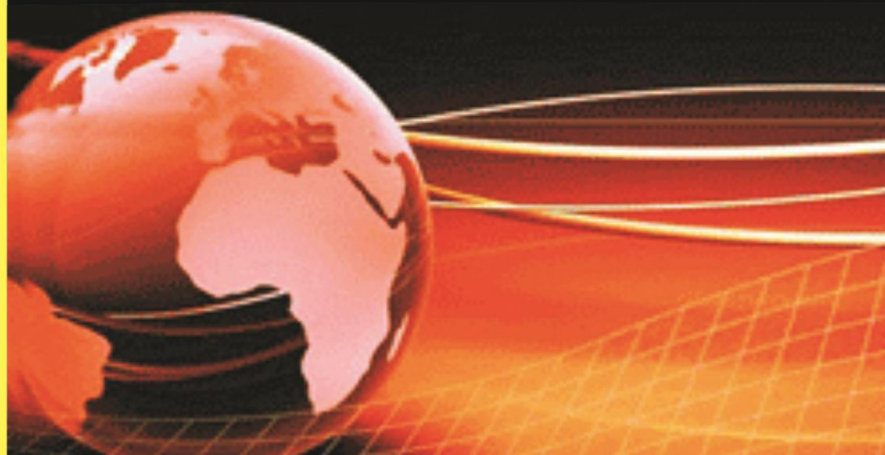


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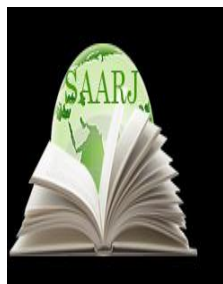
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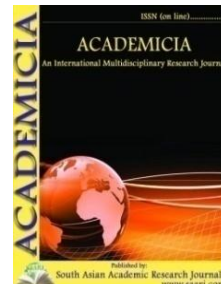


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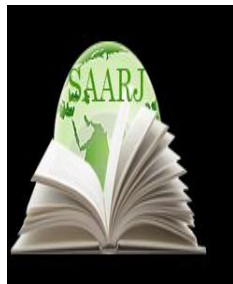
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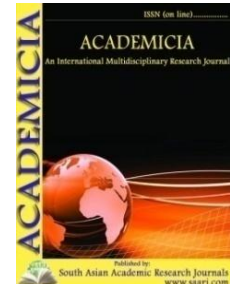


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SOCIAL NETWORKING TECHNOLOGIES AS A TOOL FOR EFFECTIVE LEARNING

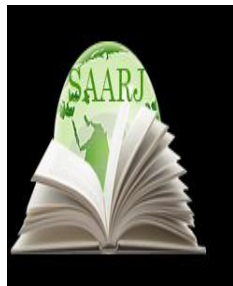
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ABSTRACT

During the past decade the use of various technologies such as Micro blogs, Digital videos, wikis, podcasts and social Networking sites (SNS) have seen a dramatic increase in their use, especially among the young generation. These tools are described as social networking technologies underlining their ability to facilitate the establishment of networks. The recent advances in field of science and technology in this millennium has opened doors to a whole new world of teaching and learning where clicking of the mouse and touching of screen can work wonders. (Shamshir Singh and Ranjit Kaur, 2011). Social Networking sites (SNS) such as 'Face book' or "twitter" have proved to be extremely effective in connecting people and in facilitating the exchange of information. In addition SNS also fits well the requirements of a social constructivist approach to Education. Boyd and Ellison (2008) define social network sites as "web based services that allow individuals to (1) construct a public or semipublic profile, within a bounded system (2) articulate a list of other users with whom they share a connection and (3) view and transverse their list of connections and those made by others within the system. SNS (e.g. Face book or my space) are currently the most popular types of web 2.0 services because they are able to combine many web 2.0 technologies into platforms that serve as virtual gathering places which help in facilitating social relationships.

