychology science but special status accounts in personality psychology, growth and adaptation to their.

KEYWORDS: *Self Esteem, College Students, Level of Self Esteem*

BIBLIOGRAPHY

BOOKS REFERRED

- L.M.Prasad, Human Resource Management, Sultan Chand and Publications
- J.Jayshanker, Human Resource Management, Margham Publications
- L.M.Prasath, Organisational Behaviour, Sultan Chand and Publications

JOURNALS

- Journal Of Humanities And Social Science, Volume I, Issue 1, June 2009.
- The IUP Journal Of Soft Skills, Volume VIII, No.1, March 2014.
- The Journal Of Organisational Behaviour, January 2009.
- The Journal Of Organisational Behaviour, January 2014.

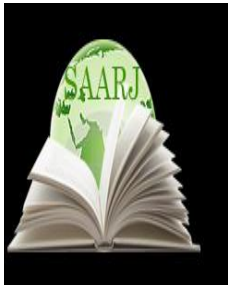
WEBSITES

- WWW.IJCRM.COM
- WWW.GOOGLE.COM
- WWW.WIKIPEDIA.COM
- WWW.SLIDESHARE.COM
- WWW.STUDYMADE.COM

ARTICLES

- Examine The Relationship Between Self-Esteem Of Women And Lack Of Their Appointment To Organization Senior Posts, International Journal Of Business And Social Science, Vol. 2, No. 19, Special Issue - October 2011 P. 287
- Self-Esteem Development From Young Adulthood To Old Age: A Cohort-Sequential Longitudinal Study, Journal Of Personality And Social Psychology, 2010, Vol. 98, No. 4, 645-658
- Self-Esteem And Clarity Of The Self-Concept, Journal Of Personality And Social Psychology. Vol 59(3), September 1990, 538-549.
- Sexual Self-Concept Among Adolescents, International Conference On Aids, 1996 July, Pp 7-12
- Differential Effects Of Ego Threat Upon Persuasibility For High And Low Self-esteem Subjects, The Journal Of Abnormal And Social Psychology. Vol. 69(5), November 1964, 567-572.
- Collective Self-Esteem And In Group Bias, Journal Of Personality And Social Psychology. Vol. 58(1), January 1990, 60-67.
- Discrepancies Between Implicit And Explicit Self-Esteem: Implications For Narcissism And Self-Esteem Instability, American Journal Of Clinical Hypnosis. 1993 January 35(3), Pages 190-197.
- Task Involvement And Ego Involvement: Relations With Academic Achievement, Academic Self-Concept And Self-Esteem, Scandinavian Journal Of Educational Research, Volume 38, Issue 3 & 4 1994 , Pages 231 – 243

- Evidence For A Self-Esteem Approach In The Prevention Of Body Image And Eating Problems Among Children And Adolescents, *Eating Disorders*, Volume 12, Issue 3 September 2004, Pages 225 – 239.
- The Role Of Self-Esteem And Anxiety In Decision Making For Self Versus Others In Relationships, *Journal Of Behavioural Decision Making*, Volume 18 Issue 2, Pages 125 – 144
- *Self-Esteem Memories And School Success In Early Adolescence*, John Wiley & Sons, Ltd, 2009.
- *Self-Esteem And Appraisals Of Parental Behaviour*, Sage, July 2010, 25 (4).
- *Self-Esteem Development From Age 14 To 30 Years: A Longitudinal Study*, *Journal Of Personality And Social Psychology*, 2011, Vol. 101, No. 3, 607–619
- *A Study Of Self-Esteem And Self-Efficacy As Psychosocial Educational Outcomes: The Role Of High School Experiences And Influences*
- *Academic Self-Concept And Self-Efficacy: How Different Are They Really?*, *Educational Psychology Review*, Volume 15, Number 1 / March, 2003.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00036.2**

**MIGRATION IN WEST BENGAL IN THE CONTEXT OF MUSLIM
CONCENTRATED REGION SINCE 1971**

Manoj Debnath *; Prof. D.K. Nayak **

*Research Scholar,
Department of Geography,
North-Eastern Hill University,
Shillong, INDIA.

**Professor,
Department of Geography,
North-Eastern Hill University,
Shillong, Meghalaya, INDIA.

e-mail id: manojdebnathftg@gmail.com, dknak@rediffmail.com
Mob: 8927807719

ABSTRACT

Geographically Muslims are unevenly distributed throughout the state but central portion of the state has the largest number of Muslims. After the partition of India, huge immigration from the neighbouring Bangladesh has increased the Muslim population in West Bengal. Most of the Muslim population is found around the frontier districts of West Bengal. Muslim concentrated region is experienced diverse nature of outmigration in West Bengal. High Muslim concentrated region is observed comparatively low average rate of outmigration compare to moderate and low Muslim concentrated region. It is evident that religious factors are crucial in understanding the nature and content of outmigration in west Bengal. Of particular significance are the male female differences in these two types of regions. Outmigration is taking place from every place in the world, every age group, caste group and every religious group in the world. Minority groups are prone to migrate from one place to another for their social and economic security. Rao (1976) observed that among the religious groups Muslims migrated more. Sidhu et al. (1997) in a study on migrant agricultural labour in Punjab found that about 8 per cent Muslim were migrants.

KEYWORDS: Migration, West Bengal, Muslim concentrated region, recent trend of migration, minority.

REFERENCES

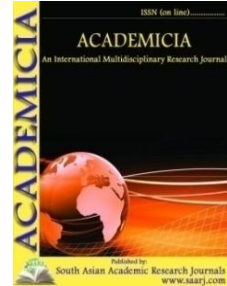
- Husain, M. (2014), "*Geography of India*", Tata McGraw-Hill Education, New Delhi.
- Pandey, H. (1993), "*Population Growth and Migration Models*", Radha Publication, New Delhi.
- Parganiha, O., M.L. Sharma, P.M. Paraye and V.K. Soni (2009), "Migration Effect of Agricultural Labourers on Agricultural Activities", *Indian Research Journal*, Vol.9, No. 3, pp. 95-98.
- Premi, M. K. (1980), "Aspects of Female Migration in India", *Economic and Political Weekly*, Vol. 15, No. 15, pp. 714-720.
- Rao, M.S.A. (1974), "Migration and Urban Area Development", *Social Change*, Vol. 6, No.3-4, pp. 3-7.
- Robson, J.P. and P.K. Nayak(2010), "Rural outmigration & resource-dependent communities in Mexico and India", *Population and Environment*, Vol. 32, No. 2/3, pp. 263-284.
- Sidhu, M. S., P. S. Rangi, & K. Singh, (1997), "A study on migrant agricultural labour in Punjab", Punjabi University, Patiala and Retrieved on 8th June-2016 from: http://www.fao.org/fileadmin/templates/ERP/docs2010/Status_of_Local_Agri_Labour_in_Punjab.pdf
- Srivastava, S. (1968), "Impact of Emigration on Structure and Relation in a Village", *Journal of Social Research*, Vol. 1, No. 2, pp. 66-72.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00037.4**

HUMAN RIGHTS VIOLATION IN PRISONS- SOME CRITICAL ISSUES

Ms. Priyanka Joshi*

*Research Scholar
Deptt of Public Administration,
Kurukshetra University,
Kurukshetra, INDIA.
e-mail id: joshi.priya17689@gmail.com
Mob: 9592838585

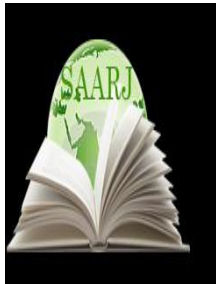
ABSTRACT

The present prison system frightens the inmate, not refines; it wounds, not heals, it embitters him, not binds him to others; it burns the skin but not awakens the soul. It works on the animal in man but neglects the spirit within. And penal torture hardens the criminal while our objective is to socialize and redeem the individual. Radical humanism and progressive penology must gravitate towards the therapeutic processes, which heal and humanize, restore and socialize, reconcile punishment with dignity of personhood.¹ This statement given by Justice V. R. Krishna Iyer characterize real scene behind the bars. Human rights being fundamental and inalienable for human beings, the issues of human rights violation has become more relevant in twenty first century. Prisoners are much far away from public domain, so they are most vulnerable to human rights violation. To deal with this issue some critical issues such as: century old rules; too many and scattered rules; lack of simple and uniform rules; organizational obsolescence; lack of infrastructure and resources; overcrowding; plight of prison staff; too many under trials; slow and expensive judicial system; lack of after release programme; low professionalism; corruption; lack of discipline; torture; inhuman conditions; suicides; deaths; and lack of awareness are to be discussed in this article. To resolve these issues and concerns appropriate suggestions have been made. In some of the cases prison institution due to carelessness and dereliction in performing their duties increase the severity of prisoners' punishment to such an extent that their human rights got transgressed.

