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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.



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SR. NO.	PARTICULAR	PAGE NO.
1.	AN INFLUENCE OF CSR INITIATIVES WITH FINANCIAL PERFORMANCE: EVIDENCE FROM PETRO-GAS PRODUCTS INDUSTRY IN INDIA. V. L. Govindarajan, Dr. S. Amilan	1-27
2.	CLIMATE CHANGE AND URBAN POOR: CHALLENGES & THE ROAD AHEAD Rana Ravinder Singh	28-33
3.	A CHANNEL ACCESS MECHANISM IN WIRELESS SENSOR NETWORKS Dr. Venkata Surya Narayana T	34-39
4.	TEACHING BUSINESS COMMUNICATION TO THE M.B.A. STUDENTS OF MULTICULTURAL BACKGROUND: A CASE STUDY Dr. S. Ganesan	40-43
5.	ROLE OF HUMAN RESOURCE ACCOUNTING IN THE PRESENT GLOBALIZATION SCENARIO Naresh Guduru	44-52
6.	YOGA- A GREATER REMEDY FOR HOLISTIC HEALTH Dr.Pooja Sharma, Km. Aarti sharma	53-62
7.	HORNBILL- AN ENDANGERED AVIAN SPECIES OF UPPER SIANG DISTRICT OF ARUNACHALPRADESH: AN ANALYSIS OF PUBLIC PERCEPTION Sri. Miyo Tayeng, Sri. Tao Abo, Dr. Philip Mody	63-72
8.	IMPACT OF PROFITABILITY PERFORMANCE WITH REFERENCE TO RCS CHEMICALS Dr. T. Sobha Rani,	73-82
9.	CAPITAL STRUCTURE DETERMINANTS: EVIEDENCE FROM MANUFACTURING AND SERVICES SECTOR COMPANIES IN SRI LANKA Shantharuby Buvanendra.	83-99

10.	COMPARATIVE STUDY OF SPIRITUAL INTELLIGENCE AMONG STUDENTS OF PROFESSIONAL AND NON-PROFESSIONAL COURSES Dr. Huma Hilal, Zulfiqarullah Siddiqui	100-107
11.	BRUCE ONOBRAKPEYA'S JEWELS OF NOMADIC IMAGES: IMPROVISATION AND RECYCLING AS HALLMARK OF INGENUITY Nics O. Ubogu	108-117
12.	QUALITY OF WORK LIFE AND BURNOUT- A LITERATURE REVIEW Dr. Ajay Suneja, Swati	118-127
13.	POST-MERGER INVESTMENT PERFORMANCE: AN EMPIRICAL INVESTIGATION Amit Rohilla, Manoj Bansal, Ashima Sharma	128-144
14.	RECRUITING FOR CULTURE FIT Dr Krishna Kishore, Dr VasanthKira	145-154
15.	A LOOK AT GLOBAL WORKFORCE BY YEAR 2020 & WAYS TO MANAGE IT Sheveta Aggarwal	155-164
16.	KNOWLEDGE MANAGEMENT AND EMPOWERMENT OF THE PERSONNEL AN EMPIRICAL STUDY Shiva Habibzadeh, Habib Valizadeh	165-176
17.	WASTE MINIMIZATION IN PAINT MANUFACTURING PLANTS :COST SAVING AND ENVIRONMENTAL PROTECTION Mostafa Khezri, Jafar Nouri, Mahnaz Tehrani, Leila Ramezani	177-186
18.	JOB-SATISFACTION OF SECONDARY SCHOOL TEACHERS IN RELATION TO THEIR EMOTIONAL MATURITY Dr. Dinesh Kumar, Mr. Harpreet Singh	187-201
19.	A STUDY OF POVERTY ALLEVIATION PROGRAMS IN INDIA Rajesh Garg	202-208
20.	CONTRASTS AND COMPLEXITIES IN ERNEST HEMINGWAY'S THE SUN ALSO RISES Nasser Sepahvand, Dr. B. Mohan	209-215
21.	MENTAL HEALTH OF PUPIL TEACHERS' IN RELATION TO THEIR INTELLIGENCE AND APTITUDE TOWARDS TEACHING PROFESSION Dr. Dinesh Kumar, Ms. Tanu Gupta	216-233

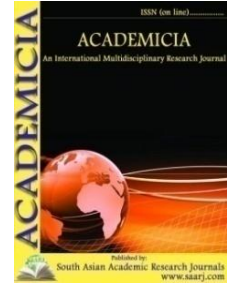
22.	OCCUPATIONAL SAFETY AND HEALTH IN MANUFACTURING SECTOR: COMPARATIVE STUDY OF INDIA AND CHINA Meha Joshi, Dr. Ritu Bajaj	234-244
23.	EVALUATION OF DIGITAL LIBRARY: THE WORLD APPROACH Dr. S. Kishore Kumar	245-252
24.	THE SOCIO-ECONOMIC IMPACT OF THE BRITISH OCCUPATION ON MANIPUR Dr. Moirangthem Pramod	253-258
25.	AN ANALYSIS OF THE APPRAISAL MECHANISM OF B.ED COLLEGES OF PANJAB UNIVERSITY Sandeep Kaur, B. D. Budhiraja, R. K. Sharma	259-274
26.	A HALF BAKED ENTREPRENEUR FROM INDIA OF DARKNESS Yogesh Singh Mohan	275-281
27.	HEMINGWAY'S ETHIC IN HIS THE SUN ALSO RISES Dr. B. Mohan	282-289



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**AN INFLUENCE OF CSR INITIATIVES WITH FINANCIAL
PERFORMANCE: EVIDENCE FROM PETRO – GAS PRODUCTS
INDUSTRY IN INDIA****V. L. Govindarajan*; Dr. S. Amilan****

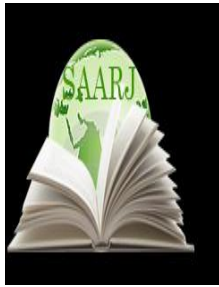
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**Head & Associate Professor,
Department of Commerce,
Pondicherry University, India.

