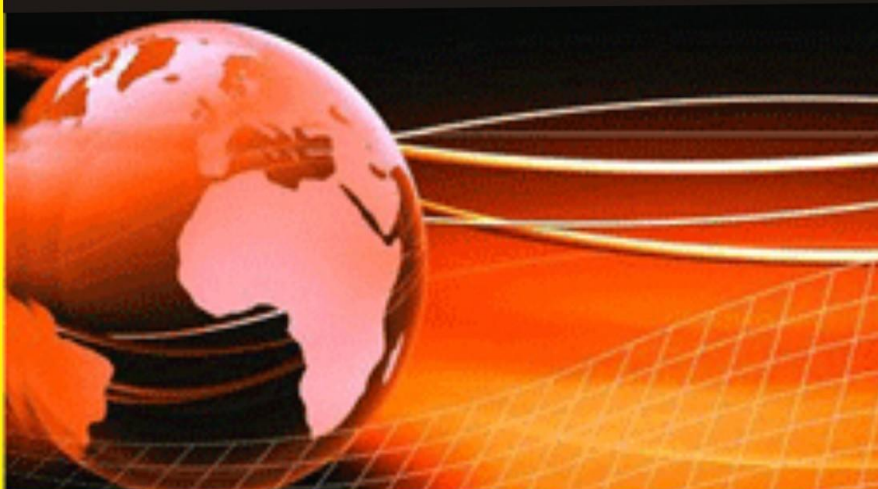


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VISION

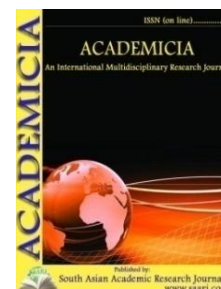
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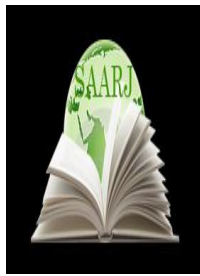
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**TOWARDS A POST-AUTISTIC VIEW OF DIDACTIC THEORY OF
ECONOMIC POLICY**

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ABSTRACT

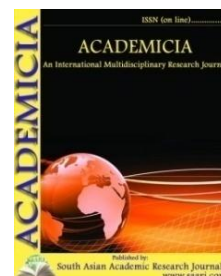
The only scientific truth that we can and must acknowledge is that every reality is a reconstruction and every theory is a fiction. It is true that it is a provisional conclusion but it is much more hopeful than what it seems since it denies the cruciality of fatalism or chance in the scientific development and reaffirms the insolubility of the object of investigation-subject investigator which goes beyond a simple phenomenal verification and with an ambitious analytical and political scope, measured in the consistence of the complex chaining in the Economic Policy Theory, from the first epistemological link to the last one in the practical action. To our minds, this path helps the self-improvement of the economy as a solipsist science generated and handled in the great mind of some economist well positioned in the bastion of the academy aside from the inexorable, mutant and amazing pulse of the socio-economic reality, generating an autistic, reserved and distinguished economic knowledge....more related to fraud than to the Economy as a social science.

KEYWORDS: Didactic, Social Sciences, Political Economy.



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FIRE ACCIDENTS IN TAMILNADU – MITIGATION MEASURES

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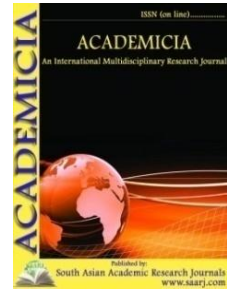
ABSTRACT

All fire accidents are divided into two categories depending on the cause of fire. One is natural and other is manmade. All residential and non – residential structural fire accidents are largely manmade. All individual and chemical fire accidents are due to explosions or faults made by human or due to machine failures. Forest fires can be either due to natural or manmade reasons.



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**TEAM BUILDING AND PRACTICES-WITH REFERENCE TO SBH
SECUNDERABAD**

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ABSTRACT

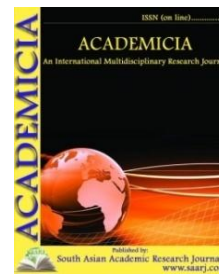
Team building is a method of organizational effectiveness at the team level by diagnosing barriers to team performance and improving interterm relationships and task accomplishment. Team building analyses the activities, resource allocations and relationships of a group or team to improve its effectiveness. The present article is carried out to identify the importance of team building and conceptual awareness level of employee understanding and the impact of various team building programs implemented by STC in SBH. With a view to obtain the necessary information to achieve the objectives of the study, a structured questionnaire was prepared and qualitative data was collected from the randomly selected 50 trainees who trained from STC,SBH, and the data was analysed to draw the conclusions and to make suggestions.

KEYWORDS: *Staff Training Centre (STC), Team Building, Organizational effectiveness, Team performance, Interterm relationships, Task accomplishment.*



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**A STUDY OF STAKEHOLDERS' PERCEPTIONS OF HIGHER
EDUCATION AT PUNJAB: A QUANTITATIVE APPROACH**

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ABSTRACT

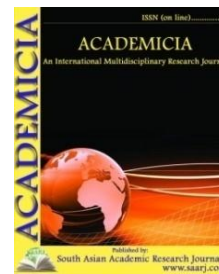
At present, Punjab has Eight State Universities, One Central University, Two Deemed Universities & Four Private Universities providing professional education courses of many varieties. This strategy has also brought out many significant changes in the delivery modes of higher education system in the state. 55 government colleges, 136 private aided-colleges & 188 private colleges providing technical and professional education in Punjab are also affiliated to these state universities. Recently Punjab Govt. has issued No Objection Certificate to two private universities i.e. Aadesh University and Chandigarh University. The questionnaire to measure stakeholder perceptions is divided into 6 categories: (1). Perception about Education & Education System. (2) Perception Regarding the Higher Education system. (3) Perception regarding the Higher Educational System in India. (4). Perception regarding Higher Education Institutions in Punjab. (5) Perception about GATS & Liberalization. (6) Perception regarding your own Higher Education Institution. All 300 respondents were further categorized as students (100), administrators (100) and faculty members (100). The responses available from the all categorized respondents were measured on 5 Point Likert Scale as Strongly Agree, Agree, Neutral, Disagree & Strongly Disagree were the measured level of response from all respondents. The analysis procedure used in study combines all agree component together i.e. Agree & Strongly Agree and disagree component together i.e. Disagree & Strongly Disagree. The each categorized respondents were further analyzed on their perception levels regarding education and its system, higher education system and its existences in their institution, state and in India and finally regarding GATS & its Liberalization.