KEYWORDS: Human rights, Prisons, violation, legal provisions

REFERENCES

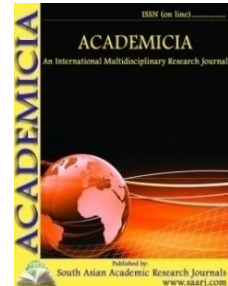
1. Iyer, Justice V.R.Krishna, "A Case for National Prison Policy", cited in Halsbury's Law, Lexis Nexis, Vol.3, Issue 04, monthly review on Criminal Justice System in India, April 2009
2. Kally, Janna, "When the Gates Shut", Longman publisher, London.1967, p.7.
3. Section 3, Prison Act 1894.
4. Universal Human Rights Declaration, 1948, www.un.org/en/documents/udhr/.
5. Menka Gandhi vs. Union of India, AIR 1978, SC 579.
6. Prison Statistics India 2014, National Crimes Record Bureau, Gov't of India, New Delhi, pp 15-16
7. Prison Statistics India 2014, Opcit, p 9
8. Singh, Rashpal, "NGOs to counsel Jaipur jail convicts", Hindustan Times, 29.6.2010.
9. Math, Suresh Bada, Murthy, Pratima, Parthasarthy, Rajani, Kumar, C Naveen, Madhusudhan, S., "Mental Health and Substance Use Problems in Prisons: Local Lessons for National Action", Publication, National Institute of Mental Health Neuro Sciences, Bangalore, 2011, pp 31-53 available from <http://nimhans.kar.nic.in/prison/pg010.html>
10. Teji, RPS, "The Prison, Object And Reforms", delhicourts.nic.in/ejournal_1.htm
11. Prison Statistics India 2014, Opcit, pp 159-164
12. Teji, RPS, Opcit
13. Math, Suresh Bada, Murthy, Pratima, Parthasarthy, Rajani, Kumar, C Naveen, Madhusudhan, S., Opcit, pp 31-53
14. Prison Conditions in India by Human Rights Watch, Library of Congress, United States of America, 1991, pg 14-15
15. Singh, Rashpal, Opcit



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00038.6**

**NEW ECONOMIC POLICY AND THE FOOD GRAINS SECTOR IN
INDIA**

Mr. Suryawanshi Santosh D*: Prof. Kasabe D.S**

*Assistant Prof, Department of Economics,
Shri Sant Damaji Mahavidyalaya, Mangalwedha,
(Maharashtra), INDIA.

**Associate Prof. Department of Economics,
Shri Sant Damaji Mahavidyalaya, Mangalwedha.
(Maharashtra), INDIA.

e-mail id: sant.sury@gmail.com
Mob: 9763708789, 9890845841

ABSTRACT

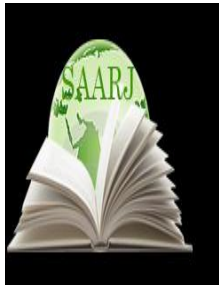
The 25 years of economic liberalization had adversely affected the Indian agriculture sector specially foodgrains. The Present research paper is based on secondary data. It is collected from various Government of India Reports. The main objective of research paper is to examine the trends of area under foodgrains, Production and yields in India. Moreover to examine the per capita net availability of foodgrains in India. The scope of the research paper is to all India area, production and yield and its per capita net availability for the study i.e. 1991 to 2014. One could observe that during the new economic policy period, the area under foodgrains (Five Year Average) was marginally decreased (-0.26 percent) from the level of 123.89 million hectare in 1991-95 to the 123.57 million hectare in 2011-14. After new economic policy, there is a clear decline in the per capita net availability of foodgrains in India. Moreover per capita of net availability of Rice, other cereals and cereals are also declined. The term sometimes also refers to the movement of people (labor) and knowledge (technology) across international borders. There are also broader cultural, political, and environmental dimensions of globalization”.

Minimum support price , production strategies, public investment in infrastructure, research and extension for crop, livestock and fisheries, horticulture, agriculture technology, e-Mandi ,chemical fertilizers and irrigation facilities have expressively helped in growing the agricultural development. India accounts for only about 2.4 % of the world’s geographical area and 4 % of its water resources, but has to support about 17 % of the world’s human population and 15 % of the livestock.

KEYWORDS: *Food grains, Area, Production, Yield, Cereals, Pulses*

REFERENCES:

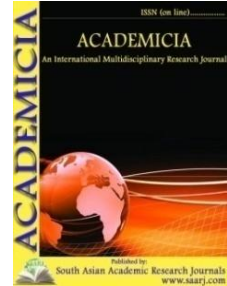
1. Dr. Lipishree Das (2015), Agricultural Crisis in India: Causes, Consequences and Remedies, international journal of English language literature and humanities, volume III, issue X, dec2013, ISSN: 2321-7065.
2. DR. MD. Firdos Ahmad, Shaukat Haseen(2012), The Performance of India's Food Grains Production: A Pre and Post Reform Assessment, International Journal of Scientific and Research Publications, Volume 2, Issue 3, March 2012 1 ISSN 2250-3153.
3. Vivek Kumar Mishra (2016), Impact of Globalization on the Area, Production and Yield of the Foodgrains in India, 3rd International conference on Science, technology and management
4. State of Indian Agriculture, (2015-16), Government of India Ministry of Agriculture & Farmers Welfare Department of Agriculture, Cooperation & Farmers Welfare Directorate of Economics and Statistics New Delhi.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: 10.5958/2249-7137.2017.00039.8

**IMPACT OF FIRM SPECIFIC AND MACROECONOMIC VARIABLES
ON FIRM GROWTH: EVIDENCE FROM NEPAL**

Shiva Raj Poudel*

*Faculty of Accountancy
St. Xavier's College, NEPAL.
e-mail id: shivapoudyal@gmail.com
Mob: +9779851130110

ABSTRACT

This paper examines the impact of firm specific and macroeconomic variables on firm growth using panel data analysis of 333 observations from 37 firms for the period of 2003/04 to 2011/12. Sales growth and assets growth are selected as the indicator of firm growth. The result shows that there is a significant negative impact of firm age on sales growth. The result further confirms that assets growth in the Nepali firm is positively and significantly affected by shareholders' equity, leverage, firm size and liquidity whereas, negatively affected by firm age and cash flow. Among the macroeconomic variables, GDP growth and money supply have the significant positive impact on sales growth. However, real interest rate has the significant negative impact on sales growth of the firm. Regarding the assets growth, the variable inflation has significant positive impact and real interest rate has significant negative impact on assets growth in the Nepali firms.

KEYWORDS: *firm growth, firm specific variables, macroeconomic variables*

REFERENCES

- Acs, Z.J. & Audretsch, D.B. (1990). *Innovation and small firms*. Cambridge, Massachusetts: MIT Press.
- Aldemir, Z. (2011). *Determinants of firm growth in renewable energy industry*. Departament d'Economia de l'Empresa. Universitat Autònoma de Barcelona.
- Ardishvili, A., Cardozo, S., Harmon, S. & Vadakath, S. (1998). *Towards a theory of new venture growth*. Babson Entrepreneurship Research Conference, Ghent Belgium, 21-23.
- Audretsch, D.B. (1991). New firm survival and the technological regime. *Review of Economics and Statistics*, 73, 441-450.
- Baldwin, J. R. & Gorecki, P. K. (1991). Firm entry and exit in the Canadian manufacturing sector, 1970-1982. *Canadian Journal of Economics*, 300-323.
- Becchetti, L. & Trovato, G. (2002). The determinants of growth for small and medium sized firms: The role of the availability of external finance. *Small Business Economics*, 19(4), 291-306.
- Beck, T., Demircug-Kunt, A. S. & Maksimovic, V. (2005). Financial and legal constraints to growth: Does firm size matter?. *The Journal of Finance*, 60(1), 137-177.
- Caves, R. (1998). Industrial organization and new findings on the turnover and mobility of firms. *Journal of Economic Literature*, 36 Churchill, N. & Lewis, V. (1983). The five stages of small business growth. *Harvard Business Review*, 61(3), 30-50.
- Coad, A., Segarra, A. & Teruel, M. (2013). *Innovation and firm growth: Does firm age play a role?*. Available at SSRN 2276414.
- Cohen, W.M. (1995). Empirical studies of innovative activity. In *Handbook of the Economics of Innovation and Technological Change*. Oxford: Blackwell.
- Delmar, F. (1997). Measuring growth: Methodological considerations and empirical results. *Entrepreneurship and SME research: On its way to the next millennium*, 199-216.
- Delmar, F. (2006). Measuring growth: Methodological considerations and empirical results. *Entrepreneurship and the Growth of Firms*, 62-86.
- Delmar, F., Davidsson, P. & Gartner, W. B. (2003). Arriving at the high-growth firm. *Journal of Business Venturing*, 18(2), 189-216.
- Dietrich, A. & Wanzenried, G. (2009). *What determines the profitability of commercial banks? New evidence from Switzerland* (Discussion paper). 12th conference of the Swiss society for financial market researches, Geneva.
- Downie, J. (1958). The competitive process. London: Gerald Duckworth,

Dunne, T., Roberts, M. J. & Samuelson, L. (1989). The growth and failure of US manufacturing plants. *The Quarterly Journal of Economics*, 671-698.

Durinck, E., Laveren, E.&Lybaert, N. (1997). *The impact of sales growth above a sustainable level on the financing choice of Belgian industrial(SMEs. 1997014).*

Evans, D.S. (1987). The relationship between firm growth, size, and age: Estimates for 100 manufacturing industries. *The Journal of Industrial Economics*, 35(4) 567-581.

Flamini,V., McDonald,C.& Schumacher,L.(2009). *The determinants of commercial bank profitability in sub-saharan Africa*(IMF Working Paper, WP/09/15). Geroski, P.A. (1999). *The growth of firms in theory and in practice* (CEPR Discussion Papers, 2092).

Gibrat, R. (1931). *Les inegaliteseconomiques*. Paris:Librairie Du RecueilSirey.

Gill A. &Mathur, N. (2011). Factors that affect potential growth of Canadian firms. *Journal of Applied Finance & Banking*, 1(4), 107-123.

Gujarati, D.N., Porter, D.C. &Gunasekar, S. (2012). *Basic econometrics*(5th ed.).New Delhi: Tata McGraw Hill Education.

Gupta, M. C. (1969). The effect of size, growth, and industry on the financial structure of manufacturing companies. *The Journal of Finance*, 24(3), 517-529.

Harabi, N. (2003). *Determinants of growth: An empirical analysis from Morocco*.Solothurn University of Applied Sciences, Northwestern Switzerland.