ABSTRACT

The purpose of the present paper is to study the level CSR initiatives to what extent influences the financial performance of Petro, Oil and Gas Products industry for the period of Six years, in India. For this purpose, BSE 200 Indexed and Karmayog (an NGO, who measures the CSR activities of the Indian companies in India), rated 10 companies were selected at random from Petroleum, Oil and Gas industry. CSR disclosure scores for each selected company has been calculated based on the Karmayog ratings of CSR activities. To Calculate CSR score of a company, three key parameters were considered. They are, CSR ratings given by Karmayog –the company's allocation of fund for CSR activities in the Budget and finally the area of focus made by the company in their CSR activities or involvement. In the present study CSR Activities have been classified into Healthcare, Education, Environment, Rural development and Other Community Welfare activities. After calculating the score on CSR disclosures, an analysis on the relationship between corporate social responsibility score and selected financial parameters such as Total Income, Total Assets, Net worth and Number of Employees of the companies have been made. Apart from the above, CSR score also analyzed with Profit before Tax and Debts of the firm to find its extent. To analyze the relationship between CSR disclosure score and the CSR Budget, Profit before Tax and Debts of the companies Spearman's coefficient of Rank Correlation has been used and has been tested for its validity. The relationship between CSR score and Total Income, Total Assets, Net worth and Number of Employees has been tested through Karl Pearson's coefficient of Correlation. The coefficient of determination has been tested through multiple regression analysis and resulted that the Total Income only influencing

the CSR score of this Industry and there is positive relationship between CSR score with CSR budget, Total Income and Number of Employees in all over the years and CSR score with Total Asset had positive relationship only for 2007, 2008 and 2010 only. CSR score and Net worth has no any significant relationship in all the years except during 2009. Debts have the significant relationship with CSR score during 2009, 2010 and 2012. Financial performance has the positive relationship with CSR score in all over the period except 2009 in this selected industry.

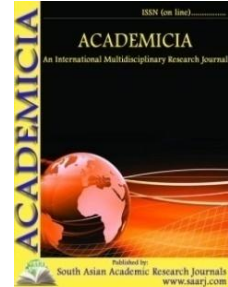
KEYWORDS: *Corporate social responsibility, CSR budget allocations, Total Income, Debts, Profit, CSR Score and Petro, Oil and Gas Industry.*



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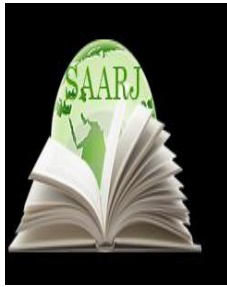
**CLIMATE CHANGE AND URBAN POOR: CHALLENGES & THE ROAD AHEAD****Rana Ravinder Singh***

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The Law School,
University of Jammu.

ABSTRACT

Climate change and the resulting natural phenomena have engulfed the whole globe. It is this realization of the growing concern that the world community has been actively participating in the deliberations to chart out the mitigation and adaptation strategies and plans to combat the dangers posed by the nature's fury. The Kyoto protocol (came into force in 2005), Copenhagen summit (2009), Cancun summit (2010) and the Durban summit (2011) are some of the instances of world efforts in recent times to come up with a global solution for the challenges being posed by the altering climate pattern. The changing world climate has the potential of affecting almost every section of the society and economy, yet as the studies reveal; much of the work in this regard has been done in context of rural livelihoods and agriculture. As such a very important facet of the climate change vulnerability has been relatively neglected. The urban slum dwellers due to their economic and social situation are the least resilient of the lot when it comes to adapting and avoiding the natural disasters. Such vulnerability puts the urban poor at the maximum risk especially when the global climatic conditions are on a change. The researchers need to deliberate on the possible explanations as to why urban poor have been unsuccessful and fared poorly as compared to rest of the strata of population in adapting to the climatic alterations. The present paper stresses on the identification of the causation variables that necessitate a concerted effort on the part of the central agencies and the local support groups to complement each other and to come up with a sustainable adaptation and mitigation mechanism that has urban poor as its prime focus. This will be the foremost step in building up of climate resilient cities.

KEYWORDS: *Climate change, Urban poor, Vulnerability, Causation Variables, Scope*



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**A CHANNEL ACCESS MECHANISM IN WIRELESS SENSOR NETWORKS****Dr. Venkata Surya Narayana T***

*Associate Professor,
ECM Department,
K. L. University, Guntur.

ABSTRACT

In this paper, A review of wireless data networks will be introduced. I will consider the physical arrangement which is used to interconnect nodes, that is known as the network topology and the process of determining a path between any two nodes over which traffic can pass which is called routing. Next is the switching techniques used in this work, which refers to the transfer method of how data is forwarded from the source to the destination in a network. In addition I will address medium access control protocols for wireless network system. And finally channel assignment strategies and wireless channel models will be reviewed.

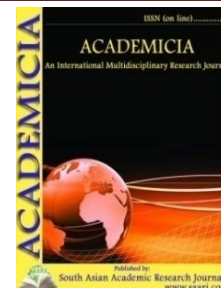
KEYWORDS: WSNs, WMNs, MANETs, VANETs, Ad-hoc Networks.



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**TEACHING BUSINESS COMMUNICATION TO THE M.B.A.
STUDENTS OF MULTICULTURAL BACKGROUND: A CASE
STUDY****Dr. S. Ganesan***

*Professor & Head,
Department of English,
Vel Tech HighTech Engg.
College, Avadi, Chennai, India.

ABSTRACT

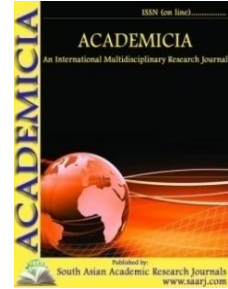
This paper deals with the difficulties encountered by M.B.A students in acquiring Business Communication, especially by students from North India who pursue higher education in Vel Tech Technical University. A special course was designed to bridge the gap between comprehension and communication of the students. The students were motivated to use English as a tool of communication in the campus instead of relying on L1. The pre-course evaluation test was conducted to the students to judge their level of competence. Error correction exercises, word power, cross word puzzle and word building exercises were given to the students. The students were encouraged to read English Newspapers regularly and to listen to English news in T.V. and Radio. The constant use of dictionary helped the students to increase their vocabulary. After the one month crash programme, end of the course evaluation was done. This paper describes the project undertaken by English Department in teaching Business Communication to M.B.A. students in Vel Tech Technical University, Chennai.