KEYWORDS: Stakeholders' Perceptions, Higher Education in Punjab, Quantitative Approach, GATS & Liberalization



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**PERCEPTION OF HOSPITAL STAFF TOWARDS STAFFING ISSUES:
A COMPARISON OF PUBLIC AND PRIVATE HOSPITALS IN INDIA**

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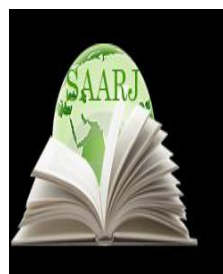
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ABSTRACT

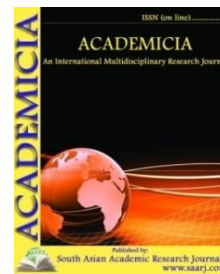
This paper analyses the perception of public and private hospital staff members towards staffing issues and compare their perceptions. A survey was conducted on private and public staff members. A total of 200 staff members formed the sample of which 100 belonged to public hospitals and 100 to private hospitals. The data were analysed with the help of t test statistical analysis and the explanation of the responses of the respondents. The study reveals that in-spite of various suggestions over the years by researchers and management scientist, the situation of public sector hospitals remains as dismal as it used to be and perception of hospital staff is significantly different compared to private hospitals.

KEYWORDS: *Hospital management, Hospital staff, Private hospital, Public hospital, staffing function.*



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**DETERMINANTS OF WORKING CAPITAL
CASE OF TWO LEADING PRIVATE SECTOR CEMENT COMPANIES
IN TAMILNADU**

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ABSTRACT

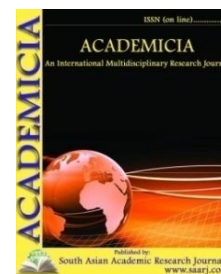
The management of current assets is similar to that of fixed assets in the sense that in both the cases a firm analyses their effects on its return and risk. In view of that this article is to examine the determinants of working capital of the two leading cement companies in Tamil Nadu during the last fifteen years. Two working capital models on the basis of ordinary least square method are identified. The Gross Working Capital Turnover Ratio and Net Working Capital Turnover Ratio are taken as dependent variable whereas profit margin, total assets turnover ratio, liquid ratio, inventory turnover ratio have been identified as explanatory variables. The regression results show from the analysis in this first model that the profit margin does not influence the working capital of ICL and MCL. Besides, the turnover ratios such as TATR and DTR determine working capital in ICL, whereas the LR and DTR positively influence the working capital (GWCTR) in MCL. On the contrary, the LR is negatively related to GWCTR and NWCTR in ICL and NWCTR in MCL. In the second model, it is observed that the turnover ratios (TATR, ITR and DTR) along with liquid ratio (LR) determine both gross working capital and net working capital in ICL, whereas DTR alone influences the gross working capital in MCL.



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LIFE STYLE, PARENTAL PRESSURE, PEER GROUP EFFECT AND FAMILY SOCIAL SUPPORT AS CONTRIBUTORS TO STRESS AMONG ADOLESCENTS

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ABSTRACT

The study examines the relationship of life style, parental pressure, peer group effect, family social support and stress among adolescents. The sample consisted of 30 students taken randomly from different schools and colleges of Agra city in the age range of 12-18 years. Two groups were formed. Group I consisted of 15 girls and group II consisted of 15 boys. The results revealed that there is no significant relationship between life style variables (food intake behavior, physical activity and sleeping behavior), peer group effect, family social support and stress. A positive relation between food intake behavior and alcohol consumption behavior ($r=0.41713$, $p<0.05$). This indicates that adolescents who have healthy control over eating behavior also avoid alcohol consumption. Such adolescents have self control over their food intake and alcohol consumption behavior. There is a significant, negative relationship between alcohol consumption and parental pressure ($r=-0.46192$, $p<0.01$). This indicates that increase parental pressure would decrease control on alcohol consumption behavior. There is a significant relationship between physical activity behavior and spiritual behavior ($r=0.401241$, $p<0.05$). Indicating that physically active adolescents show higher spiritual behavior. There is significant relation between physical activity behavior and family social support ($r=0.39282$, $p<0.05$). This indicating that physically active adolescents generally obtain family social support. There is negative but significant relation between parental pressure and family social support ($r=-0.48366$, $p<0.01$. This shows that socially supportive parents do not pressurize their children too much. There is negative but significant relation between family social support and stress ($r=-0.64099$, $p<0.01$. This indicates that higher the family social support lesser is the stress among adolescents.

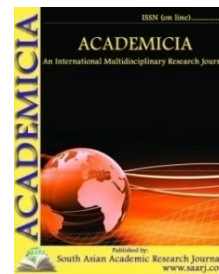
KEY WORDS: Life Style, Parental Pressure, Peer Group Effect, Family Social Support.