Honjo, Y. & Harada, N. (2006). SME policy, financial structure and firm growth: Evidence from Japan. *Small Business Economics*, 27(4), 289-300.

Hoxha, D.&Capelleras, J.L. (2010). Fast-growing firms in a transitional and extreme environment: are they different? *Journal of Small Business and Enterprise Development*, 17(3), 350-370.

Hyytinen, A.&Toivanen, O. (2005). Do financial constraints hold back innovation and growth? Evidence on the role of public policy. *Research Policy*, 34(9), 1385-1403.

IM, B. & Lee, K. (2011). *Analyzing the behavior of firms and different effect of their determinants to performance: Comparison of firms in Korea and the U.S.*DIME-DRUID ACADEMY Winter Conference 2011, ComwellRebild Bakker, Aalborg, Denmark, January 20 - 22, 2011

Jovanovic, B. (1982). Selection and the evolution of industry. *Econometrica: Journal of the Econometric Society*, 649-670.

Kiganda, E. O. (2014). Effect of macroeconomic factors on commercial banks profitability in Kenya: Case of equity bank limited. *Journal of Economics and Sustainable Development*, 5(2), 46-56.

Lang, L., Ofck, E. &Stulz, R.M. (1996). Leverage, investment, and firm growth. *Journal of Financial Economics*, 40, 3-29

Limere, A., Laveren, E. & Van H.K. (2004). *A classification model for firm growth on the basis of ambitions, external potential and resources by means of decision tree induction.*

Loi, T. H.& Khan, A. A. (2012). Determinants of firm growth: Evidence from Belgian companies. *Universiteit Gent, FaculteitEconomieENBedrijfskunde.*

Mateev, M. &Anastasov Y. (2010). Determinants of small and medium sized fast growing enterprises in central and Eastern Europe: A panel data analysis, *Financial Theory and Practice*, 34(3), 269-295.

Myers, S.C. &Majluf, N.F. (1984). Corporate financing and investment decision when firms have information that investors do not have. *Journal of Financial Economics*, 13,187-221.

Nelson, R.R. & Winter, S. (1982). *An evolutionary theory of economic change.* Harvard University Press. Niskanen, M. &Niskanen, J. (2007). *The determinants of firm growth in small and micro firms-evidence on relationship lending effects.*

Odior, E. S. (2013). Macroeconomic variables and the productivity of the manufacturing sector in Nigeria: A static analysis approach. *Journal of Emerging Issues in Economics, Finance and Banking (JEIEFB)*, 5, 362-380.

Oliveira, B. & Fortunato, A. (2004). Determinants of firm growth: A comparative study between a panel of Portuguese manufacturing and services firms. *European Association for Research in Industrial Economics*, 2-5.

Phillips, B.D.& Kirchoff, B.A. (1989). Formation, growth and survival: Small firm dynamics in the US economy. *Small Business Economics*, 1(1), 65-74.

Reichstein, T.& Dahl, M. S. (2004). Are firm growth rates random? Analysing patterns and dependencies. *International Review of Applied Economics*, 18(2), 225-246. Storey, D. (1994). *Understanding the small business sector.*New York: Routledge. Sutton, J. (1997). Gibrat's legacy. *Journal of Economic Literature*, 35.

Weinzimmer, L. G., Nystron, P. C. & Freeman, S. J. (1998). Measuring organizational growth: Issues, consequences and guidelines. *Journal of Management*, 24(2), 235-262.

Wiklund, J. (1998). Small firm growth and performance: Entrepreneurship and beyond. *Jonkoping International Business School.*

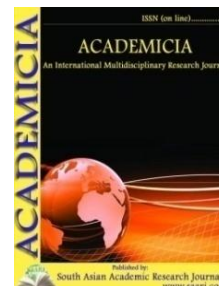
Yazdanfar, D. (2012). The impact of financing pattern on firm growth: Evidence from Swedish micro firms. *International Business Research*, 5(9)



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00040.4**

**A STUDY OF ACADEMIC ACHIEVEMENT OF SENIOR SECONDARY
SCHOOL STUDENTS IN RELATION TO THEIR EMOTIONAL
INTELLIGENCE**

Dr. Suresh Kaushal *; Meenu Yadav**

*Associate Professor,
M.L.R.S. College of Education,
Charkhi Dadri .
**Ph.D. Research Scholar,
Maharshi Dayanand University,
Rohtak, INDIA.
e-mail id: rakesh99644@gmail.com
Mob: 9215640844

ABSTRACT

The objective of the present study was to see whether there is a relationship between academic achievement and emotional intelligence or not? Descriptive Survey method was used for the present study. The study has been conducted on a sample of 800 XI class students (boys & girls) belongs to urban and rural areas of government and private schools of Gurgaon and Rewari Districts of Haryana State. Dr. K.N. Sharma's Divergent Production Ability Test was used as a tool and Matric examination marks were taken for judging the academic achievement of the students, tested at the 0.05 & 0.01 level of significance. The findings indicated that there exists a significant difference in academic achievement of senior secondary school students in relation to their High and Low Creativity. There exists a significant difference in academic achievement of male and female senior secondary school students in relation to their High and Low Creativity. There is a significant difference in academic achievement of urban and rural senior secondary school students in relation to their High and Low Creativity. The level of achieving is how far a student succeeds in a particular exam or standardized test (Reber, 1985). So the present study is a humble attempt to search an empirical database with certain hypotheses.

KEYWORDS: *Psychologists, Achievement, Distinguishes, Recognition, Hypotheses,*

REFERENCES

Abdullah, S.H. (2006) Emotional Intelligence and Academic Achievement : A study in KolejMatrikulasi Perlis, Unpublished Thesis, faculty of Business management, University Utara Malaysia.

Abi. Samra, N. (2000) The relationship between Emotional Intelligence and Academic Achievement in eleventh graders, Research in Education, FED,661.

Adams, G. S. (1996) Measurement and evaluation in educational psychology and Guidance, New York: Holt Rinehart and Winson Pvt. Ltd.

Bhadouria, P. (2013) Role of Emotional Intelligence for Academic Achievement for Students, Research Journal of Educational Science, 1(2), 8-12.

Bhatnagar, A.B. & Bhatnagar, M. (2006) Advanced educational psychology, International Publishing House, Meerut.

Chamundeswari, S. (2013) Emotional Intelligence and Academic Achievement among Students at the higher secondary level. International Journal of Academic Research In Economics and Management Sciences, 2(4), 178-187.

Dawda, D. & Hart, S.D. (2000) Assessing Emotional Intelligence: Reliability and Validity of the Bar-on Emotional Quotient Inventory (EQ-i) in University students. Personality and Individual differences, 28 (4), 797-812.

Goleman, D.(1998) "Working with Emotional Intelligence".**Golman, D. (1995)** Emotional Intelligence: Why it can matter more than IQ. New York, Bantam books.

Lal, A., Misra, C. and Chaudhary, R. (2010) Emotional Intelligence and Academic Achievement of male and female students of arts and science streams, International Journal of Research in Economics & Social Sciences, 3(7), 32-38.

Malik, U. & Dinesh Kumar Sharma (2013), "Teaching Effectiveness of Secondary School Teachers in Relation to their Professional Commitment," International Educational E-Journal 11 (4), 148-154, ISSN-2277-2456, Impact factor 1.958

Malik, U. (2009), "Teaching effectiveness of secondary school Teachers In relation to emotional intelligence", The journal of teacher education and research, Vol. 4, No. 2, Dec., 2009. ISSN-0974-8210.

Malik, U. (2011), "A Study of Academic Achievement if Class 10+2 of Science and Arts Stream Students in Relation to Their Academic Anxiety", Indian Journal of Social Concerns, No. 01, No. 01, April 2011. ISSN-2231-5837(Referred Journal).

Malik, U. (2012), “A Study of Academic Achievement of XI Grade Students in Relation to Level of Intelligence”, *International Journal of Education and Humanities*, Vol. 2, No. 2, Oct.-March, 2012 (Referred Journal).

Malik, U. (2013), “Study of Teaching Effectiveness among Secondary School Teachers in Relation to their Emotional Intelligence”, *Awareness International Research Journal of Education*. Issue 4, July-Sept-Oct. 2013, ISSN : 2320-8333.

Malik, U. (2015), “Teaching Competency of Secondary School Teachers in Relation to their Emotional Intelligence”, *The Educand*, Vol. 5, Issue 1, July-Dec. 2015, ISSN 2249-97411.

Malik, U. (2016). A Study of Academic Cheating Among Senior Secondary Students in Relation to their Home Environment. *ASIAN JOURNAL OF MULTIDISCIPLINARY STUDIES*, 4(9).

Malik, U. (2016). A Study of Teaching Aptitude of B. Ed. Pupil Teachers In Relation to Different Levels of Intelligence. *Asian Journal of Multidisciplinary Studies*, 4(5).

Mayer, J.D. & Salovey, P. (1995) Emotional Intelligence: The Construction and Regulation of feelings, *Applied and Preventive Psychology*, 4 (3) 197-208.

Mayer, J.D. and Salovey, P. (1997) what is Emotional Intelligence? In P. Salovey & D. Sluyter (Eds.), *Emotional Development & Emotional Intelligence: Implications For Education*. New York: Jossey-Bass.

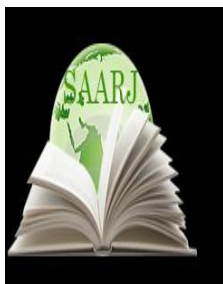
Nwadinigwe, I.P. & Azuka-Obieke, U. (2012) The Impact of Emotional Intelligence on Academic Achievement of senior secondary school students in Lagos, Nigeria. *Journal of Emerging Trends in Educational Research and Policy Studies (JETERAPS)* 3 (4): 395-401.