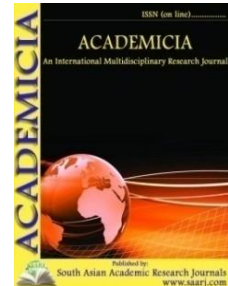


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A STUDY OF THE EFFECT OF YOGA NIDRA ON MENTAL HEALTH OF EMOTIONALLY ABUSED ADOLESCENTS

Pushp Lata Rajpoot*; Sanwat Singh**

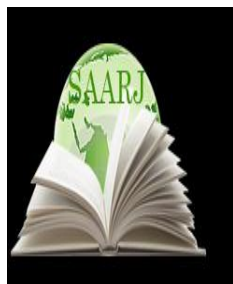
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ABSTRACT

Emotional abuse is a worldwide public health problem. Children and adolescents who are abused are at risk of developing a range of mental health problems like anxiety, depression, low self esteem, low self confidence, frustration, distorted perception and self-destructiveness etc. which threatened their well being. Interventions should be provided to improve their mental health. Now a day several yogic practices- meditation, pranayam, shithlikaran and mantra etc. are playing important role in treating physiological and psychological problems. Hence the present study is aimed to see the effect of Yoga Nidra on mental health of emotionally abused adolescents. For this purpose, a sample of 40 emotionally abused adolescent (20 male & 20 female; age range 13 to 19 years) was drawn from various schools and coaching centers of city Chandausi (U.P.) through administering Emotional Abuse Test developed by Pushp Lata Rajpoot (2011). Mental health was measured through Mental Health Battery by Singh & Gupta (1983). χ^2 test was used to analyze the data. The results indicate that Yoga Nidra significantly improves mental health of emotionally abused adolescents.

KEYWORDS: Emotionally Abused Adolescents, Mental Health, Yoga Nidra.

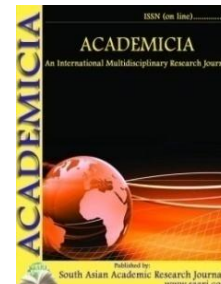


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A STUDY ON TURN AROUND TIME OF CHEMO PATIENTS FROM ADMISSION TO ADMINISTRATION OF MEDICINE

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ABSTRACT

Great expectations of patient would be less turnaround time for any process. The scope of the study was from the time of admissions of chemo patients until the patient receives the chemo drug and the aim was to reduce the turnaround time of chemo patient's treatment procedure. The objectives were to process map from admissions to administration of chemo medicine and develop a process map, to identify the constraints in the process by tracking each activity and check the conformance of quality in the process, to give suggestions for improvement of the process. 165 chemo patients were observed. Quality and statistical tools were used for data analysis. The finding of the study shows that the major impact for the greater turnaround time was the delay in the delivering of medicines, indenting medicines, and also chemo preparation process time. The conformance of the quality of process analyzed using process capability and DPMO. The estimated time was also identified as 2 hours 52 minutes. Implementing the bedside registration and Electronic automated machine for personal assistance for the patients were some of the suggestions for improvement.

KEYWORDS: Automated machine, Bedside registration, Chemo drug, process mapping, conformance, DPMO.

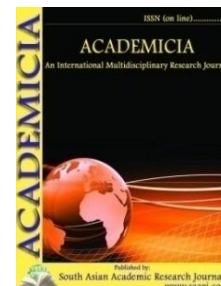


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RISING MARKET OF CONVENIENCE FOOD IN INDIA

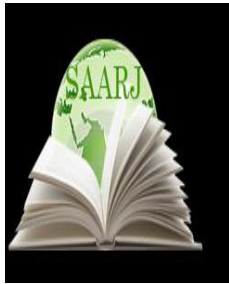
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ABSTRACT

The trend of convenience food instigated in West but it is in great demand by the present consumers across the world. Convenience food is commercially prepared for ease of consumption, but does not include restaurant food. Convenience food may be sold –as hot(ready-to-eat dishes); as room-temperature(shelf-stable products); or as frozen food products that require minimal preparation (generally little heating). It cost more money and less time in comparison to preparation of food in conventional manner i.e. starting from the scratch. The up surging presence of instant delivery windows, intensifying displays of micro- wave dinners and take-out meal in organized and unorganized retails exhibits the magnitude of convenience food in food choices. The importance of convenience food can be sensed by the fact that it influences when to eat, where to eat, how to eat and even with whom to eat. The aim of the present research is to analyse the rising demand of convenience food and to have an insight in the changing preference of consumers to this product category with special reference to India. The present research is a conceptual work and the data collected is secondary data which has been collected from certain articles and previous researches. Due to change in certain phenomenon such as social factors, taste, values, culture, demography etc. convenience food has become need of the hour. However proper care by the marketers of the consumer's health aspect should be taken in order to root in long run. At the same time consumers are also required to resist their temptations and act prudentially in making choices in the respective product category.