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**ROLE OF HUMAN RESOURCE ACCOUNTING IN THE PRESENT
GLOBALIZATION SCENARIO****Naresh Guduru*; Naveen Samudrala**; Sunil Palakurthi*****

*Assistant Professor,
Department of Management Sciences,
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Pembarthi

ABSTRACT

Basically, HRA is a management tool which is designed to assist senior management in understanding the long term cost and benefit implications of their HR decisions so that better business decisions can be taken. If such accounting is not done, then the management runs the risk of taking decisions that may improve profits in the short run but may also have severe repercussions in future. For example, very often organizations hire young people from outside on very high salaries because of an immediate business requirement. Later on, however, they find that the de-motivating impact of this move on the existing experienced staff has caused immense long term harm by reducing their productivity and by creating salary distortions across the organizational structure. HRA also provides the HR professionals and management with information for managing the human resources efficiently and effectively. Such information is essential for performing the critical HR functions of acquiring, developing, allocating, conserving, utilizing, evaluating and rewarding in a proper way. These functions are the key transformational processes that convert human resources from 'raw' inputs (in the form of individuals, groups and the total human organization) to outputs in the form of goods and services. HRA indicates whether these processes are adding value or enhancing unnecessary costs. The basic objective of the paper is to study the Human Resources Accounting practices, to identify the issues and challenges, to examine these issues and challenges and lastly, to give suggestions based on the findings of the study.

KEYWORDS: *Globalization, Physical Assets, Approaches of Human Resource Accounting (HRA)*

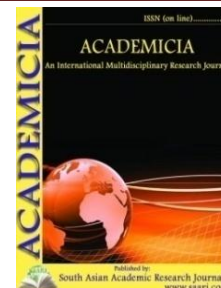


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YOGA - A GREATER REMEDY FOR HOLISTIC HEALTH

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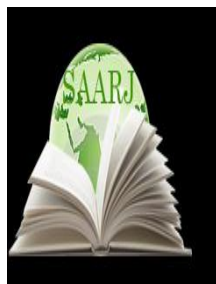
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ABSTRACT

Holistic Health is a concept that refers to the Psychological, Emotional, physiological and spiritual well being of a person. Being healthy generally means that person is able to use his all capabilities to function well in society and go through everyday life with little or no difficulty but there are some environmental and personal factors that can affect our health i.e. our physical health, family life, social life and life at work. Having negative experience in any of the said areas can activate the sympathetic nervous system of the body and deteriorate the candidate's health. When these negative experiences reach extreme proportions and significantly disable an individual, the person is deemed to be suffering from different illnesses. In our daily life there occur many incidents and situations which plunge us in to despondency. In such tense situations one loses one's balance and sense of discretion. This leads to irrelevant thought, speech and action which further complicate the issues causing physical and mental sickness, even lead to suicide or murder. To restore the balance, there is no greater remedy than that of Yoga. Yoga offers many practices which individually and collectively activate relaxation and which may help to restore the physical body providing more healthful and productive responses to negative experiences. The effects of yoga which have been documented including parasympathetic nervous system activation which lowers the heart rate and blood pressure as well as improving digestion, elimination and immune function, increasing the vital lungs capacity and tidal volume, and reducing anxiety and depression. Yoga can be viewed as a scientific system designed to purify the body and the mind from toxins accumulated due to poor life style choices and negative thinking patterns. A system which is rooted in thousands of years of empirical reasoning and evidence of its results, the goal of all yogic practices is not only to be free of mental illness, but to achieve a state of mind that rests in equanimity in the face of the emotions, desires and suffering that are to be found in this world. Yoga exercise help in renewal of mental agility. Those who are practicing yoga experience tremendous changes that result in a deep effect on their mental health,

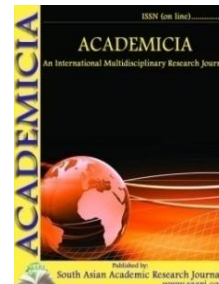
reduction of tension and restoration of flexibility are some of the benefits derived from Yoga. Thus, yoga possesses a great healing power which proves beneficial for physical as well as mental well being of the individual.



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**HORNBILL - AN ENDANGERED AVIAN SPECIES OF UPPER
SIANG DISTRICT OF ARUNACHALPRADESH: AN ANALYSIS OF
PUBLIC PERCEPTION****Sri. Miyo Tayeng*; Sri. Tao Abo**; Dr. Philip Mody*****

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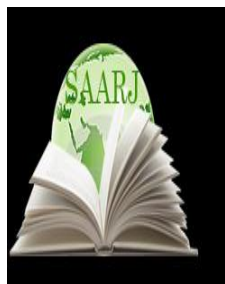
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***Sr. Assistant Professor,
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ABSTRACT

Arunachal Pradesh enjoys the unique status of being the state with the wildest spectrum of wildlife species. It may be attributed to its peculiar biogeography location, altitudinal variation and high rainfall. Altitudinal differences gave rise to different climatic regimes and soil structure, which in turn has determined the spectacular vegetations of the state. Infact, the land manifests a phenomenal range of rich biological diversity. Perhaps avian fauna best represent this diversity of which Bucerotidae- a hornbill is of utmost importance. The state has five important species of hornbills out of nine being found all over in India. Fascinatingly, a hornbill is the state bird of Arunachal Pradesh because of its widespread distribution in the state and deep social significance among most of the people rather than as a most chosen food. However, hornbill has been declared endangered species of the state as its counts keeps on dwindling down due to either rapid destruction of its habitat or excessive hunting in the recent times. Thus, necessitated its immediate conservation. The present paper makes an attempt to give an overview of various species of hornbills being found and its distribution across the Arunachal Pradesh. Further, it makes detail discussion on public's perceptions of Upper Siang district of Arunachal Pradesh on endangerment of hornbills.