Salovey, P., Brackett, M. & Mayer, J. (Eds.) (2007) *Emotional Intelligence: Key Reading on the Mayer & Salovey Model*. New York: Dude.

Sharma, D.K. & Malik, U. (2009). A study of Teaching effectiveness of secondary school Teachers In relation to emotional intelligence. *The journal of teacher education and research*, 4(2).

Sharma, D.K. & Malik, U. (2013). Teaching Effectiveness of Secondary School Teachers in Relation to their Professional Commitment. *International Educational e-Journal*, 11(4), 148-154.

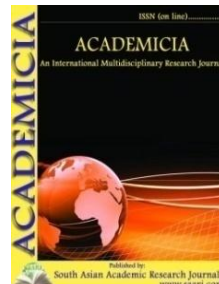
Upadhyay, P. (2013) A study of the relationship between Emotional Intelligence and Academic Achievement among students- teachers, *European Academic Research*, 1(8), 2388-2396.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00041.6**

**ENGLISH FOR SPECIAL OR SPECIFIC PURPOSES (ESP): A STUDY ON
TEACHING ESP COURSES**

Dr. G. Raja Sekhar*; Dr. Sujata Chakravorty**

*Associate Professor of English
MNR College of Engineering & Technology
Sangareddy, Hyderabad, INDIA.

**Associate Professor of English
DAK Maha Vidyalaya, Nagpur, INDIA.
e-mail ids: rsekha9@gmail.com, sujatachakravarty@yahoo.co.in
Mob: 9550858365, 9373289356

ABSTRACT

English is taught for academic purposes as well as special or specific purposes in schools, colleges and universities as a part in ELT. English for academic purposes (EAP) is a course in ELT and teachers focus on language skills, vocabulary, grammar etc in ELT classrooms to train students or learners. English for special or specific purposes (ESP) is also another course where teachers focus on business English, technical English, scientific English, English for medical profession, aviation English, English for tourism etc. ESP is taught to meet the specific needs of the students or learners. Business English is the main concept of ESP. In ESP, grammar, lexis, register, discourse, genre etc are focused rather than language skills. Most of ESP courses are taught to the students who have basic knowledge in English and sometimes to the beginners also. Since 1960, ESP has become one of the prominent areas of EFL teaching. This paper focuses on the importance of ESP in ELT and the advantages of this course in special or specific situations. Moreover, this paper analyzes the use of ESP in business, tourism, aviation, science and technology and other technologies etc in a comprehensive way and teaching ESP courses in which teachers adopt different techniques is also discussed.

KEYWORDS: Aviation, Business English, Course, EAP, EFL, ELT, ESP, Science And Technology, Teaching, Technical English, Tourism.

REFERENCES

1. All Wright, R.L (1982). "Perceiving and Pursuing Learners' Needs". In Geddes, M and Strurtridge, G (Ed); Individualisation, Modern English Publications.
2. August D, Carlo M, Dressler C. Snow, C. (2005). The critical role of vocabulary development for English language learners. *Learn Disabil Res Pract* 20(1):50–57.
3. Bejan, N., 1989. "Teaching Vocabulary in English for Specific Purposes": ESP in Practice (Peterson, P W), ed; English Language Programs Division, Washington DC.
4. Bell, D. 2002. Help! I've been asked to teach a class on ESP! *IATEFL Voices* 169. www.esp-world.com.
5. Brown, H.D. (2001). *Teaching by principles: An interactive approach to language pedagogy*. Beijing: Foreign Language Teaching and Research Press.
6. Dudley-Evans, Tony (1998). *Developments in English for Specific Purposes: A multi-disciplinary approach*. Cambridge University Press.
7. Gatehouse, K. (2001) *Key Issues in English for Specific Purposes (ESP): Curriculum Development*. khoey [at] khae-service.com < <http://www.khae-service.com>>.
8. Hadley, J., 2006. "Needs analysis in ESP". In *English for specific purposes in the Arab World*. TESOL Arabia, Dubai.
9. Hudson, T. 1991. A content comprehension approach to reading English for Science and Technology. *TESOL Quarterly* 25 (1): 77–104
10. Hutchinson, Tom & Waters, Alan (1987). *English for Specific Purposes: A learner-centered approach*. Cambridge University Press.
11. Jacobson, R., *Aspects of Scholarly Language Use in Malaysia: Switching Codes in Formal Settings*. In Ammon, U. (Ed.), *The Dominance of English as a Language of Science: Effects on Other Languages and Language Communities*, Berlin: Mouton de Gruyter, 2001.
12. Johns, A. M. (1991). "English for specific purposes (ESP): Its history and contributions". In M. Celce-Murcia (Ed.), *Teaching English as a second or foreign language*. Boston: Heinle & Heinle.

13. Johns, Ann M. & Dudley-Evans, Tony (1991). English for Specific Purposes: International in Scope, Specific in Purpose. TESOL Quarterly.
14. Lin, A. M. Y & Martin, P. (Eds.), Decolonization, Globalisation: Language-in-Education Policy and Practice. Clevedon: Multilingual Matters, 2005.
15. Mackay, R.; Mountford, A.J.(1978). The teaching of English for Specific Purposes: theory and practice. In: English for Specific Purposes: A case study approach. (Mackey, R.; Mountford A.J), eds; Longman. London.
16. Porcaro, J. W. 2001. Integrating authentic materials and language skills in English for Science and Technology instruction. English Teaching Forum 39 (2): 30–32
17. Robinson, P., 1980. “ESP (English for Specific Purposes)”, Pergamon Press Ltd. New York.
18. Robinson, P., 1991. “ESP today: A practitioners’ guide”, Prentice Hall International. New York.
19. Ryoo, K. (2011). Teaching science through the language of students in technology-enhanced instruction. Paper presented at the American Educational Research Association annual meeting, New Orleans, LA, Apr 2011.
20. Schoerning, E. (2013). The effect of plain-English vocabulary on student achievement and classroom culture in college science instruction. Int J Sci Math Educ 1–21.
21. Strevens, P. (1977). New Orientations in the Teaching of English. Oxford: Oxford University Press.
22. _____(1988). “The Learner and the Teacher of ESP”. in ESP in the classroom: Practice and evaluation. Chamberlain and Baumgardener. vol. 6; pp 39-44.
23. Trimble, L. (1985). English for science and technology. Rowley, MA: Newbury House.
24. Ventola, E. (1992). “Writing scientific English: Overcoming cultural problems”. International Journal of Applied Linguistics, 2(2), 191-220.
25. West, R. (1993). “Needs Analysis in Language Teaching”. In Language Teaching pp. 1-15.
26. _____(1994). “Needs Analysis in Teaching: State of Art”. In Language Teaching, vol 27. pp 1-19.
27. Yalden, J. (1987). “Principles of Course Design for Language Teaching”. Cambridge: Cambridge University Press.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00042.8**

**DEVELOPMENT OF LEADERSHIP COMPETENCIES THROUGH
TRAINING ACTIVITIES**

Dr. Pavan Kumar Balivada*

*Asst. Professor (HR & OB),
Institute of Management Technology,
Survey No. 38, Cherlaguda Village,
Shamshabad Mandal, RR District,
Hyderabad, Telangana, INDIA.
e-mail id: pavans5@gmail.com
Mob: +91 8096500464

ABSTRACT

A well planned and better organized training activities is very vital for the overall effectiveness of training programs. It aims at providing the participants with real-time experience about the constraints and external forces that influence the work efficiency, eventually equipping them with leadership competencies, namely, self-awareness, building others, building and maintaining relationships which is helpful for leadership development. Proper planning and execution of pre and post training activities in corporate companies plays a vital role in grooming the personalities of the employees by helping them use the learned skills for leadership development. A total of 265 responses were collected from 4 organizations relating to manufacturing sector. All the respondents were from the junior to middle level managerial positions. The results of the study reveal that trainees were significantly more likely to have leadership competencies with proper pre and post training activities. The reason can be that the trainees are more likely to apply the learnt knowledge or skill when the situation which demands them for leadership development. The practical and research implications of these findings are discussed for making effective leadership development.

KEYWORDS: *Equipping, Manufacturing, Influence, Overriding, Enhancement*

REFERENCES

- Adler, N. J & Harzing, A.W. 2009. When Knowledge Wins: Transcending the Sense and Nonsense of Academic Rankings. *Academy of Management Learning and Education*, 8, 72-95.
- Aguinis, H & Kraiger, K. 2009. Benefits of training and development for individuals and teams, organizations, and society. *Annual Review of Psychology*, 60, 451–74.
- Alavi, M & Leidner, D. 2001. Knowledge Management and Knowledge Management Systems: Conceptual Foundation and an Agenda for Research. *MIS Quarterly*, 107–136.
- Alliger, G. M & Janak, E. A. 1989. Kirkpatrick's levels of training criteria: Thirty years later. *Personnel Psychology*, 42, 331–342.
- Anderson, J. C & Gerbing, D. W. 1988. Structural equation modelling in practice: A review and recommended two step approach. *Psychological Bulletin*, 88, 588–606.
- Avolio, B. J & Hannah, S. T. 2008. Developmental readiness: Accelerating Leader Development. *Consulting Psychology Journal*, 4, 331-347.
- Axtell, C. M., Maitlis, S. & Yearta, S. K. 1997. Predicting immediate and longer-term transfer of training. *Personnel Review*, 26, 201–213.
- Bagozzi, R. P., & Yi, Y. 1988. On the evaluation of structural equation models. *Journal of the Academy of Marketing Science*, 16, 74–94.
- Bagozzi, R.P., Yi, Y., & Phillips, L. 1991. Assessing construct validity in organizational research. *Administrative Science Quarterly*, 36, 421–458.
- Baldwin, T. T. & Ford, K. J. 1988. Transfer of training: a review and directions for future research. *Personnel Psychology*, 41, 63–105.
- Baldwin, T. T., Ford, K. J. & Blume, B. D. 2009. Transfer of training 1988–2008: an updated review and agenda for future research. *International Review of Industrial and Organizational Psychology*, 24, 41–70.
- Baldwin, T. T., Magjuka, R. J., & Loher, B. T. 1991. The perils of participation: Effects of choice of training on training motivation and learning. *Personnel Psychology*, 44, 51–65.
- Barney, J.B., & Wright, P.M. 1998. On Becoming a Strategic Partner: The Role of Human Resources in Gaining Competitive Advantage. *Human Resource Management*, 37, 1, 31–46.
- Bartel, A. 1994. Productivity Gains from the Implementation of Employee Training Programs. *Industrial Relations*, 13, 401–425.
- Bennis, W. G., & O'Toole, J. 2005. How business schools lost their way. *Harvard Business Review*, 83, 96-104.