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STRESS AND MORALE AMONG RECEPTIONISTS

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ABSTRACT

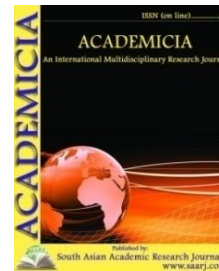
This study is about the stress of receptionists. The objectives of the study are to rank the organization structure and processes related stressors and receptionists' specific stressors and to examine the impact of the stress on morale of the receptionists and also to analyse the coping being followed by the receptionists. To achieve these objectives, a sample of 50 receptionists has been chosen from 20 leading private hospitals using purposive sampling techniques. The data have been collected by administering the questionnaire followed by interview. The collected data have been analysed by using simple average, weighted average methods. Simple average method has been used to analyse the demographic variables. Weighted average method has been used to rank the organization structure and processes related stressors, receptionists' specific stressors and impact of stress on morale of receptionists and also coping strategies. Hypothesis have been framed to find the relationship between age and organization related stressors and to find the relationship between marital status and receptionists' specific stressors. Chi square test has been administered to test the hypothesis. The result of the chi square value has proved that there is a significant relationship between age and organization related stressor and marital status and receptionists specific stressors. The findings of the study has proved that long working hours and 2 shift working system and performing multiple work at the same time are the top most organization structure and processes and receptionists' specific stressors respectively. The study has also found that lack of interest is the foremost impact of stress on morale and praying or meditation is the foremost strategy being followed by the receptionists. The study has given suitable suggestions to prevent and manage the stress.

KEYWORDS: stress, stressor, morale, coping, receptionists, hospital, Tirunelveli city.



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**RESEARCH & DEVELOPMENT IN MANAGEMENT****PROF .K.V.S.N. JAWAHAR BABU*; S. ISMAIL BASHA****

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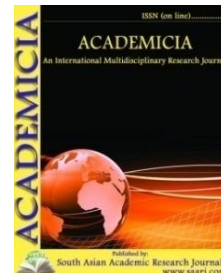
ABSTRACT

Internationalization of R&D has unleashed a considerable degree of tension within multinational corporations. This paper explores the nature of such a tension in the Japanese multinational firms. At first glance, the most obvious tension appeared to be on the autonomy and control issue between the headquarters and overseas laboratories. However, taking perception gaps as the primary manifestation of organizational tension within a firm, we learned that the tension appears to be more salient in information-sharing issues than in autonomy-control issues, and that the local side seems more dissatisfied with the current level of information sharing and granted autonomy than the parent side. Inter-industry and inter-laboratory differences regarding such findings were also examined. Qualitative data revealed that the nature of organizational tension actually evolves along the differing stages (i.e. dis-integration and re-integration) of R&D internationalization. Theoretical implications for network and information-processing perspectives were also discussed in the context of the dynamics of organizational tension.



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**A STUDY ON THE ROLE OF RESORTS IN THE REVITALIZATION
OF ART FORMS OF KERALA**

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ABSTRACT

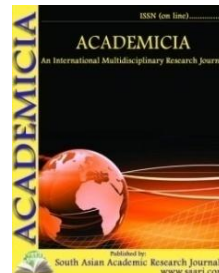
Tourism is one of the major service industries across the world and plays a major role in preservation, conservation and revitalization of culture through cultural tourism. This is the only form of tourism that provides tourists with the experiences of rural culture by visiting villages and staying with local communities. Cultural tourism is emerging as a major motivational factor for tourists to visit destinations. In cultural tourism, art forms are one of the main attractions. However there is no much effort taken by the government and stakeholders in sustaining these cultures for future generation. In India, Kerala is one of the major hubs of art forms and this is one of the principle factors which contribute in attracting more tourists to the state. However the current status of some of the art forms in Kerala is in dying stage. Most of the resorts in Kerala play a significant role showcasing the art forms to the tourist who comes to Kerala. Therefore present study aims in understanding the role of the resorts played in promotions and revitalization of art forms. It also tries in determining role played by art forms in promoting tourism in Kerala. Data was collected from both primary and secondary sources. Primary data was collected through two different sets of questionnaire which was validated with help of a reliability test. The final questionnaire was administered to two different sets of sample group, which consisted of 150 tourist who visited Kerala and 30 resorts in Kerala. The statistical tools adopted for the purpose of analysis are percentages, cross tabulation chi square, binomial test, one sample kolmogorov test and one sample T- Test is used.

KEYWORDS: Art forms, Culture, Cultural Tourism, Revitalization, Resorts.



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**A STUDY OF LIFE SATISFACTION AMONG BUSINESSMEN AND
SERVICEMEN WORKING IN URBAN AREA**

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ABSTRACT

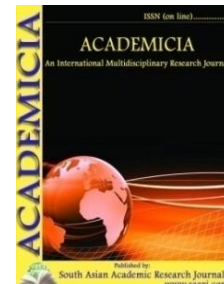
Present study examines the study of life satisfaction among businessmen and servicemen working in urban area. The sample consists of 100 subjects (businessmen and servicemen) from Bareilly, (U.P). 50 businessmen taken from Civil Lines, Bareilly and 50 servicemen are taken from Indian Veterinary Research Institute (IVRI), Bareilly. They are selected by quota sampling in which same age group and same economic status are taken. Life satisfaction scale is used which is developed by Dr.Q.G.Alam and Dr.Ramji Shrivastava. The result revealed the significant impact of life satisfaction among businessmen and servicemen working in urban area.