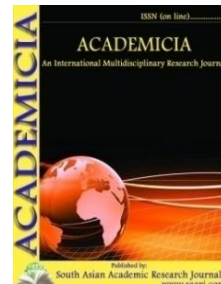
KEYWORDS: *Arunachal Pradesh, Biodiversity, Hornbill and Upper Siang.*



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**IMPACT OF PROFITABILITY PERFORMANCE WITH REFERENCE
TO RCS CHEMICALS**

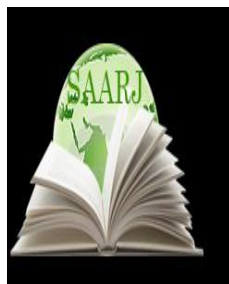
Dr. T. Sobha Rani*

*Professor & Principal,
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ABSTRACT

The Working capital refers to that portion of total fund, which finances the day-to-day working expenses during the operating cycle. Management of working capital is one of the most important functions of corporate management. Profitability is measured in relative terms of either size, past years. The current study focuses on the components of Working capital and profitability and also shows the impact of Working capital on profitability. There is a direct inverse relationship between profitability and solvency or liquidity.

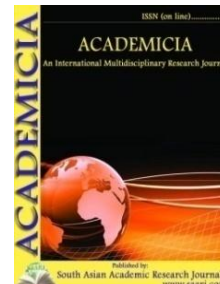
KEYWORDS: *working capital, profitability, Current assets and liabilities*



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**CAPITAL STRUCTURE DETERMINANTS: EVIDENCE FROM
MANUFACTURING AND SERVICES SECTOR COMPANIES IN SRI
LANKA****Shantharuby Buvanendra***

*Student,

Department of International Business,
School of Management,
Pondicherry Central University, India**ABSTRACT**

This paper develops a preliminary study to explore the determinants of capital structure of Sri Lankan listed manufacturing and services sector companies using firm level panel data for the period of 2003 – 2007. Profitability, Tangibility, Size and Growth rate were used as independent variables, while leverage ratios such as total debt ratio, long term debt ratio and short term debt ratio were the dependent variables. OLS dummy regression model was used here. The results revealed that only profitability variable was statistically significant with leverage ratios (with total debt ratio and short term debt ratio) at manufacturing companies. Meanwhile all the selected variables, except tangibility were significantly related with atleast one of the leverage ratios in services companies. Results of this study validate the prediction of pecking order theory in the case of profitability variable in both manufacturing and services companies. Also growth variable of services companies again confirms the pecking order hypothesis. However size variable of services companies confirms to prediction of trade-off and agency cost theory.

KEYWORDS: Capital structure, Leverage, Manufacturing companies, Services companies.



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COMPARATIVE STUDY OF SPIRITUAL INTELLIGENCE AMONG STUDENTS OF PROFESSIONAL AND NON-PROFESSIONAL COURSES

Dr. Huma Hilal*; Zulfiqarullah Siddiqui**

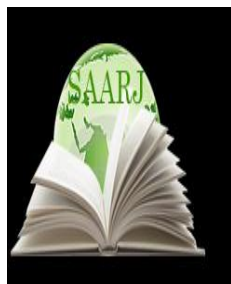
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**Research Scholar,
Department of Psychology,
Aligarh Muslim University,
Aligarh, India.

ABSTRACT

The main objective of this study was to examine the spiritual intelligence among professional and non-professional students. A sample of 400 students was used; 200 students were those who offered professional courses and 200 were those who offered non-professional courses from Aligarh Muslim University Aligarh. The Spiritual Intelligence Self-Report Inventory (SISRI) developed by King and DeCicco (2007) was administered on these students. The data were analysed by t-test. The findings of present research clearly revealed that professional and non-professional students significantly differed with respect to spiritual intelligence. More specifically Professional students were found to have higher spiritual intelligence than non-professional students. Result also showed that SISRI was found to be reliable tool to measure four factors of spiritual intelligence: Critical Existential Thinking (CET), Personal Meaning Production (PMP), Transcendental Awareness (TA) and Conscious State Expansion (CSE) for the present sample with 0.857 cronbach's alpha. When we compared on four factors of spiritual intelligence: Critical Existential Thinking (CET), Personal Meaning Production (PMP), Transcendental Awareness (TA) and Conscious State Expansion (CSE), again we found that two groups differed significantly on these factors. The findings were discussed in the light of existence studies and ethical issues. Alternative explanations were also offered.

KEYWORDS: *Spiritual Intelligence, Critical Existential Thinking, Personal Meaning Production, Transcendental Awareness and Conscious State Expansion.*

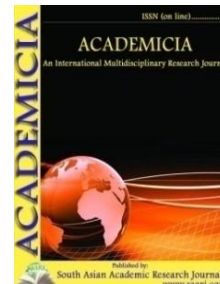


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BRUCE ONOBRAKPEYA'S JEWELS OF NOMADIC IMAGES: IMPROVISATION AND RECYCLING AS HALLMARK OF INGENUITY

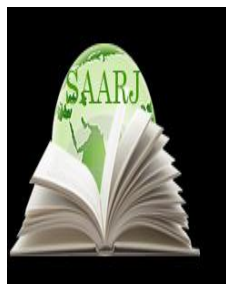
Nics O. Ubogu*

*University of Port Harcourt,
Department of Fine Arts and Design.

ABSTRACT

Bruce Onobrakpeya is acknowledged as one of Nigeria's skillful experimentallists. A prolific artist and environmentalists, master printmaker, painter and sculptor, he is a legend of the modern time in Nigeria and the rest of the world. This paper seeks to evaluate his work titled Jewels of Nomadic Images in order to highlight his achievements and contributions to arts. The focus here is on his contemporary method comprising the use of discarded materials from his immediate environment. Focus will be on Onobrakpeya's mixed media work, Jewels of Nomadic Images (1978-2009), the Tunics surrounded by pillars, Aro Eghwere (Prayer for successful hunting) and Nomadic Masquerades (Series panels) which showcase Onobrakpeya's use of recycled and improvised materials such as beads, leather, jute fibre, computer modems, spark plugs and a host of other materials. Onobrakpeya's mixed media art work has received local and international acclaim and has contributed immensely to the development of modern art in Nigeria. An important aspect of Onobrakpeya's work is his contribution to sustainable practice in the visual arts. His work under review extracts the ugly from the environment and repositions them, as aesthetic proposition.