- Bennis, W. G. & Thomas, R. J. 2002. *Geeks and Geezers*. Boston: Harvard Business School Press.
- Bentler, P. M. & Bonett, D. G. 1980. Significance test and goodness of fit in the analysis of covariance structures. *Psychological Bulletin*, 88, 588–606.
- Blume, B. D., Ford, J. K., Baldwin, T. T., & Huang, J. L. 2010. Transfer of training: A meta-analytic review. *Journal of Management*, 36, 1065–1105.
- Bollinger, A.S., & Smith, R.D. 2001. Managing Organizational Knowledge as a Strategic Asset. *Journal of Knowledge Management*, 5, 8–18.
- Byrne, B. M. 2001. *Structural equation modelling with Amos: Basic concepts, applications and programming*. Mahwah, NJ: Erlbaum.
- C M Bower 1966. *The Will to Manage*. McGraw Hill.
- Chau, P. Y. K. 1997. Re-examining a model for evaluating information center success using structural equation modelling approach. *Decision Sciences*, 28, 309–334.
- Cheit, E. F. 1985. Business school and its critics. *California Management Review* 27, 43-62.
- Chen, L-S., Kwok, O-M., & Goodson, P. 2008. US health educators likelihood of adopting genomic competencies into health promotion. *American Journal of Public Health*, 98, 1651–1657.
- Chiaburu, D. S. & Marinova, S. V. 2005. What predicts skills transfer? An exploratory study of goal orientation, training self-efficacy and organizational support. *International Journal of Training & Development*, 9, 110–123.
- Chin, W. W., Johnson, N. & Schwarz, A. 2008. A fast form approach to measuring technology acceptance and other constructs. *MIS Quarterly*, 32, 687–703.
- Cleveland, M., Laroche, M., & Papadopoulos, N. 2009. Cosmopolitanism, consumer ethnocentrism, and materialism: An eight-country study of antecedents and outcomes. *Journal of International Marketing*, 17, 116–146.
- Colby, A., Ehrlich, T., Sullivan, B., & Dolle, J. 2011. *Rethinking Undergraduate Business Education: Liberal Learning for the Profession*. San Francisco: Jossey-Bass.
- Crilly, D., Schneider, S.C. & Zollo, M. 2008. Psychological antecedents to socially responsible behavior. *European Management Review*, 5, 175-190.
- Cunliffe, A. L. 2002. Reflexive dialogical practice in management learning. *Management Learning*, 33, 35-61.
- Goleman, D., Boyatzis, R. & McKee, A. 2002. *The New Leaders: Transforming the Art of Leadership into the Science of Results*. Little Brown: London.

Derue, D. & Ashford, S. 2010. Who will lead and who will follow? A social process of leadership identity construction in organizations. *Academy of Management Review*, 35, 627-647.

DeRue, D. S. & Wellman, N. 2009. Developing leaders via experience: The role of developmental challenge, learning orientation, and feedback. *Journal of Applied Psychology*, 94, 859-875.

Dixon, N. M. 1990. The relationship between trainee responses on participation affective reaction forms and post test scores. *Human Resource Development Quarterly*, 1, 129–137.

Dominick, P., Squires, P. & Cervone, D. 2010. Back to persons: On social cognitive processes and products of leadership development experiences. *Industrial & Organizational Psychology: Perspectives on Science and Practice*, 3, 33-38.

Dweck, C. S. 1975. The role of expectations and attributions in the alleviation of learned helplessness. *Journal of Personality and Social Psychology*, 31, 674-685.

Dysvik, A & Kuvaas, B 2008. The relationship between perceived training opportunities, work motivation and employee outcomes. *International Journal of Training and Development*, 12, 138-157.

Elliot, A.J., & Thrash, T.M. 2002. Approach-avoidance motivation in personality: Approach and avoidance temperaments and goals. *Journal of Personality and Social Psychology*, 82, 804-818.

Ferris, G.R., Hochwarter, W.A., Buckley, M.R., Harrell-Cook, G., & Frink, D.D. 1999. Human Resources Management: Some New Directions. *Journal of Management*, 25, 385–415

Fisher, S. L. & Ford, J. K. 1998. Differential effects of learner effort and goal orientation on two learning outcomes. *Personnel Psychology*, 51, 397–420.

Ford, J. K., Amith, E. M., Weissbein, D. A., Gully, S. M., & Sales, E. 1998. Relationship of goal orientation, metacognitive activity and practice strategies with learning outcome and transfer. *Journal of Applied Psychology*, 83, 218–233.

Ford, J. K., Smith, E. M., Weissbein, D.A., Gully, S. M., & Salas, E. 1998. Relationships of goal orientation, metacognitive activity, and practice strategies with learning outcomes and transfer. *Journal of Applied Psychology* 83, 218-233.

Garver, M. S., & Williams, Z. 2009. Examining model of understanding customer value and satisfaction data. *The Marketing Management Journal*, 19, 113–132.

Gaudine, A. P., & Saks, A. M. 2004. A longitudinal quasi experiment on the effects of post training transfer interventions. *Human Resource Development Quarterly*, 15, 57–76.

Ghoshal, S. 2005. Bad Management Theories are Destroying Good Management. *Academy of Management Learning & Education*, 4, 75-91.

Goleman, D. 1995. *Emotional Intelligence*. New York: Bantam Books.

Gosling, J., & Mintzberg, H. 2003. The five minds of a manager. *Harvard Business Review*, 11, 54- 63.

Gratton, L., & Truss, C. 2003. The Three-dimensional People Strategy: Putting Human Resources Policies into Action. *The Academy of Management Executive*, 17, 74–86.

Guest, D.E. 1987. Human Resource Management and Industrial Relationships. *Journal of Management Studies*, 24, 503–521

Guest, D.E. 2002. Human Resource Management, Corporate Performance and Employee well-being: Building the Worker into HRM. *Journal of Industrial Relations*, 44, 335–358.

Hackman, J. R., & Wageman, R. 2007. Asking the right questions about leadership. *American Psychologist*, 62, 43–47.

Hair, J., William, C. B., Barry, J. B., & Rolph, E. A. 2007. *Multivariate data analysis (7th ed.)*. Upper Saddle River, NJ: Prentice Hall

Holton, E. F. 1996. The Flawed Four–level evaluation model. *Human resource development quarterly* 7, 5–21

Holton, E. F. III., Bates, R., & Ruona, W. E.A. 2000. Development of a Generalized Learning Transfer System Inventory. *Human Resources Development Quarterly*, 11, 333-360.

Holton, E. F. III., Hsin-Chih, C., & Naquin, S. S. 2003. An Examination of Learning Transfer System Characteristics Across Organizational Settings. *Human Resources Development Quarterly*, 14, 459-482.

Hu, L.-T., & Bentler, P. M. 1999. Cut off criteria for fit indexes in covariance structure analysis: Conventional criteria versus new alternatives. *Structural Equation Modeling*, 6, 1–55.

Ibarra, H. 2003. *Working identity: Unconventional strategies for reinventing your career*. Boston: Harvard Business School Press.

Irene Nikandrou, Vassiliki Brinia, & Elissavet Bereri, 2009. Trainee perceptions of training transfer: an empirical analysis. *Journal of European Industrial Training*, 33, 255 – 270.

Kets de Vries, M. F. R., & Korotov, K. 2007. *Coach and Couch: The Psychology of Making Better Leaders*. New York, Palgrave/MacMillan

Khilji, S.E., and Wang, X. 2006. Intended and Implemented HRM: The Missing Linchpin in Strategic Human Resource Management Research. *International Journal of Human Resource Management*, 17, 1171–1189.

Kirwan, C., & Birchall, D. 2006. Transfer of learning from management development programmes: Testing the Holton Model. *International Journal of Training and Development*, 10, 252–268.

Kolb, D. A. 1984. *Experiential Learning: Experience as the source of learning and development*. Englewood Cliffs, N. J.: Prentice-Hall.

Lai, K.-H. 2009. Linking exchange governance with supplier cooperation and commitment: A case of container terminal operations. *Journal of Business Logistics*, 30, 243–260.

Latham, G. P. 1988. Human resource training and development. *Annual Review of Psychology*, 39, 545–582.

Latham, G. P., & Crandall, S. 1991. Organizational and social factors. In J. E. Morrison (Ed.), *Training for performance*, 255–286.

Latham, G. P., & Frayne, C. 1989. Self-management training for increasing job attendance: A follow up and a replication. *Journal of Applied Psychology*, 74, 411–416.

Leavitt, S. W. 1993. Seasonal 13C/12C changes in tree rings: Species and site coherence, and a possible drought influence. *Canadian Journal of Forest Resources*, 23, 210–218.