KEYWORDS: *Life satisfaction, businessmen, servicemen, job satisfaction, urban area.*



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**IMPACT ANALYSIS OF RAJIV GANDHI PROJECT FOR EDUSAT
SUPPORTED ELEMENTARY EDUCATION (RGPEEE) AND THE GOOD
PRACTICE OF SENSITISING THE BENEFICIARIES ABOUT
APPLICATION OF ELECTRONIC MEDIA IN EDUCATION**

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ABSTRACT

Elementary education is undoubtedly the quintessential passport to new opportunities and greater avenues, be they social, economic or higher education. The potential benefits of application of Information and Communication Technologies (ICT) in education are well understood by policy makers and the rulers. Even though infrastructure development for e-learning and access of e-resources at higher education level are being built up robustly, a cautious approach is taken in applying ICT for school education services. To effectively develop a school education grid of an underdeveloped region in central India, ICT has been combined with traditional modes of teaching under the Rajiv Gandhi Project for EduSat Supported Elementary Education (RGPEEE). In this study, we analyse the way ICT intervention is contributing significantly towards sensitising students, teachers and parents/guardians who form the essential apparatus of RGPEEE. The project provides opportunities for training and orienting school teachers towards using ICT for education. We find RGPEEE as an example where many good practices are followed. Here, learning at school has been strengthened with technology in an otherwise inaccessible geographical area. There are varieties of audio/visual/technological tools that can be employed in multiple manners to help teachers teach and effective teaching-learning transactions

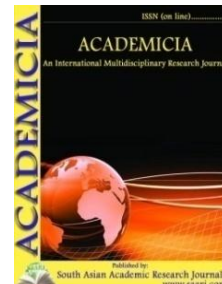
take place in the classrooms. Most common, simple and time tested are the audio and video aids, with which one can present illustrations, photographs, experiments, documentaries, short films, etc. At RGPEEE, we witnessed the fullest use of available video technology which is discussed in the paper. Towards the end of the study, we have established that technology not only breaks the monotony to grab young learners' attention but also foster inquisitiveness, arouse interest, enhance capacity of comprehension and stimulate retention. This paper presents the results of an impact analysis conducted by the authors. It is as well substantiated that ICT initiatives require reinforcement taking into consideration certain social concepts, behaviours, attitude, etc. and must reflect cultural contexts. The findings lead to the compilation of a set of Good Practices for sensitising the stakeholders.

KEYWORDS: *best practices, blended learning, e-learning, sensitisation, team-learning, tele-learning.*



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**A COMPARATIVE STUDY OF OCCUPATIONAL STRESS OF
SECONDARY SCHOOL TEACHERS IN RELATION TO THEIR
GENDER, SCHOOL AND LOCALITY**

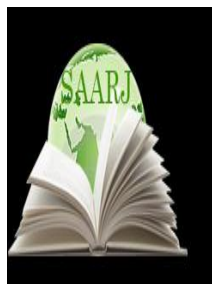
MS. RITU RANI*; AJMER SINGH**

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**Assistant Professor,
Kurukshetra University P.G. Regional Centre,
Jind, Haryana, India.

ABSTRACT

This paper deals with the comparative study of occupational stress of secondary school teachers in relation to their demographic variables i.e. gender, type of school and locality. Teaching is regarded as a very stressful occupation. Increasing consciousness for education due to increasing competitions among students for achieving their goals added more pressure and stress on teachers. It is an established fact that the performance of teacher mainly depends upon his psychological state of mind. As occupational stress affects the physical and psychological well being of the teacher; it is definitely influences his efficiency and performance. The objectives were to compare the occupational stress of male and female secondary school teachers, to compare the occupational stress of the teachers working in government and private secondary schools, to compare the occupational stress of the teachers belonging to urban and rural secondary schools. Keeping in mind the above objectives, this study was conducted. The data was collected from 128 secondary school teachers at Rohtak District in Haryana through survey method by using standardized tool Occupational Stress Index by A.K. Shrivastva. In order to make comparisons between Male/Female, Govt./Private, Urban/Rural teachers, various descriptive and inferential statistical techniques like Means, Std. Deviation, t-test were employed. Results showed that there was no significant difference in the occupational stress of secondary school teachers on gender, type of school and locality basis.



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**CURRENCY DERIVATIVES IN INDIA & ITS HEDGING USING
MINIMUM VARIANCE HEDGING MODEL**

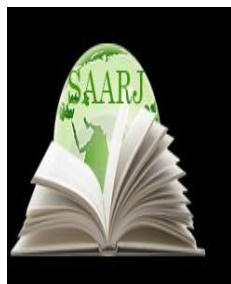
DR. SUMEET GUPTA*

*Assistant Professor,
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University of Petroleum & Energy Studies
Dehradun, Uttarakhand, India.

ABSTRACT

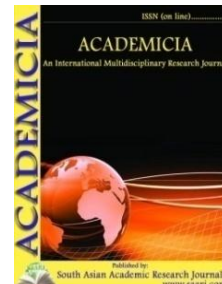
*Derivatives play an integral role in helping companies to manage risk and are likely to occupy an increasingly prominent place at firms that are seeking shelter from the volatility of the financial markets. India moved away from pegged exchange rate to the Liberalized Exchange Rate Management System (LERMS) in 1992 and the market determined exchange rate regime in 1993 which is considered to be an important structural change in the exchange rate market. With increased volatility in exchange rate market and to mitigate risk arising out of it, currency futures was introduced in India in 2008 which is considered to be an also important structural change. This paper will mainly focus on the currency derivatives are largely utilized by the firms in order to minimize their exposure to fluctuation in foreign exchange. For currency derivative the underlying instrument could be a currency pair (1 or more) which forms a contract between the two parties. Also this paper aims to get through with currency derivatives trading in India, like how are the contracts formed, what exchanges do currency derivative trading, size of order etc. **Another facet that would be discussed is hedging of the currency derivatives. Hedging** is important for both Exporters and Importers to manage their foreign exchange risk. Apart from hedging through banks through forwards and options where collateral have to be kept to enter into trade transactions and agreements like ISDA etc need to be signed, one can enter into futures transactions for 1-3 months (which are liquid) through currency exchanges promoted by NSE and MCX. Hedging the inherent price risk arising from the storage of a commodity with a future market transaction is an effective means to control risk and therefore is an important rationale for the existence of organized future markets. The major advantage of futures contracts is the existence of a liquid secondary market so they can be sold at any time on the open market and do not need to be held until maturity date.*