KEYWORDS: Convenience food, frozen food, micro-wave dinners, take-out meal.



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UNDERSTANDING THE NEED FOR CSR IN INDIAN CONTEXT

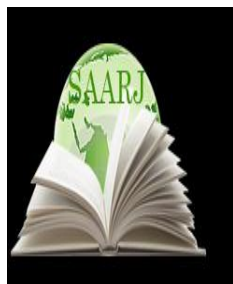
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ABSTRACT

CSR is latest topic among companies these days. It refers to commitment of environment business towards their environment, society, people etc. From 1-april-2014, Companies Act 2013 has made it mandatory to report on CSR and companies should invest minimum of 2% of their net profits towards such activities. Exhaustive list of CSR activities is given in paper. Only such activities will count as contribution towards CSR. Our focuses on evolution of CSR in 21st century and various latest amendments that have taken place.

KEYWORDS: *CSR, latest amendments, society, environment, corporate philanthropy.*

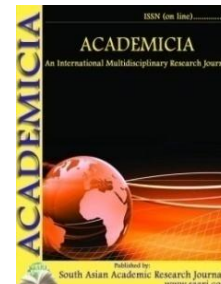


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ADULT EDUCATION PROGRAMMES IN UNIFIED ANDHRA PRADESH -TARGETS, ACHIEVEMENTS, BOTTLENECKS AND SOLUTIONS

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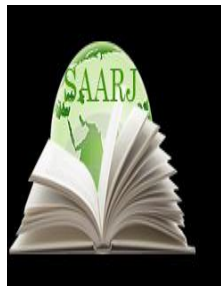
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ABSTRACT

Education is an instrument of social change and literacy is the basic step for education. In view of this, Universal literacy is recognized as an important factor in contributing to social and economic development. Before independence the magnitude of illiteracy in our country was very high. After independence there has been an increase in literacy rate due to the implementation of Adult Education programmes giving priority to promote Universal Literacy by the Government of India. Despite these efforts India's literacy rate increased only sluggishly. The 2011 census however indicated a 2001-2011 literacy growth of 9.2 percent which is slower than the growth seen during the previous decade. The portrayal of the literacy picture of India indicates the ordering of the states as per 2011 census that Kerala continues to top the list with 93.91 per cent, Bihar remaining at the bottom of the ladder with 63.82 percent. States like Tripura (87.75%) Sikkim (82.20%), Manipur (79.85%) , Nagaland (80.11%) and UTs like Dadra & Nagar Haveli (77.65%), NCT of Delhi (86.34%), Pondicherry (86.55%) and Lakshadweep (92.28%) have shown higher rankings than before whereas Punjab (76.86%), Haryana (76.64%) , Madhya Pradesh (70.63%), Andhra Pradesh (75.60%), Karnataka (67.66%) and Tamil Nadu (80.33%) and UTs like Andaman & Nicobar Islands (86. 27%), Chandigarh (86. 43%) are downgraded from their previous rank . Andhra Pradesh may have witnessed a boom in the number of educational institutions in the past few years, but its literacy rate is of 67.66% much lower than the national average of 74.04%. From the 28 rank in the 2001 Census, the state has now slipped to an even poorer 31 in the national literacy rate list of 35 states and Union territories. States like Uttar Pradesh, Jammu and Kashmir and Union territory like Dadra and

Nagar Haveli, which were ranked lower than Andhra Pradesh ten years ago, are sitting pretty with better rankings in the 2011 Census list. AP's literacy rate has improved by almost 7% in the last decade that of the other states has increased by 11 to 14% (see box). The other three southern states are miles ahead of AP, with Kerala holding its number one position in the country, both Tamil Nadu (80.11%) and Karnataka (75.6%) too have improved their standings. In this situation i.e. downgrading from the previous ranking of Andhra Pradesh, there is need to review the programmes implemented, the approaches adopted, the strengths and weaknesses of the programmes so that the present and future programmes will be implemented effectively to attain cent per cent literacy. In this paper an attempt has been made to discuss about the literacy scenario of Andhra Pradesh due to the implementation of adult education programmes, targets, achievements, the bottlenecks and to suggest some solutions.