KEYWORDS: Jewels, Masquerades, Nomadic, Materials.



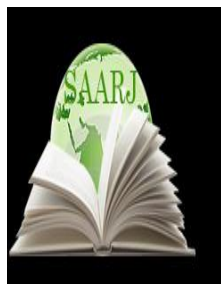
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**QUALITY OF WORK LIFE AND BURNOUT - A LITERATURE
REVIEW****Dr. Ajay Suneja*; Swati*****Professor,
Department of Commerce
Kurukshetra University
Kurukshetra, India.**Research Scholar,
Department of Commerce
Kurukshetra University
Kurukshetra, India.**ABSTRACT**

Every person spends the most productive part of his or her life at various organized and non-organized working settings. It is the job that affects the mindset of a person, prefixes the schedule of a day, determines the purchasing power of an individual, and most importantly contributes to social identity. It means a job becomes not only a source of living, but also influences the life of an employee. It is the chief source of satisfaction of an individual's psychological, biological, and social needs. More and more people are beginning to realize that like finance and machine, workforce is an equally significant input in the survival of an organization. The success of any organization is highly dependent on how it attracts, recruits, motivates, and retains its workforce. Today's organisation needs to be more flexible so that they are equipped to develop their workforce and enjoy their commitment. Therefore, organizations are required to adopt a strategy to improve the employees' quality of work life (QWL) to satisfy both the organisational objectives and employee needs. Burnout is a psychological term for the experience of long-term exhaustion and diminished interest. Musicians, authors, teachers, athletes, engineers, emergency service workers, vocational rehabilitation counsellors, soldiers, and high technology professionals seem more prone to burnout than others. Thus, the main objective of the paper is to bring out various reviews on burnout and quality of work life.



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**POST-MERGER INVESTMENT PERFORMANCE:
AN EMPIRICAL INVESTIGATION****Amit Rohilla*; Manoj Bansal**; Ashima Sharma*****

*Assistant Professor,
Department of Commerce,
Gargi College, South Campus,
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New Delhi, India.

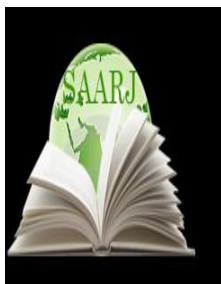
**Lecturer,
Department of Commerce,
R.K.S.D. (P.G.) College,
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***Assistant Professor,
Department of Commerce,
Gargi College, South Campus,
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New Delhi, India.

ABSTRACT

In today's globalised economy, mergers and acquisitions (M&A) are being increasingly used the world over, for improving competitiveness of companies through gaining greater market share, broadening the portfolio to reduce business risk, for entering new markets and geographies, and capitalizing on economies of scale etc. This research study was aimed to study the impact of mergers on the operating performance of acquiring corporate in different industries, by examining some pre-merger and post-merger financial ratios, with the sample of firms chosen as all mergers involving public limited and traded companies in India between 1991 and 2003. The results suggest that there are minor variations in terms of impact on operating performance following mergers, in different industries in India. In 50% cases there is a favorable impact on the operating performance of the company after merger. But in case of maximum companies the gross profit margin, net profit margin and financial charges coverage ratio went down whereas the debt to equity ratio went up in case of maximum companies after merger. Thus we see that Mergers have not exactly lived up to the hype and expectations around them

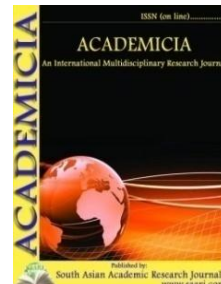
KEYWORDS: *Corporate Performance; Mergers and Acquisitions; Merger Performance; Post-Acquisition Performance; Ratios; Business Synergies; Value; Valuation.*



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RECRUITING FOR CULTURE FIT

Dr. Krishna Kishore*; **Dr. VasanthKiran****

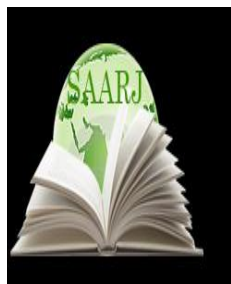
*Assistant Professor,
Alliance University,
School of Business,
Bangalore, India.

**Assistant Professor,
Alliance University,
School of Business,
Bangalore, India.

ABSTRACT

Many businesses aim to recruit for cultural fit and train for skills because they know a strong match of values between employer and employee is the bedrock of a high performing culture. The challenge is to recruit 'Investors' as opposed to 'Savers' by ensuring the right person 'fits' from the outset. A successful recruitment process should result in the new employee being able to immediately start impacting the bottom line. This paper addresses the concept of cultural fit and how organizations can implement various steps to hire the right candidate for the right position..

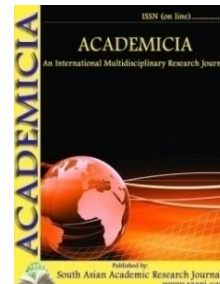
KEYWORDS: *Recruitment, Cultural Fit, HR, Organizations.*



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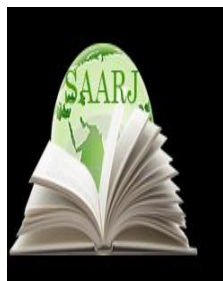
**A LOOK AT GLOBAL WORKFORCE BY YEAR 2020 &
WAYS TO MANAGE IT**

Sheveta Aggarwal*

ABSTRACT

The paper attempts to study and examine the past and present global workforce and based on it tries to anticipate the trend of corporate workforce in 2020. It looks at the pattern in India, as against other countries. The endeavor is to map the paradigm evolvement of workforce from the typical 9 to 5 set-up to that of work-from-home set up and its pros and cons. It also looks at the demographics of workforce, the role of women workforce and the entry of younger generation. It traces upon the challenges and strengths of the workforce and based on statistics and experts views tries to recommend ways of managing and motivating it. The paper also, based on researches, states how important it is to acquire the right skill set to fit the job requirements in the coming decade.