Currency Futures are standardized instruments traded on exchanges that enable users to hedge price risk and/or take positions on how the underlying will move. USD/INR Futures are traded on NSE and MCX-SX and the volume has picked up tremendously over the last few months. It offers an excellent opportunity to resident individuals and corporate to hedge USD exposures or trade in the currency. Futures market provides for hassle-free operations with minimum transaction cost and especially beneficial for SME's and corporate which have issues obtaining limits with their bankers. This would also be discussed by minimum variance hedging model.



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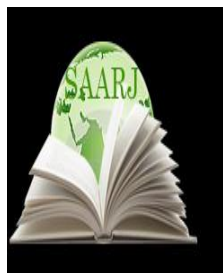
**AN ANALYTICAL STUDY ON JOB SATISFACTION OF
THE WORKERS IN BUSINESS UNITS**

DR. N. RAJAVEL*

*Head,
P G Department of Commerce,
J. N. Government College,
Port Blair.

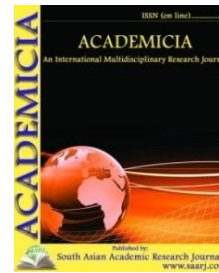
ABSTRACT

In A & N Islands is really very rich in resources Only a few of the resources have been exploited and plenty of resources are yet to be exploited. In the interior Island; people do not come forward to start any Business. The success or failure of the Business Units or of the any organisation fully depends on the efficiency of the management particularly the Personnel Management i.e the managerial quality possessed by the manager of the unit. The labourers quality and their job satisfaction are the main ingredients of the effectiveness of the Personnel Management. Personnel is the only resource having the life. . If there is “No Job Satisfaction means there is No Labour”, “No Labour means No Production” and “No Production of goods and services means No Sales” and “No Sales means automatically No Profit”. Job Satisfaction means the amount of satisfaction an worker is getting while he/she is one the job. It is very important to every worker since it is the factor that gives the life to the worker’s performance. If an worker is not satisfied with his job, he/she will be greater problem to the employer. The payment made to the worker will become an unproductive payment. The job satisfaction is the real vitamin to the workers’ performance and wealth to the employer. A study has been undertaken to know the views about the job satisfaction they workers got and suitable measures are suggested to increase the job satisfaction.



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**RECENT TRENDS IN HUMAN RESOURCE MANAGEMENT
PRACTICES**

K.V.S.N JAWAHAR BABU*; G.GITHANJALI JAIN**

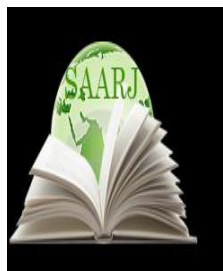
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ABSTRACT

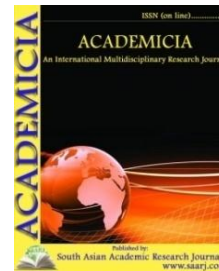
Human resource management is a process of bringing people and organizations together so that the twin goals of each other are mutually meet. To survive in the market and overcome competition, Human Resource (HR) department should consciously update itself with the transformation and should be aware of several issues emerging therein. The role of HR manager is now focused on as a planner and change agent. Personnel directors are the new corporate heroes. The important vital role in today's business is management of personnel. Nowadays it is not possible to show a good financial report unless personnel relations are in good harmony. Over the years, highly skilled and knowledge based jobs are increasing, but with the high attrition rates, there is a huge shortage of skilled employees. So, the companies HR activities should ensure in overcoming this type of crisis. To surpass this situation new HR issues and initiatives should be equipped in the organization. In this context an earnest attempt is made to focus on varies trends adopted by corporate bodies to cope up the problems of HR including six sigma, people centric method, solid citizens formation, right skilling, HR outsourcing, retention strategy etc.

KEYWORDS: Human resources, Organization, HR Trends, Work life balance.



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**CORPORATE GOVERNANCE AND CAPITAL MARKETS:
A THEORETICAL FRAMEWORK**

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Narsampet, Warangal, Andhra Pradesh, India.

ABSTRACT

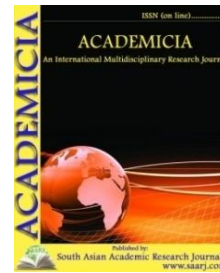
This paper outlines a conceptual framework of the relationship between corporate governance and two important determinants of capital market development namely, a firm's access to finance, and its financial performance. The framework assumes that a firm's corporate governance is simultaneously determined by a group of related governance components and other firm characteristics. While the capital markets play a crucial role in enhancing corporate governance standards, the effectiveness and credibility of such effort might be constrained by poor firm-level corporate governance. Moreover, the cause and effect relationship can work in the opposite direction e.g. firm-level corporate governance quality can enhance both the firm's ability to gain access to finance and its financial performance, which eventually lead to capital market development. The framework is primarily based on the economic approaches to corporate governance, although it recognizes part of the assumptions of the stakeholder theory and the political economy aspects of corporate governance.

In this study an attempt is made to know how organisations are fair in corporate governance and capital market. For this purpose we consider on how an organizations maintain corporate governance quality. Finally we can come to know after the study that the important of the corporate governance and making financial abilities in the organization.



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**RECENT TRENDS IN FACTORIES WELFARE MEASURES****DR. K.V.S.N JAWAHAR BABU*; MR. S. KALESHA MASTHAN VALLI**;****MR. C. BHUPATHI*****

*Principal,

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Tirupati, India.