KEYWORDS: *Literacy- Adult Education - Social and Economic Development.*

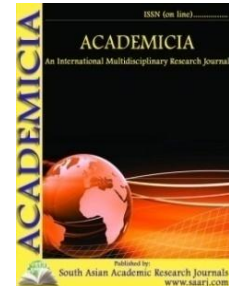


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TEACHING EFFECTIVENESS IN INDIAN UNIVERSITIES: A STUDY OF NORTH INDIA

Rajesh Tiwari*; Dr. Bimal Anjum**

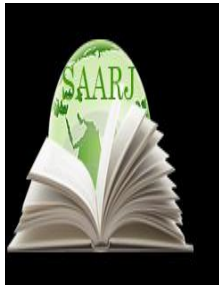
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ABSTRACT

The Indian higher education is witnessing a phase of rapid growth in terms of number of new institutions offering professional courses. The industry on the other hand finds large percentage of graduate's unemployable. The students are not getting a fair return on their investment in higher education. The private and public sector institutions have ignored the crucial input of good quality faculty required for developing the necessary skills in young students to meet the needs of the industry for employability and entrepreneurship. The study evaluates the teaching effectiveness in public and private universities. A survey design was used for the study. Private and public universities in northern part of India were selected for the study. The data was collected through questionnaire. The data was analyzed with the help of mean and principal component factor analysis using SPSS. Three factors were extracted from factor analysis. The factors were pedagogy, accountability and assessment. There was no significant difference between the teaching effectiveness of private and public universities. The faculties were satisfied with pedagogy, moderately satisfied with accountability. The results showed that faculties in both private and public universities were not satisfied with the assessment strategy. The assessment strategies must change to meet the current socio economic needs.

KEYWORDS: *Entrepreneurship, Faculty, Factor Analysis, Graduates, Teaching Effectiveness, Unemployable.*



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IMPACT OF EDUCATION ON HUMAN DEVELOPMENT IN KARNATAKA – AN ECONOMIC ANALYSIS

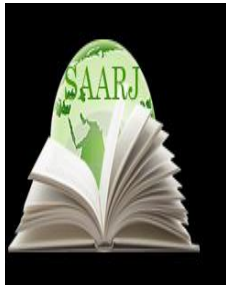
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ABSTRACT

Education is recognized as prerequisite for the human resources development. It is clear now that without improving the base education, it is impossible to achieve universalization of elementary education and also literacy. Karnataka has been identified as one of the nine educationally backward states in the country as per the 2011 census, there may be many factors that are responsible for this. But, it is necessary to understand what economic factors particularly the financial resources, are responsible for not achieving this constitutional objective. It is also imperative to study whether the invested funds are really used for achieving the constitutional objective, or they merely wasted on dropouts. The process of primary education is a very big segment of the education sector and also of the economy and therefore, it is to be seen whether the benefits of scale can be reaped by organizing the system in a rational way. If questions of this type are answered, it is possible to suggest a policy to achieve the universalization of elementary education and human development in the state of Karnataka.

KEYWORDS: Education, Programmes and Human Development.



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QUALITY OF WORK LIFE: A CONCEPTUAL ANALYSIS

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ABSTRACT

Quality of work life (QWL) is defined as the extent to which an employee is satisfied with personal and working needs through participating in the workplace while achieving the goals of the organization. Good quality of work life is necessary for an organization to retain talented and skilled employees. QWL is nowadays drawing more attention globally as in modern society people spend about more than one-third of their lives at their workplace. Work is central to human existence, providing the necessities for life, sources of identity, and opportunities for achievement and determining standing within the larger community. Therefore Quality of Work life has evolved as an important aspect which affects organizational efficiency and productivity. This Paper reviews the overview of trends in research on QWL, Definitions, Similar Concepts, and Origin of QWL, various components of QWL.