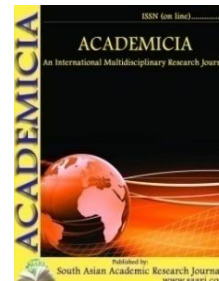
KEYWORDS: *Global corporate workforce, human resource management, workplace in 2020.*



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**KNOWLEDGE MANAGEMENT AND EMPOWERMENT OF THE
PERSONNEL - AN EMPIRICAL STUDY****Shiva Habibzadeh*; Habib Valizadeh****

*Research Department of Management,
Iranian Academic Center for Education,
Culture & Research (ACECR),
Urmia Branch, Urmia, Iran.

**Research Department of Management,
Iranian Academic Center for Education,
Culture & Research (ACECR),
Urmia Branch, Urmia, Iran.

ABSTRACT

The study of the researches concerning empowerment programs indicate that knowledge management is one of the most important factors that influences the successful demonstration of empowerment programs. Nowadays, knowledge is introduced as the winning point of the organizations and institutions in the competitive and complex environment.

MAJOR HYPOTHESIS: *Knowledge management has an effect on personnel empowerment.*

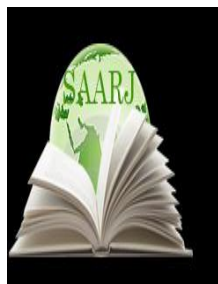
MINOR HYPOTHESIS 1: *Knowledge management has an effect on achieving a better performance and duty execution by personnel.*

MINOR HYPOTHESIS 2: *Knowledge management has an effect on increasing personnel's efficiency and capability.*

MINOR HYPOTHESIS 3: *Knowledge management has an effect on the personnel's ability in presenting new ideas. The method of gathering data is correlation, considering the purpose of the study based on investigating the relationship between knowledge management and personnel empowerment. The statistic community consists of 61 personnel of Uremia ACECR and all of them have chosen based on survey (census). This study investigates the effect of knowledge management on personnel empowerment. Results indicate that knowledge management has a positive effect on achieving a better execution of duties. Also, based on analyzing the data of the study, knowledge management has a*

positive effect on better performance of the personnel. There's a positive relationship between knowledge management and the ability of presenting new ideas. Generally, results of the study demonstrate the positive effect of knowledge management on personnel empowerment. Based on this study it's concluded that one of the important and effective factors on personnel empowerment is personnel's knowledge. So, substitution of knowledgeable people instead of artisans originates from a change in the paradigm of the development of human resources. Knowledge management and following that personnel empowerment are the winning points of current knowledge-oriented organizations.

KEYWORDS: *Knowledge management, Empowerment of the personnel, HR Function.*

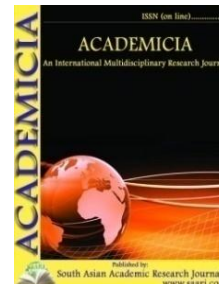


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WASTE MINIMIZATION IN PAINT MANUFACTURING PLANTS: COST SAVING AND ENVIRONMENTAL PROTECTION

Mostafa Khezri^{*}; Jafar Nouri^{}; Mahnaz Tehrani^{***}; Leila Ramezani^{****}**

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^{**}Department of Environmental Management,
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Science & Research Branch,
IAU, Tehran, Iran.

ABSTRACT

Paint manufacturing wastes are mostly hazardous and toxic. The cost of proper treatment and safe disposal of these wastes is high. Implementing waste minimization management system reduces both waste generation and resource consumption. Furthermore it can result in environmental preservation and operational cost saving. The purpose of this study was evaluation of the effectiveness of waste minimization performance in the paint formulating industries. So we determined the amount of waste generation, raw materials usage, water and energy consumption in a paint manufacturing plant called "Rang Afarin" in Tehran, Iran.

There were three major sources of waste in this factory: solid wastes, wastewater, and air pollutants. We focused on wastewater because according to our researches we found that the main waste in this plant is wastewater and we can reduce about 20% of generated wastewater at the plant. Also, results showed that by implementing waste reduction program, the amount of raw materials, energy, and water usage can reduce respectively down to 0.114%, 22%, 9.8%. The whole of these waste reduction equal to 87288\$ saving in production costs annually. Waste

minimization plays key role to achievement sustainable development and economic profits in industries.

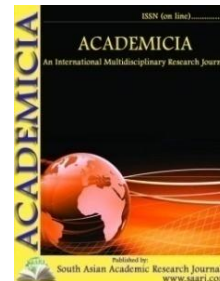
KEYWORDS: *Paint industry; Energy and water consumption; Raw materials saving; Waste minimization.*



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**JOB-SATISFACTION OF SECONDARY SCHOOL TEACHERS IN
RELATION TO THEIR EMOTIONAL MATURITY****Dr. Dinesh Kumar*; Mr. Harpreet Singh****

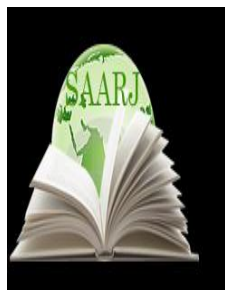
*Assistant Professor,
Ch. Devi Lal College of Education,
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**M.Ed. Scholar,
Ch. Devi Lal College of Education,
Jagadhri, Haryana, India.