**Assistant Professor,

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Tirupati, India.

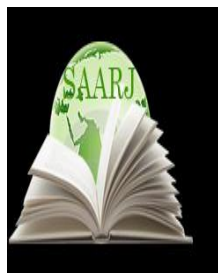
***Assistant Professor,

KMM Institute of Postgraduate Studies,

Tirupati, India.

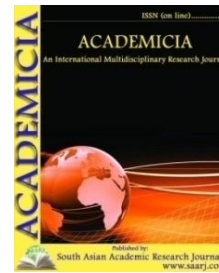
ABSTRACT

Staff spends at least half their time at work or getting to it, or leaving it. They know that they contribute to the organization when they are reasonably free from worry and they feel that when they are in trouble/ problems, they are due to get something back from the organization. People are entitled to be treated as full human beings with personal needs, hopes and anxieties. They are employed as people and bring themselves to work but cannot readily leave their troubles at home without solution to them in sight.



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RECENT TRENDS IN WORK LIFE BALANCE

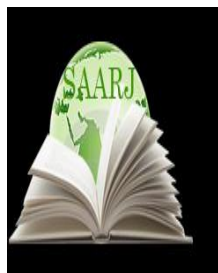
K.V.S.N JAWAHAR BABU*; S.KALESHA MASTHAN VALLI**

*Principal,
KMM Colleges,
Tirupati, India.

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KMM Institute of Postgraduate Studies,
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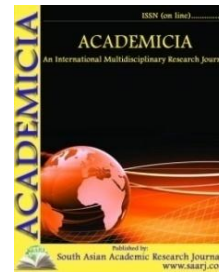
ABSTRACT

In organizations and on the home front, the challenge of work/life balance is rising to the top of many employers' and employees' consciousness. In today's fast-paced society, human resource professionals seek options to positively impact the bottom line of their companies, improve employee morale, retain employees with valuable company knowledge, and keep pace with workplace trends. This article provides human resource professionals with an historical perspective, data and possible solutions for organizations and employees alike—to work/life balance. Three factors global competition, personal lives/family values, and an aging workforce present challenges that exacerbate work/life balance. This article offers the perspective that human resource professionals can assist their companies to capitalize on these factors by using work/life initiatives to gain a competitive advantage in the marketplace.



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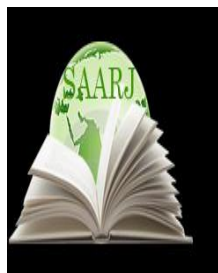
THE RELATIONSHIP BETWEEN THE BIOCHEMICAL PARAMETERS

DR. NAGAH A. A. MOHAMED*

*Assistant Professor,
Sudan University of Science and Technology,
Faculty,
Science and Technology of Animal Production.

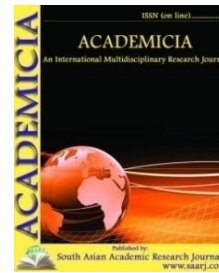
ABSTRACT

This study was conducted to detect the relationship between biochemical parameters fasting blood glucose, triglycerides, total cholesterol, high density lipoprotein cholesterol (HDL-C), low density lipoprotein cholesterol (LDL-C) uric acid and calcium. A total of 200 apparently healthy adult Sudanese female aged 40-50 years were invited to participate in this study. At ($P < 0.01$) highly positive correlation found between total cholesterol and LDL-cholesterol. Mean while, total cholesterol correlate negatively with HDL-cholesterol, triglycerides, fasting blood glucose, uric acid and calcium level. At ($P < 0.05$). Fasting blood glucose correlated with LDL-cholesterol and uric acid. Mean while, fasting blood glucose correlated negatively with total cholesterol and HDL-cholesterol. Uric acid level was positively correlated with fasting blood glucose. Also calcium level was correlated with total cholesterol, HDL-cholesterol, triglyceride and uric acid concentrations. The intercorrelation between biochemical parameters can be used as prediction of abnormality indicators of early stage of some chronic metabolic diseases.



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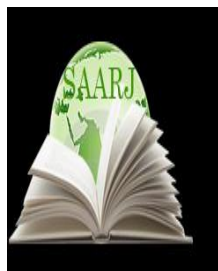
**CREATIVITY AND INNOVATION IN EDUCATION AND TRAINING****NEVILLE C PRADEEP***

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Tirunelveli, Tamilnadu, India.

ABSTRACT

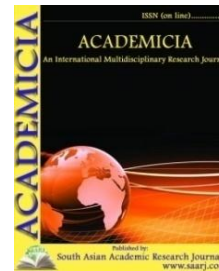
“The roots of creative society are in basic education. The sheer volume of facts to be digested by the students of today leaves little time for a deeper interrogation of their moral worth. The result has been a generation of technicians rather than visionaries each one taking career rather than an idea seriously. The answer must be reform in our educational methods so that students are encouraged to ask about know-why as well as know-how once the arts are restored to a more central role in educational institutions there could be a tremendous unrelenting of creative energy in other disciplines too” (Michael D. Higgins, the former Irish Minister for Arts culture and Gaeltacht)

Education and training is crucial and social change. It is seen as central in fostering creative innovative and able to adapt to new situations “people need to be able to adjust to change that is both rapid and sweeping both for their own well-being and for that of the societies in which they live. This means that education will need to foster flexibility openness, ability novelty ability too tolerate uncertainty and similar property in other word creativity



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**BODY COMPOSITION ANALYSIS: AN OVERVIEW WITH
BIOIMPEDANCE**

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Vishwakarma Institute Technology, Pune University,
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ABSTRACT

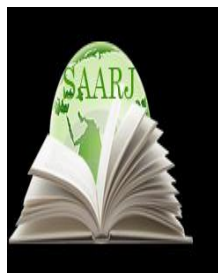
BACKGROUND: Knowledge of body composition is an important part of day-to-day life. The body composition parameters are helpful in monitoring the performance of body during normal or abnormal conditions. Its impact is very high on clinical nutrition's. Bioimpedance is the major parameter for body composition analysis.