KEYWORDS: *Quality of Work life: Origin, Concepts, and Components.*

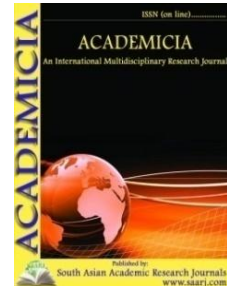


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ISLAMIC BANKING: A PRESENT DEMAND IN INDIAN MARKET

Mr. Nitin Goel*; Dr. Rajesh Kumar**

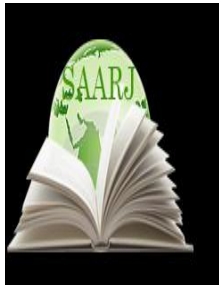
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ABSTRACT

Islamic banking is a term which is widely used in Indian market due to its non-presence in India and its successful operations in other countries. Islamic banking basically works upon rules and regulations of shariah law which considers giving and taking riba as a sinful act. India's population constitutes around 15 % of Muslims. So there is a need to study the potential for Islamic Banking in Indian banks. It is found that almost 70% of people are aware about the countries having Islamic Banking. The objective of the study was to check awareness about Islamic banking among selected customers of the banks, comparing the preference of Muslim and Non-Muslim people for Islamic banking & identifying the scope of success of Islamic banking in India. People are of the view that if Islamic banking is implemented in India it would be successful due to no interest and no collateral requirement & can be considered as an alternative to conventional banking. It would attract investment from other countries also and would uplift lower section of society.

KEYWORDS: *Shariah, Riba, Islamic Banking, Conventional Banking.*



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THE EVER DYNAMIC INDIA AND USA COOPERATION: SYNERGISE AND STRATEGISE

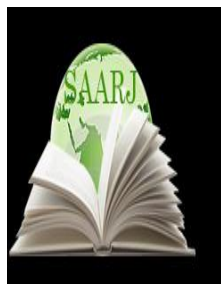
Siddhant Sharma*

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ABSTRACT

The relations between India and US should have been the most dynamic display of readiness of two sovereign states to further the security and foreign policy interest of both the countries. But the actual scenario has not been the same. Since the conclusion of Second World War US has been the leader of the free world and India on the other hand despite economic and regional challenges has remained a democratic system. Indo-US relations have been inconsistent from the time they first came into being. Distance gapped amongst them during the Korean War and again in 1962 during the Sino-Indian war. This relation further tensed when the US tried to subjugate India to halt their military actions against Pakistan during the Bangladesh war. On one hand where India wants America's help for settling Indo-Pakistan tension and establishes it as a greater international player, the Americans wants to create a strong India so that they can facilitate their idea of democracy and secularism in Asia and help to secure multilateral security initiatives in Asia. Some considerable factors which have led to the downward fall in the relations between the two states is the objection of US into making India a de jure nuclear state, lack of reliability Indian analysts have shown in US as supplier of high technology and the constant backing of Pakistan by the US. The following paper shall discuss about the areas where both the countries can fortify and will also suggest solutions to reduce misapprehension among the two countries through bilateral trade.

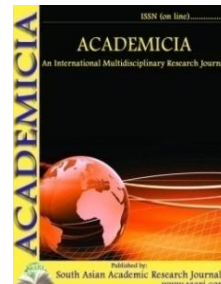
KEYWORDS: *Bilateral trade, Democracies, Dynamic relations, Misapprehensions.*



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**LIMNOLOGY AND BIODIVERSITY OF FISH FAUNA IN KARADKHED
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ABSTRACT

In Marathwada region some of agriculture farmer with the help FIDA are constructed fish farm in their agriculture farming. Hence the present survey has been undertaken to show the fisheries in food production and development of agrobased industries. The fish population of aquatic system play a significant role in the human economy. Limnological factors in Karadkhed reservoir of Nanded district Khargone that were monitored in two years (July 2008 to June 2010) show high positive correlations among different factors such as alkalinity and phosphate (0.893), (Transperency and dissolved oxygen (0.885), pH and alkalinity (0.873), alkalinity and BOD (0.859), pH and phosphate (0.820), BOD and phosphate (0.764) [Table-1]. The total number of 23 species of fishes were recorded in Karadkhed reservoir with order Cypriniformes contributing maximum of 15 members (65.21%) of species followed by four members (17.39%) of order Ophocephaliformes

KEYWORDS: *Limnology, Fish fauna, Karadkhed Lake.*



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ADOPTION OF ICT IN HIGHER EDUCATION: A REVIEW

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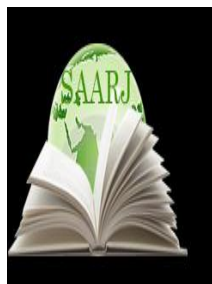
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ABSTRACT

Information and Communication Technology (ICT) in Education has been identified as a tool to undertake several research activities. ICT has brought about dramatic changes both in the learning needs and the way learning opportunities are offered. The term information and communication technology (ICT) encompasses all the computerized teaching systems, such as CD-ROM, as well as all the telecommunication systems, such as web and video conferencing. Higher education sector over the last decade has seen the rise to a multiplicity of new organizational structures designed for meeting new challenges. All of them would like to exploit the developments in information and communication technology to design, manage and to deliver courses and training modules. This paper concluded that ICT adoption in higher education acts as a trigger towards enhancing teaching and learning processes in educational institutions worldwide.