Lee, C.H., & Bruvold, N.T. 2003. Creating Value for Employees: Investment in Employee Development. *International Journal of Human Resource Management*, 14, 981–1000.

Legge, K. 1995. *Human Resource Management: Rhetoric and Realities*, London: Macmillan

Liebermann, S., & Hoffmann, S. 2008. The impact of practical relevance on training transfer: Evidence from a service quality training program for German Bank clerks. *International Journal of Training and Development*, 12, 74–86.

Ligon, D. S., & Hunter, S. T. 2008. Development of outstanding leadership: A life narrative approach. *The Leadership Quarterly*, 19, 312–334.

Loibl, C., Cho, S. H., Diekmann, F., & Batte, M. T. 2009. Consumer self-confidence in searching for information. *Journal of Consumer Affairs*, 43, 26–55.

Lorsch, J.W. 2009. Regaining lost relevance. *Journal of Management Inquiry*, 18, 108–117.

Louis, M. R. 1980. Surprise and sense-making: What newcomers experience in entering unfamiliar organizational settings. *Administrative Science Quarterly*, 25, 226–251.

Luthans, F., & Avolio, B. J. 2003. Authentic leadership: A positive developmental approach. In K. S. Cameron, J. E. Dutton, & R. E. Quinn (Eds.), *Positive organizational scholarship* (pp. 241–261). San Francisco: Barrett-Koehler.

Mathieu, J. E., Tannenbaum, S. I., & Salas, E. 1992. Influences of individual and situational characteristics on measures of training effectiveness. *Academy of Management Journal*, 35, 828–847.

May, G. L., & Kahnweiler, W. M. 2000. The effect of a mastery practice design on learning and transfer in behaviour modeling training. *Personnel Psychology*, 53, 353–373.

McCall, M.W. 1998. *High Flyers: Developing the Next Generation of Leaders*. Boston: Harvard Business School

Mintzberg, H. 2004. Third generation management development. *Training and Development*, 58, 28-38.

Mintzberg, H., & Gosling, J. 2002. Educating managers beyond borders. *Academy of Management Learning and Education*, 1, 64-75.

Nicholls, J.G. 1984. Achievement motivation: Conceptions of ability, subjective experience, task choice, and performance. *Psychological Review*, 91, 328-346.

Noe, R. A. 1986. Trainee attributes and attitudes: Neglected influences on training effectiveness. *Academy of Management Review*, 11, 736-749.

Noe, R. A., Wilk, S. L., Mullen, E. J., & Wanek, J. E. 1997. Employee development: Construct validation issues. In J. K. Ford, S. W. J. Kozlowski, K. Kraiger, E. Salas, & M. S. Teachout (Eds.), *Improving training effectiveness in work organizations*, 153-189. Mahwah, NJ: Erlbaum.

Petriglieri, G. & Petriglieri, J. L. 2010. Identity workspaces: The case of business schools. *Academy of Management Learning and Education*, 9, 44-60.

Pfeffer, J. & Ch. Fong 2002. The End of Business Schools? Less Success than meets the eye. *Academy of Management Learning & Education*, 1, 78-95.

Pintrich, P. R. 2000. The role of goal orientation in self-regulated learning. In M. Boekaerts, P. R. Pintrich, & M. Zeidner, (Eds.), *Handbook of self-regulation: Theory, research, and applications* (pp. 451-502). San Diego, CA: Academic Press.

Porras, J. & Collins, J. 1994. *Built to Last*. New York: HarperCollins.

Portnow, Popp, Broderick, Drago-Severson, & Kegan. 1998. Transformational learning in adulthood. *Focus on Basics*, 2, 22-27.

Raelin, J. A. 2007. Toward an epistemology of practice. *Academy of Management Learning & Education*, 6, 495-519.

Raelin, J. A. 2000. *Work-based learning: The new frontier of management development*. Reading, MA: Addison-Wesley.

Reynolds, M. & Vince, R. 2004. Organizing Reflection: An introduction', in M. Reynolds & R. Vince. (eds.), *Organizing Reflection*, Ashgate Publishing Limited, Hampshire, pp. 1-14.

Roedel T. D, Schraw G, & Plake B. S. 1994. Validation of a measure of learning and performance goal orientations. *Educational and Psychological Measurement*, 54, 1013-1021.

Rouiller, J. Z., & Goldstein, I. L. 1993. The Relationship Between Organizational Transfer Climate and Positive Transfer of Training. *Human Resources Development Quarterly*, 4, 377-390.

Ruona, W. E. A., Leimbach, M., Holton, E. F., & Bates, R. 2002. The relationship between learner utility reactions and predicted learning transfer among trainees. *International Journal of Training & Development*, 6, 218–228.

Russell, J. S., Terborg, J. R., & Powers, M. L. 1985. Organizational performance and organizational level training and support. *Personnel Psychology*, 38, 849–863.

Saks, A. M. & Belcourt, M. 2006. An Investigation of Training Activities and Transfer of Training in Organizations. *Human Resource Management*, 45, 629-648.

Saks, A. M. 1995. Longitudinal field investigation of the moderating and mediating effects of self-efficacy on the relationship between training and newcomer adjustment. *Journal of Applied Psychology*, 80, 211–225.

Schein, E. 1990. Organizational culture. *American Psychologist*, 45, 109-119.

Schön, D. A. 1983. *The reflective practitioner: how professionals think in action*. New York: Basic Books.

Shamir, B., & Eilam, G. 2005. What's your story: A life-stories approach to authentic leadership development? *The Leadership Quarterly*.

Stevens, C. K., & Gist, M. E. 1997. Effects of self-efficacy and goal orientation training on negotiation skill maintenance: What are the mechanisms? *Personnel Psychology*, 50, 955–978.

Storey, J. 1992. *Developments in Human Resource Management*, Oxford: Blackwell.

Tannenbaum, Scott I., Mathieu, John E., Salas, Eduardo, & Cannon-Bowers, Janis A. 1991. Meeting trainees' expectations: The influence of training fulfilment on the development of commitment, self-efficacy, and motivation. *Journal of Applied Psychology*, 76, 759-769.

Tracey, J.B. & Tews, M.J. 2005. Construct validity of a general training climate scale. *Organizational Research Methods*, 8, 353-374.

Turban, D. B., Stevens, C. K., & Lee, F. K. 2009. Effects of conscientiousness and extraversion on new labor market entrants' job search: the mediating role of metacognitive activities and positive emotions. *Personnel Psychology*, 62, 553-573.

Van Dyck, C., Van Hooft, E. A. J., De Gilder, D., & Liesveld L. C. 2010. Proximal antecedents and correlates of adopted error approach: A self-regulatory perspective. *The Journal of Social Psychology*, 150, 428–451.

Velada, R., Caetano, A., Michel, A., Lyons, B. D., & Kavanagh, M. 2007. The effects of training design, individual characteristics and work environment on transfer of training. *International Journal of Training and Development*, 11, 282–294.

Venkatesh, V., & Smith, R. H. 1999. Creation of favourable user perception: Exploring the role of intrinsic motivation. *MIS Quarterly*, 23, 239–260.

Walton, R.E. 1985. From Control to Commitment in the Workplace. *Harvard Business Review*, 63, 77–84.

Warr, P. B., & Bunce, D. 1995. Trainee characteristics and the outcomes of open learning. *Personnel Psychology*, 48, 347–375.

Wexley, K. N., & Baldwin, T. T. 1986. Post-training strategies for facilitating positive transfer: An empirical exploration. *Academy of Management Journal*, 29, 503–520.

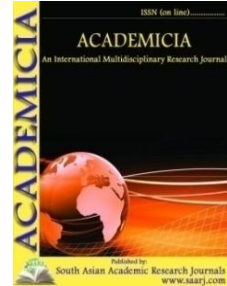
Winters, D. & Latham, G. P. 1996. The effect of learning versus outcome goals on a simple versus a complex task. *Group & Organization Management*, 21, 236–250.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00046.5**

THE RELATIONSHIP BETWEEN PARENTAL INVOLVEMENT AND STUDENTS' ACHIEVEMENT IN MATHEMATICS AND SCIENCE IN BATTICALOA EDUCATIONAL ZONE, SRI LANKA.

Chelliah Arulmoly *; Arulmoly Branavan**

*Department of Education and Childcare,
Faculty of Arts and Culture, Eastern University,
Sri Lanka,

**Department of Civil and Environmental Engineering,
Faculty of Engineering, University of Ruhuna, Sri Lanka,
e-mail ids: chelliah.arulmoly@yahoo.com, brana14arul@gmail.com
Mob: +94779060639, +94766688744

ABSTRACT

This study investigated how were correlates with the parental involvement and the achievement of students in the urban and semi-urban type 2 schools in mathematics and science. The descriptive survey research design was employed to carry out this study. One hundred and ninety two (192) students from 16 type 2 schools in Batticaloa educational zone, Sri Lanka were stratified randomly selected for this study. The type 2 school was selected for maintaining the homogenous values. From the results of this study, parental involvement accounts for 26.1 % of the total variance in mathematics achievement of secondary schools ($R^2 = 0.261$; $p < 0.05$) and 19.4 % of the total variance in science achievement of secondary schools ($R^2 = 0.194$; $p < 0.05$). These percentages are significant at 0.05 level of confidence. It shows that parental involvement is an important predictor of mathematics and science achievement. There exists a significant difference in the parental involvement of urban and semi-urban type 2 school students ($t = -8.12$; $p < 0.05$). Urban school students enjoy more parental involvement than their counterparts in the semi-urban school students. It shows that there is a correlation between parental involvement and male, female students in type 2 schools ($t = -7.34$; $p < 0.05$), and also there is a significant difference in the academic achievement of male and female students in mathematics and science ($t = -0.432$ and, -0.512 respectively ; $p < 0.05$). It also shows the finding reports that, there is a significant difference in the academic achievement of mathematics and science with urban, semi-urban schools students ($t = -9.142$ and, -8.314 respectively; $p < 0.05$). Teachers and

Counselors need to enlighten parents on the need to personality get involved in the academic activities of their children.