AIMS: The aim of this study is to review the techniques used for body composition analysis with the help of bioimpedance. The main purpose of this paper is to provide appropriate background to measure body composition parameters.

METHODOLOGY: Bioelectrical impedance analysis is a widely used method to estimate body composition. Bioimpedance monitoring is an emerging tool for body composition analysis. The body composition parameters such as fat-free mass (FFM), fat mass (FM), body cell mass (BCM), total body water (TBW), extracellular water (ECW) and intracellular water (ICW) play an important role in keeping the health normal. Fat mass is strongly associated with the risk of several chronic diseases.

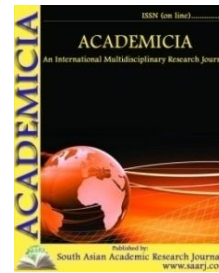
CONCLUSION: Bioelectrical impedance analysis (BIA) is a relatively simple, quick and non-invasive technique to measure body composition. The comparison of various techniques such as SF-BIA, MF-BIA, Segmental BIA, Upper-body & lower-body BIA and Laboratory designed BIA has been done on the basis of application of low level current and frequency used. It is concluded that all these methods are helpful in particular applications.

KEYWORDS: *Bioimpedance, Bioelectrical impedance analysis, Body composition, Extracellular water, Intracellular water.*



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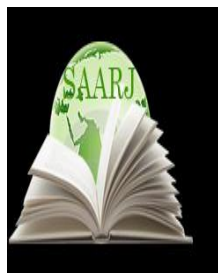
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**CLASSROOM INTERACTION PATTERNS****DR. BHARTI RATHORE***

*Assistant Professor,
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Vallabh Vidynagar.

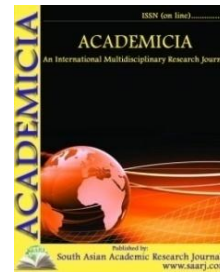
ABSTRACT

Interaction is the process referring to 'face-to-face' action. It can be either verbal like channelled through written/spoken words, or non-verbal like channelled through touch, proximity, eye-contact, facial expressions, gesturing etc. Wagner (1994) defines interaction as reciprocal events that require at least two objects and two actions. Interactions occur when these objects and events mutually influence one another. An instructional interaction is an event that takes place between a learner and the learner's environment. Instructional interactions have two purposes: to change learners and to move them toward achieving their goals. In the classroom, there are identified four types of interaction: learner-content, learner-instructor, learner-learner, and learner-interface. The interaction that takes place between the learner and the content is probably the most basic of the four types of interaction.



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**VIRTUAL PRIVATE NETWORK: SECURE AND PRIVATE ASPECTS
AND THEIR SOLUTIONS**

ANUBHA GAUR*; DR. ASHOK SINGH SHEKHAWAT**

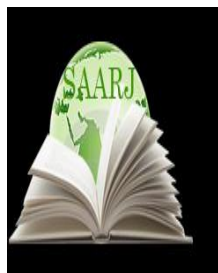
*Research Scholar,
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**Assistant Professoor,
Suresh Gyan Vihar University.

ABSTRACT

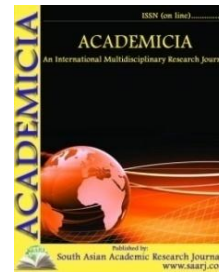
Today Various Companies has issues of secure data for increasing productivity provides more flexible work arrangements for their employees as well as users also. This Paper introducing a secure model for vpn and for securing data. The security architecture that addresses all the issues of protecting every node of data, whether data is internal or external. Today data network uses multiple technologies such as GSM Evolution (EDGE), wide band CDMA (WCDMA) and CDMA 2000 group of technologies.

KEYWORDS: VPN, EDGE, CDMA.



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**FEMINISM INTROSPECTED IN SHASHI DESHPANDE'S NOVEL
'THAT LONG SILENCE'**

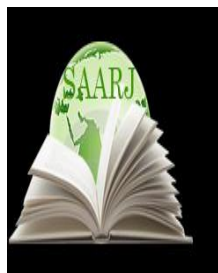
DR. SUNITA RANI*

*Assistant Professor,
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Hisar, India.

ABSTRACT

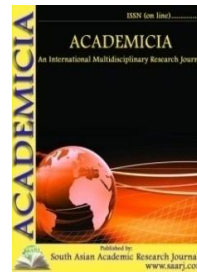
The issues and problems of contemporary middle class woman have always been the subject matter of Shashi Deshpande's writings. This paper seeks to study the feminist perspective in Shashi Deshpande's novel That Long Silence. It reveals Deshpande's sincerity and ability in voicing the concerns of the urban educated-middle class woman. Trapped between tradition and modernity, her sensitive heroines are fully conscious of being victims of gross gender discrimination prevalent in a conservative male dominated society. A culture specific approach has been adopted to unravel Shashi Deshpande's pragmatic resolution related to the modern Indian woman's beleaguered existence. Although many women writers tried their hand at expressing this long Silence that had turned woman into non-entities, they could only provide psychological depths to their characters but Shashi Deshpande's success lies in her representation of real life experience. In her novels she does not present men as wholly bad and women as wholly good. She is realistic in the sense that her stories are very close to life. The protagonist has raised her voice against the straitjacketed role models of wife and other, and rebels against the suppression of the age-old patriarchal setup. Thus, the novel is a feminist critique exposing patriarchal practices.