ABSTRACT

Job-satisfaction is of great significance for efficient functioning of any organization. Satisfied workers are the great asset of any organization and satisfaction leads their attitudes towards profession. Emotional Maturity is that characteristics of emotional behavior that is generally attained by an adult after the expiry of his adolescence period. Present study focuses on the study of occupational aspiration of visually impaired students in relation to their achievement motivation. It was hypothesized that there exists no significant relationship between job-satisfaction and emotional maturity of secondary school teachers and there exist no significant differences between job-satisfaction and emotional maturity of male and female secondary school teachers. Sample of the present study comprised of 100 teachers (50 male and 50 female) working in secondary schools of district Yamuna Nagar selected through simple random sampling technique. Job-satisfaction and Emotional maturity of secondary school teachers were measured. There is significant relationship between job-satisfaction and emotional maturity of secondary school teachers. Further, the more emotionally mature secondary school teachers were found to be satisfied with their job. There is no significance difference between mean job-satisfaction and emotional maturity scores of male and female secondary school teachers.

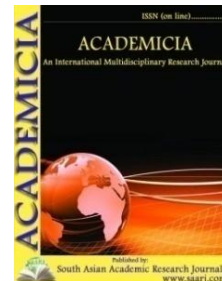
KEYWORDS: *Job-satisfaction, secondary school teachers, emotional maturity.*



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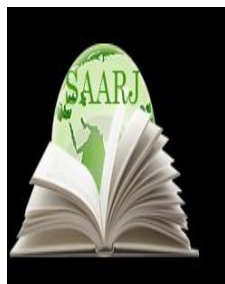
A STUDY OF POVERTY ALLEVIATION PROGRAMS IN INDIA

Rajesh Garg*

*Assistant Professor,
Department of Management,
Haryana College of Technology & Management,
Kaithal, India.

ABSTRACT

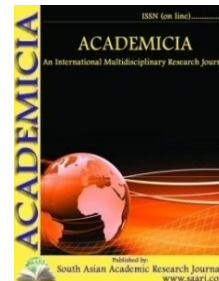
Rural development aims at improving rural people's livelihoods in an equitable and sustainable manner, both socially and environmentally, through better access to assets (natural, physical, human, technological and social capital), and services, and control over productive capital (in its financial or economic and political forms) that enable them to improve their livelihoods on a sustainable and equitable basis.



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**CONTRASTS AND COMPLEXITIES IN ERNEST
HEMINGWAY'S THE SUN ALSO RISES**

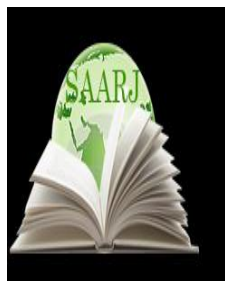
Nasser Sepahvand*; Dr. B. Mohan**

*Research Scholar,
Department of English,
Osmania University,
Hyderabad, Andhra Pradesh, India.

**Associate Professor,
S.V. College of Engineering and Technology,
Chittoor, Andhra Pradesh, India.

ABSTRACT

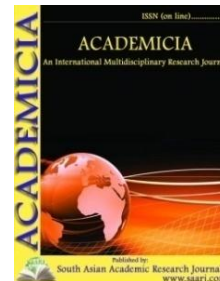
The contribution of Hemingway to the phenomenal development of fiction was by no means ordinary, although critical opinion, as it could be expected, has not been uniform in regarding the precise nature and extent of his influence on other writers of short stories as well as fiction among his immediate contemporaries and those of the newer generations. Extreme views apart, what seems certain is that Hemingway was a sort of 'trail blazer' who pioneered many changes in the art of the American fiction in theme, technique, form and content, and opened up for the writers of fiction in America, fresh possibilities in subject matter, narrative technique and style for introspective and intuitive exploration of the inner life of men and women of the present day.



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**MENTAL HEALTH OF PUPIL TEACHERS' IN RELATION TO
THEIR INTELLIGENCE AND APTITUDE TOWARDS TEACHING
PROFESSION****Dr. Dinesh Kumar*; Ms. Tanu Gupta****

*Assistant Professor,
Ch. Devi Lal College of Education,
Jagadhri, Haryana, India.

**Assistant Professor,
Ch. Devi Lal College of Education,
Jagadhri, Haryana, India.

ABSTRACT

Mental health is the capacity to think rationally, and to cope with the transitions, stresses, traumas and losses that occur in all lives, in ways that allow emotional stability and growth. Intelligence must be understood as the mental capacity or mental energy available with an individual at a particular time in a particular situation. Teaching aptitude refers to Cognitive, Psycho-motor, connective abilities necessary to get along in school students and with teaching skills and other requirements of teaching behavior. Present study focuses on the relationship between mental health with the intelligence and aptitude towards teaching of pupil teachers. It was hypothesized that there exists a significant positive relationship between mental health and intelligence of pupil teachers studying in B.Ed. class. There exists a significant positive relationship between mental health and teaching aptitude of pupil teachers studying in B.Ed. class. A sample of hundred pupils teachers were selected through random sampling method from two colleges of education. Mental health, intelligence and aptitude towards teaching of pupil teachers were measured. There exists no significant positive relationship between mental health and intelligence of pupil teachers studying in B.Ed. class. There exists no significant positive relationship between mental health and teaching aptitude. Implication of the present study for educational planners and educationists is that the variables like mental health, intelligence and teaching aptitude are independent to each other.

KEYWORDS: *Mental Health, Intelligence, Aptitude towards Teaching, Pupil Teachers.*



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**OCCUPATIONAL SAFETY AND HEALTH IN MANUFACTURING
SECTOR: COMPARATIVE STUDY OF INDIA AND CHINA**

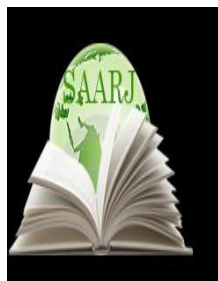
Meha Joshi*; Dr. Ritu Bajaj**

*Assistant Professor,
Delhi School of Management,
Delhi Technological University, India.

**Professor,
JIMS, Delhi, India.

ABSTRACT

Occupational Health and safety have not been ambit of focus for once. But today the realization is such, that occupational health and safety is true indicator of country's success. If they are well taken care of, the productive results may be achieved. The paper gives an overview of the issues of India and China relating to the occupational health and safety, the occupational injuries and fatalities sustained by them, the initiatives taken by them to foster safety culture and above all the recommended health and safety plans which need to be enforced. The paper further tries to demonstrate the difference between practices followed by India and China and by means of it illustrates the points which can help India strengthen in form of capacity building of the units. It also aims at providing an answer as to how the accidents can be prevented and thus a better safety culture can be implemented in the organizations.