KEYWORDS: *Parental involvement, Type 2 school, Mathematics and Science Achievement, Teacher, Students, Urban and Semi-urban school.*

BIBLIOGRAPHY

Alebiosu, K.A. (2003). Reading in Science Education. Ibadan : Majestic Printers and Publishers.

Conway, K.S., and Houtenwille, A. (2008). Parental Effort, School Resources and Students Achievement. J. Human Res., (Spring). Available at http://www.unh.edu/news/cj_nr/2008/may/Inw27parents.cfm

Epstein, J.L. (1995). School-Family-Community Partnerships : Caring for the Children we share. Phi Delta Kappan 76(9) : 701-712.

Fennstein, L., and Symmons, J. (1999). Attainment in Secondary School. Oxf. Econ. Papers 51 : 300-321. Gianzero, G. (2001). Promoting Parental Involvement, Improving Student Outcomes. A working paper prepared for San Diego Dialogue. Retrieved from <http://www.sandiegodialogue.org/pdfs/parentalinvolvement.doc.pdf>

Henderson, A. and Beria, N. (1997). A New Generation of Evidence ; The family is critical to student achievement. Washington, D.C: Center for Law and Education

Hotton, K. and Wikelund, K.R. (1989). Parental Involvement Education. School Improvement Research Series (SIRS) Journal. Retrieved from : <http://www.nwrel.org/scpd/sirs/3/cu6.html>

Hudson, T. (1993). Developing Pupils' Skills in Language, Teaching English Language, Lagos : Success Publishers.

Ogbonna, F.N. (2007). Influence of Parental Involvement and Self Concept on Science Achievement of Junior Secondary School Students in Ogun State. A prefield Research presented at the Research Seminar of the Institute of Education, Olabisi Onabanjo University, Ago-Iwoye on September.

Olatoye, R.A. (2002). A Causal Model of School Factors as Determining of Science Achievement in Lagos State Secondary Schools. An unpublished Ph.D Thesis, University of Ibadan, Ibadan.

Olatoye, R.A. and Ogunkola, B.J. (2008). Parental Involvement, interest in Schooling and Academic Achievement of Junior Secondary School Students in Ogun State, Nigeria. College Teach. Available at <http://www.cluteinstitute.com> Methods Styles J.4 (8) :33-39.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: 10.5958/2249-7137.2017.00044.1

**TESL / TEFL: TEACHING ENGLISH AS A SECOND OR FOREIGN
LANGUAGE**

Dr. G. Raja Sekhar*; Dr. Sujata Chakravorty**

*Associate Professor of English,
MNR College of Engineering & Technology,
Sangareddy, Hyderabad, INDIA.

**Associate Professor of English
DAK Maha Vidyalaya, Nagpur, INDIA.

e-mail ids: rsekha9@gmail.com, sujatachakravarty@yahoo.co.in

Mob: 9550858365, 9373289356

ABSTRACT

Undoubtedly, teaching is a noble profession. Teaching provides a unique service to meet the educational needs of an individual or of society. Teaching facilitates learning and enlightens the society. Apart from achieving curriculum outcomes, teaching emphasizes the development of values- human values and moral values, and guides students in their social life. Teachers employ certain practices and updated techniques with suitable methodologies, from time to time, to educate students in all aspects. English is a global language today and it has brought about a revolution in communication, technology, education etc across the world. Teaching and learning English language has become a passion and a fashion for people across the world. English is taught and learned as a second language or a foreign language around the world. To meet the global requirements and grab the opportunities in terms of employment, everyone tries to learn English. English is the only way to most of the young graduates to get jobs or run their own industries. English is taught as a second language and a foreign language but there are basic differences between TESL (teaching English as a second language) and TEFL (teaching English as a foreign language). This research paper throws a light on these differences and analyzes how teachers adopt certain techniques in teaching English as a second language as well as a foreign language. It will be discussed in a comprehensive way in order to bring out the basic differences between TESL and TEFL and similarities also. Moreover, the outcomes of English teaching as ESL and EFL will be discussed.

KEYWORDS: *Differences, English, Language, Learning, Methods, Teaching, Techniques, TEFL, TESL.*

REFERENCES

1. Cameron, L. (2001) *Teaching Language to Young Learners*. Cambridge: Cambridge University Press.
2. Celce-Murcia, M. (Ed.) (1991) *Teaching English as a Second or Foreign Language*. Boston: Newbury House.
3. David Graddol, Cameron, L. (2001) *Teaching Language to Young Learners*. Cambridge: Cambridge University Press. *The future of English, 1997*. The British Council.
4. Gebhard G. J. *Teaching English as a Foreign or Second Language, (2nd Ed)- A Teacher Self-Development and Methodology Guide*, 2013. University Of Michigan Press.
5. Harmer, Jeremy. *The Practice of English Language Teaching*. 3rd Edition.pg.79-80.Essex: Pearson Education Ltd., 2001.
6. Hill, J and Flynn, K. (2006) *Classroom Instruction that works with English Language Learners*. Virginia: ASCD.
7. Krause, C.A.(1916), *The Direct Method in Modern Languages*, New York.
8. Larsen-Freeman D. *Techniques and Principles in Language Teaching (2nd Ed)*, 2000. New York, Oxford University Press.
9. Larsen-Freeman D and Michael H.L. *An Introduction to Second Language Acquisition Research*, 1991. Longman Inc. New York.
10. Mitchell, Rosamond(1994). *The Communicative approach to language teaching*. In Swarbick, Ann. *Teaching Modern Languages*. New York: Routledge.
11. Nunan, D, (2000) *Language Teaching Methodology*. Oxford: Phoenix.
12. Richards, Jack C.; Rodgers, Theodore S.(2001). *Approaches and Methods in Language Teaching (2nd ed)*. New York: Cambridge University Press. ISBN 978-0-521-00843-3.
13. Stern, H.H (1983). *The Fundamental Concepts of Language Teaching*. Oxford: Oxford University Press.
14. Whong, Melinda (2011), *Language Teaching: Linguistic Theory in Practice*. Edinburgh: Edinburgh University Press.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: **10.5958/2249-7137.2017.00045.3**

**IMPACT OF TERRORISM ON ECONOMIC GROWTH OF INDIA:
GROWTH ON FLAMES!**

Dr Anita Kakkar*; Shelly Oberoi**

*Assistant Director,
National Institute of Labour Economics University of Delhi
Research and Development.

**Research Scholar,
e-mail id: shellyoberoi83@gmail.com
Mob: 7838273721

ABSTRACT

Terrorism has become a global problem in recent times which deteriorate a country's economy and global peace and security. Since independence, India has been victimised by the rampant of terrorism. To some extent, it has affected the global growth as many countries are being affected by terrorism. Hence, the paper attempts to examine the relationship between the terrorism in India and Indian economic growth. To establish the connexion, the data for Indian terrorism scores is taken from the Global Terrorism Index and GDP is taken as proxy for Indian economic growth, for that the data is collected from the official website of Reserve Bank of India from 2001 to 2016. To estimate, we employ, Augmented Dickey Fuller Test and Philip Perron, tests of stationarity, Johenson's cointegration approach, and Granger causality/Block Exogeneity Wald tests to conclude the objective of the study. The key results depicts that there is nocointegration between the Indian terrorism and Indian economic growth confirming a non-causality using Granger causality test. Therefore, this study concludes by recommending Indian government to play a proactive role to combat this political and religious war and maintain peace and security to magnify the economic growth.

KEYWORDS: *Economic; Global; Growth; Index; Rate; Terrorism*

SECTION 6: REFERENCES

- Abadie, & Gandeazaba. (2008). The economic costs of conflicts: A case study of the Basque country. *The American Economic Review*, 93, 113-132.
- Alomar, M., & El-Sakka, M. (2011). The impact of terrorism on the FDI inflows to less developed countries: A panel study. *European Journal of Economics, Finance and Administrative Sciences*(28), 116-125.
- Bloomberg, S. Brock, GregoryD. Hess andAkillaWerapanna (2002). Terrorism from Within:An Economic Model of Terrorism. Working Papers in Economics, Claremont Colleges.
- Bloomberg, Brock, GregoryHess andAthanasios Orpanides (2004).The Macroeconomic Consequences of Terrorism' downloaded on 3rd January 2014 from:www.claremontmckenna.edu/econ/papers/2004-02.pdf
- Gaibulloev, Khusravand Sandler, Todd (2008). "The Impact of Terrorism and Conflicts on Growth in Asia", ADB Institute Discussion Paper No. 113, pp 1-32.
- Gries, Thomas, Tim Krieger and Daniel Meierrieks(2009). "Causal Linkages between DomesticTerrorism and Economic Growth". Working Papers Series No. 2009-02, Center for International Economics, USA.
- Irina Gabriela Rădulescu. 2016. Terrorism and its Impact on Global Economy. *Economic Insights – Trends and Challenges Vol.V (LXVIII) No. 2/2016* 87 – 94.
- James, Li, T., McCarthy, D., Phumiwasana, T., & Yago, G. (2006). Economic impacts of global terrorism.
- Koh, Winston T.H. (2007). "Terrorism and its Impact on Economic Growth and Technological Innovation". *Technological Forecasting and Social Change*. 74, pp129-138.
- Maria Santana-Gallego, Jaume Rosselló-Nadal and Johan Fourie. 2016. The effects of terrorism, crime and corruption on tourism. *Economic Research Southern Africa (ERSA) working paper* 595.
- Sandler, Todd and Walter Enders (2005).Economic Consequences of Terrorism in Developed and Developing countries: An Overview. Downloaded on 6 th November 2010 from: http://www.cba.ua.edu/~wenders/Econ_Consequences_Revised.pdf
- Tavares. (2003, November 21-22). The economic cost of terrorism.
- Volker, N., & Schumach, D. (2004). Terrorism and international trade: An empirical investigation. *European Journal of Political Economy*, 20, 423-433.