KEYWORDS: *Beleaguered, feminist, gender discrimination, modernity, non-entities, patriarchal, tradition.*



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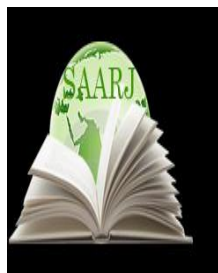
**JOINT CONSULTATIVE MACHINERY IN INDIA****BABITA SINGH*; PROF. SHASHI MEHRA****

*Research Scholar.

**Professor,
MD University,
Rohtak, Haryana.India.

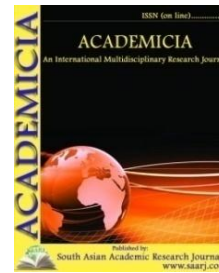
ABSTRACT

Conflict may be defined as a struggle or contest between people with opposing needs, ideas, beliefs, values, or goals. Conflict in teams is inevitable; however, the results of conflict are not predetermined. Conflict might escalate and lead to non-productive results, or conflict can be beneficially resolved and lead to quality final products. Employee – Employer relations between the Government and its employees has long been a subject of controversial issue with a long history. It pertains to concerted efforts made by the employees in getting their grievances addressed and settlement of their points of dispute with the government. Modern democratic governments with large-scale administrative organisations committed to the all-round development of the society cannot carry out their policies and programmes without the active cooperation and participation of the employees. Therefore, harmonious staff relations are absolutely necessary for administrative efficiency through the process of regular consultations and negotiation. For this reason, the civil service staff relations policies and programmes must be consistently based on the principles of democratic government.



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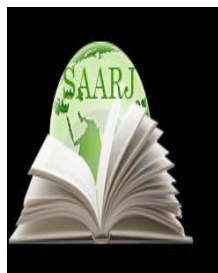
**HUMAN RESOURCE DEVELOPMENT PRACTICES IN J&K POLICE:
A STUDY OF RECRUITMENT OF POLICE CONSTABLES**

MS. ROUCHI CHAUDHARY*; PROF. R.K SHARMA**

*Research Scholar,
Department of Public Administration,
Panjab University, Chandigarh, India,
**Department of Public Administration,
USOL, Panjab University,
Chandigarh, India.

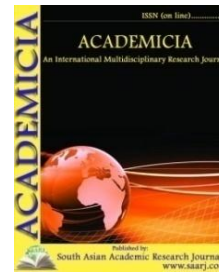
ABSTRACT

The paper emphasizes the increasingly important role of human resources within policing organizations. Changes to the environment in which police operates will likely impact the type of services, the mode of delivery and human resources required in the Policing Sector. New policing skills are required to respond to the changing environment and the increased competition for some specialist skills will require police services to rethink and adapt their recruitment activities.



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**EFFECT OF ABACUS MENTAL ARITHMETIC PROGRAM ON
SELF-CONFIDENCE OF STUDENTS IN MATHEMATICS**

RUCHI MANCHANDA*; DR. RAMANA SOOD**

*Research Scholar,
Department of Education,
Kurukshetra, India.

**Professor,
Department of Education,
Kurukshetra, India.

ABSTRACT

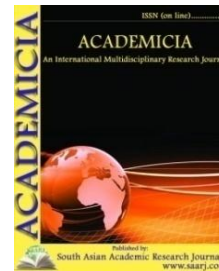
The purpose of the present study was to study the effect of Abacus Mental Arithmetic Program on self-confidence of students in Mathematics. The main objectives were to study the effectiveness of Abacus Mental Arithmetic Program on developing self-confidence in solving mathematical problems and to study the significant difference in the self-confidence scores of boys and girls of experimental group. The sample of the present study consisted of 52 students falling in the age group of 10-12 years and studying in the C.B.S.E affiliated public schools of Ambala City. Out of 52 students, 26 students (12 girls and 14 boys) were in control group and 26 students (11 girls and 15 boys) were in experimental group. The tool used for data collection was Self-Confidence Scale in Mathematics developed and standardized by the investigator herself. On the basis of the analysis of data, it was found that there exists significant difference between the means of post-test scores of self-confidence for control and experimental group. Thus, it was concluded that the Abacus Mental Arithmetic Program helps in developing self-confidence of students in Mathematics. No significant difference was found between the means of post-test scores of girls and boys of experimental group with regard to self-confidence. Thus it was concluded that both girls and boys of experimental group were having the same level of self-confidence after getting treatment.



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STATISTICS IN RESEARCH AND DEVELOPMENT

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ABSTRACT

In this article we report the results of a survey of National Statistical Institutes concerning two activities: (i) Research and Development (R&D) work within an agency, and (ii) scientific co-operation of a National Statistical Institute with the universities. A prerequisite for R&D is 'the existence, within a statistical agency, of a certain R&D infrastructure. It includes such components as a well-documented research plan, a scientific or professional board with representation from the academic community, and funds and procedures to support scientific research by staff members. Networking is another key element. Forms of networking with universities include long-term frame contracts, joint academic posts, various fellowship schemes, and joint research projects. Our results indicate that there was large variation between National Statistical Institutes (and groups of such institutes) in the levels of R&D infrastructure and of R&D networking. A high level of infrastructure often accompanied a high level of networking. When both levels are high, the chances for a successful implementation of research results into the production of statistics are improved. The two levels are related to agency size: both tended to be higher in large National Statistical Institutes than in smaller ones. The survey was carried out in 1999-2000. The target group consisted of 52 statistical agencies around the world, covering most European countries and selected countries outside Europe. A total of 41 agencies responded to the questionnaire.

KEYWORDS: *Contents, Comparability, Objectives, Overview, Purpose R&D statistics, R&D statistics, Role of Statistics in R&D.*

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