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**EVALUATION OF DIGITAL LIBRARY: THE
WORLD APPROACH**

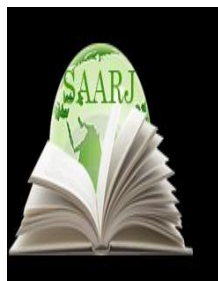
Dr. S. Kishore Kumar*

*Assistant Librarian,
Alagappa University,
Karaikudi, Tamilnadu, India.

ABSTRACT

On this study to describes the key advances on digital library evaluation research. The paper provides a comparison of the existing models, the current research questions in this area, an integrated LIS-oriented evaluation framework, and a selection of international projects.

KEYWORDS: *Digital Libraries; Digital Library Evaluation; Library and information science, Digital Library Software, Digital library Project.*



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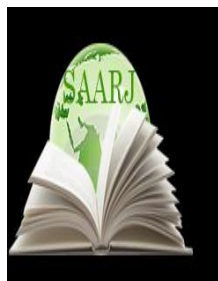
**THE SOCIO-ECONOMIC IMPACT OF THE BRITISH
OCCUPATION ON MANIPUR**

Dr. Moirangthem Pramod*

*Assistant Professor,
G.G.D.S.D.College,
Chandigarh, India.

ABSTRACT

Manipur was brought under the British control for the first time after the conquest of Manipur on 27th April, 1891. To continue the administration of the state, the British Indian government made a make shift arrangement by giving additional charge to the British army stationed in Manipur. General Collet, the commander of the British army in Manipur was made the over all in charge of the state and Major Maxwell was made the political officer under General Collet. After this adhoc arrangement, the real issue of Manipur cropped up amongst the British officials whether to annex the state to British India or leave it as an independent sovereign state under the tutelage of the British Indian government.



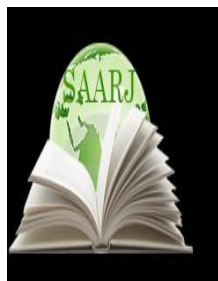
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**AN ANALYSIS OF THE APPRAISAL MECHANISM OF B.ED
COLLEGES OF PANJAB UNIVERSITY****Sandeep Kaur*; B.D.Budhiraja**; R.K.Sharma******Assistant Professor,
DAV College, Chandigarh, India.**Ex Principal,
Kamla Lothia College,
Ludhiana, India.***Professor,
Public Administration,
USOL, P.U.,
Chandigarh, India.**ABSTRACT**

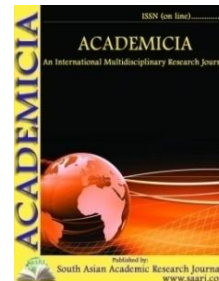
The significance of education in life and society has been universally accepted and has been well recognized fact. It is the education which develops our knowledge to dispel the myths and to bring us near the realities of life. In a world base on science and technology, it is education that determines the level of prosperity, welfare and security of the people.i However, the process of education itself is a complex phenomenon which is primarily involves two key components; the educator and the educatee. Both these components overweigh each other in their importance, it really is difficult to place one over the other, yet breaking the controversy and following the natural rule the educator (teacher) assumes importance over the other because of the assumed status.



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A HALF BAKED ENTREPRENEUR FROM INDIA OF DARKNESS

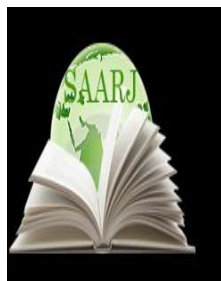
Yogesh Singh Mohan*

*Urban Estate,
Jind, India.

ABSTRACT

The ever enchanting oriental landscape of India i.e. Bharat is an ample testimony of how the souls of two nations can coexist within the body of one. On one hand there is an India that has cyber cities, malls, multiplexes, SUVs and what not and on the other hand there is Bharat – a country for poor, a nation that belongs to children of a lesser God! Arvind Adiga highlights the terrible and oft at times horrific contrasts between the 'India of Darkness' and 'The Shining India'. The present research highlights those contrasts manifested through the journey of Balram from darkness to light.

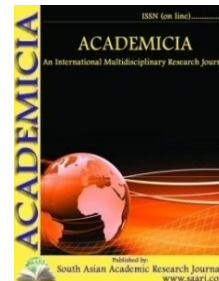
KEYWORDS: India, Bharat, Contrast, Light, Darkness.



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**HEMINGWAY'S ETHIC IN HIS THE SUN ALSO RISES****Dr. B. Mohan***

*Associate Professor,

S.V. College of Engineering and Technology,
Chittoor, Andhra Pradesh, India.**ABSTRACT**

Hemingway chose to present The Sun Also Rises from the first person narrative perspective, to have Jake Barnes tell his own story of his experiences in Post-World War I France and Spain. The result is a very successful novel, and at least part of the success is attributable to the method of telling. The Sun Also Rises to examine closely Jake's personality and the situation in which he finds himself. He is a traditional hero; as the wounded man he is unable to perform as hero, even though he has the opportunity. He is, however, both the protagonist and the narrator of the novel. The most significant aspect in any consideration of Jake as a character is, of course, his impotence. What we are concerned with in The Sun Also Rises is a story told by a wounded-not whole-man. The most important aspect of Jake's character is that despite much critical opinion to the contrary, he is intelligent. Jake is almost completely honest. The contrast between France and Spain is most highly developed in the disparity between the national "sports" of the two countries. The Sun Also Rises, then is essentially a satire on mankind, much a Ecclesiastes can be looked at as a satire on the vanity of human attempts to find meaning in life.

KEYWORDS: *Lost generation- wounded hero- ethical principles- sensuous gratification- hedonism- defective intelligence- ethical principles- concealment- anticlimactic- ambiguous- disillusioning- bullfighting- emphasize antithetical values- superimposes- discerning- reluctance- resentment- immaturity- interpretation- paradoxically- domestication.*

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