Published by: South Asian Academic Research Journals

ACADEMICIA:
An International
Multidisciplinary
Research Journal

(A Double Blind Refereed & Reviewed International Journal)



DOI NUMBER: 10.5958/2249-7137.2017.00043.X

**AN EMPIRICAL STUDY AND ANALYSIS OF THE CAPITAL
STRUCTURE & WORKING CAPITAL OF INDIAN TEXTILE INDUSTRY
{WITH SPECIFIC REFERENCE FOR THE PERIOD 2006-07 TO 2015-16}**

Diwahar Sunder Nadar *; Prof. Nidhi Navalkha; Priyadharshini Nair***;
Dr. Akshay Damani******

*Professor,
NMIMS University,
INDIA.

**Professor,
NMIMS University,
INDIA.

***Professor,
NMIMS University,
INDIA.

****Professor,
NMIMS University,

e-mail ids: diwahar.nadar@nmims.edu, nidhi.navalkha@nmims.edu,,
priyadharshini.nair@nmims.edu, akshay.damani@nmims.edu,
Mob: 8879907979, 9967811949, 8097390481, 9969772252

ABSTRACT

The Indian Textile sector has proven to be one of the major sectors driving the Indian Economy in terms of varied economic factors including employment and exports amongst others. The paper aims to undertake an empirical study of the BSE-listed Indian textile companies' Capital structure and Working capital covering seventy one percent of the market capitalisation. They are considered as two goliath financial elements in the financial statements that drives the existence of an entity. An analysis is done on the trend and driving force of Capital structure and Working capital of the Indian textile Sector. Eight companies were selected on the basis of market capitalisation and their key financials were extracted for a period of ten years i.e. (2006-07 to 2015-16). With the help of the key indicators the sector was analysed which led to various

findings about the requirement of fund, preferred source of fund, proportion of Debt to Equity, major component of working capital, prime application of working capital amongst others. The sector provides employment almost to 4.5 crore people directly making it one of the largest employer in the economy. Additionally, India is the second largest cotton exporting country and contributes to 13% of country's export earnings.

KEYWORDS: *Capital Structure, Debt-Equity, Indian Textile industry, Working Capital.*

REFERENCES

Awan, Abdul and Shumaila Bashir. "Determinants of Capital Structure of Textile Industry in Pakistan." *Industrial Engineering Letters*, (2016). Accessed date: 1/04/2017. url: www.iiste.org/Journals/index.php/IEL/article/download/28101/28847.

Channar, Ali and Nanik Ram, "Impact of Financial Crisis on the Textile Industry of Pakistan: A Case Study of Fateh Textile Industry." *Australian Journal of Basic and Applied Sciences*, (2011).

Manjhi, Rakesh Kumar and Kulkarni S.R. "Working Capital Structure and Liquidity Analysis: An empirical research on Gujarat Textiles Manufacturing Industry." *Indian Journal of Finance*, (2012).

Marimuthu, K. N and Mary Jessica. "Liquidity Management Efficiency of Indian Textile Industry (A Study on Listed Companies from Tamil Nadu)." In *Proceedings of National Conference on Paradigm for Sustainable Business: People, Planet and Profit*, Hyderabad, 2012.

Accessed date: 1/04/2017.

url:https://www.academia.edu/5647700/Liquidity_Management_Efficiency_of_Indian_Textile_Industry_A_Study_on_Listed_Companies_from_Tamil_Nadu_.

Ministry of Textile, "Annual Report 2016-17." Accessed date: 10/04/2017. url: http://texmin.nic.in/sites/default/files/ar_16_17_ENG.pdf

Nusrat, Ahmed and Assocham Research Bureau. "Performance Analysis of Textile Sector." *Assocham Financial Pulse Study-Quarterly Performance*, (2008). Accessed date: 1/04/2017. url: http://www.assochem.org/arb/afp/2008/Textile_Sector_AFP_Nov_2008.pdf

Shah, A. and S. Khan. "Determinants of Capital Structure: Evidence from Pakistani Panel Data." *International Review of Business Research Papers*, (2007). Accessed date: 2/04/2017. url: <http://irbrp.com/static/documents/October/2007/1423648468.pdf>

Shah, A. and S. T. Hijazi. "Determinants of Capital Structure in Pakistanis Listed Non-Financial Firms." *Pakistan Development Review*, (2004). Accessed date: 2/04/2017. url: https://papers.ssrn.com/sol3/papers.cfm?abstract_id=1027179

S, Hijaz and Y. B.Tariq. "Determinants of Capital of Structure: A case for Pakistani cements Industry." The Lahore Journal of Economics, (2006). Accessed date: 1/04/2017. url: https://www.researchgate.net/publication/225298046_Determinants_of_Capital_Structure_A_Case_for_the_Pakistani_Cement_Industry.

S, Kevin. "Study of the textile industry in Kerala with comparative reference to Tamil Nadu." Cochin University of Science and Technology, 1987.

Sreenivasan, k. Preface to India's Textile Industry. The South India Textile Research Association, 1984.

Swarnkar, Rekha et al. "Working capital management in textile industries." Indian journal of management science (ijms), (2013). Accessed date: 1/04/2017. url: http://www.scholarshub.net/ijms/vol3/issue2/Paper_11.pdf

Editorial Board

Dr. B.S. Rai, Editor in Chief

Former Principal
G.N. Khalsa PG.College, Yamunanagar,
Haryana, INDIA

Dr. Romesh Chand

Professor- cum-Principal
CDL College Of Education,Jagadhri,
Haryana,INDIA

Dr. Dhramveer

Former Principal
CDL College of Education, Jagadhri,
Haryana, INDIA

Dr. Victor Sohmen

Professor
Department of Management and Leadership
Drexel University Philadelphia, Pennsylvania,
USA

Dr. Anisul M. Islam

Professor
Department of Economics University of
Houston-Downtown, Davies College of Business
Shea Street Building Suite B-489
One Main Street, Houston, TX 77002, USA

Obidjon Khamidov

Professor
Tashkent State University of Economics,
UZBEKISTAN

Dilbar Aslanova

Professor
Samarkand Institute of Economics and Service,
Samarkand, UZBEKISTAN

Dr. S S Narta

Professor
Department of Commerce,
Himachal Pradesh University, Shimla, INDIA.

Dr. Michelle L. Rosser

Professor
Psychology, Ashford University, USA.

Dr. Secil Tastan

Professor
Management and Organizational Behaviour,
Marmara University, TURKEY.

Dr. Ludmila Mladkova

Faculty
Management, University of Economics Prague,
CZECH REPUBLIC

Dr. Suresh Dhanda

Associate professor
Head, Department of Political Science,
S. A. Jain College, Ambala City, Haryana, INDIA.

Nagah A. A. Mohamed

Associate professor
Sudan University of science and technology,
SUDAN.

Dr. Ipseeta Satpathy

Associate Professor
Organizational Behavior & Human Resource
Management, KSOM, KIIT, University,
Bhubaneswar, Odisha, INDIA.

Dr B. Mohan

Associate Professor in English
S.V. College of Engineering and Technology
Chittoor, Andhra Pradesh, INDIA

Dr. Durgesh Nandini

Associate Professor
Department of Public Administration,
IGNOU, Delhi, INDIA

Jumana M. ELhafiz

Associate Professor
Department of Biochemistry, Shendi University,
Ministry of Health, SUDAN

Dr. Karun Kant Uppal

Assistant Professor
P G Deptt. of Commerce & Management,
Kamla Lohtia S D College, Ludhiana, INDIA

Dr. Dalbir Singh

Assistant Professor
Haryana School of Business, G.J.U.S & T, Hisar,
Haryana, INDIA

Nadeera Jayathunga

Senior Lecturer
Department of Social Sciences,
Sabaragamuwa University,Belihuloya, SRI LANKA

Rania Al Omari

Lecturer
Applied Science University,
Faculty of Economic and Administrative Science,
Accounting Department, Jordan-AMMAN

Amir Askari

PhD in Psychology
Crisis Intervention Committee Chair,
Iranian Psychological Association, Tehran, IRAN

Categories

- Business Management
- Social Science & Humanities
- Education
- Information Technology
- Scientific Fields

Review Process

Each research paper/article submitted to the journal is subject to the following reviewing process:

1. Each research paper/article will be initially evaluated by the editor to check the quality of the research article for the journal. The editor may make use of iThenticate/Viper software to examine the originality of research articles received.
2. The articles passed through screening at this level will be forwarded to two referees for blind peer review.
3. At this stage, two referees will carefully review the research article, each of whom will make a recommendation to publish the article in its present form/modify/reject.
4. The review process may take one/two months.
5. In case of acceptance of the article, journal reserves the right of making amendments in the final draft of the research paper to suit the journal's standard and requirement.

Published by

South Asian Academic Research Journals

A Publication of CDL College of Education, Jagadhri (Haryana)
(Affiliated to Kurukshetra University, Kurukshetra, India)

Our other publications :

South Asian Journal of Marketing & Management Research (SAJMMR)

ISSN (online) : 2249-877X

SAARJ Journal on Banking & Insurance Research (SJBIR)

ISSN (online) : 2319 – 1422