KEYWORDS: Higher education, ICT, Internet, Teaching and Learning Processes.

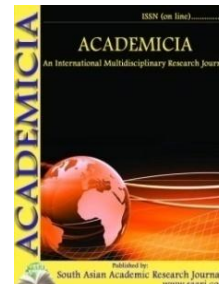


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DEPENDENCY SYNDROME ON OUTSIDE LABOUR IN BALIJAN CIRCLE OF ARUNACHAL PRADESH: AN ANALYSIS OF REASONS AND DURATION OF EMPLOYMENT

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ABSTRACT

An attitude and belief of a group of people of their inability to solve their own problems without outside intervention may be termed as Dependency Syndrome. It is seen as a tendency to depend on others in the course of socio-economic development of a particular area or community. Dependency syndrome is often attributed to a peoples' unwillingness to initiate activities on their own to improve wellbeing thereby hire and fire others. In olden days, indigenous people of the Balijan Circle had been constructing their house with the natural resources like- bamboo, wooden planks, leaves cane etc and had not to depend on outside resources or persons. Also in agriculture domain, people of the study circle were using indigenous technology with family members being the prime source of man-power without having to depend on outside labour. However, in recent times the people of circle are totally dependent on outsider may it be for agriculture or construction works or household & domestic works. The present study revealed that non-possession of land by the outsider labourers in their own places compelled them to offer labour in the study circle. On sector-wise analysis, building & allied works has offers highest level of employment opportunity to the outsider labourers. Also, the present study has revealed that highest numbers of outsider workers which constitute 33 percentages of the total workers have been working more than 15 years in various sectors of the study circle. With this background, the study makes an attempt to identify the reasons for offering labour by outsider labourers in the Balijan Circle. Also, it has made sector wise analysis of dependency syndrome on outsider labourers. Further, the study endeavoured to examine duration of working of outsider labourers in the study circle.

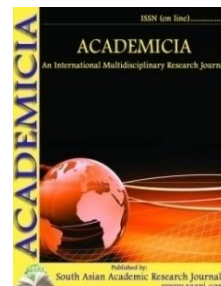
KEYWORDS: *Arunachal Pradesh; Balijan; Dependency Syndrome and; Papum Pare.*



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**TEMPERATURE DEPENDENT GLYCOGEN METABOLIC ACTIVITY
OF FRESHWATER CULTIVABLE FISH, OREOCHROMIS
MOSSAMBICUS FROM NANDED DISTRICT (MS) INDIA****R.P. Mali*; U.M. Jaybhaye****

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ABSTRACT

The biochemical and physiological activities including food consumption, growth rate, body temperature and other body functions which is influenced by the temperature of surrounding water bodies. The growth and survivability in fish are dependent on defined optimum temperature range.

*The present work deals with the temperature dependent activity of glycogen metabolite in freshwater cultivable fish *Oreochromis mossambicus*. The fishes were exposed to different temperatures such as 20°C, 25°C, 30°C 35°C and 40°C for 96 hr exposure. The result reveals that the amount of glycogen activity in the tissues like liver and muscles of fish were steadily decrease at increased temperature as compared to control due to excess energy utilized as anaerobic glycolysis enhanced due to temperature stress as well as at gradual low temperature also showed decreasing trend of glycogen activity because lower temperature slow down the cellular activity*

KEYWORDS: *Temperature, Glycogen, Oreochromis mossambicus.*



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TOTAL PERFORMANCE SCORECARD – LETS MOVE HUMAN RESOURCE WAY

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ABSTRACT

This paper focuses on developing the concept of personal scorecard as an integral part of organizational scorecard, and show that it is an edge over the concepts of traditional improvement, change management, and strategy development when it comes to evaluate performance of human resources in an organization. The labour theory of value suggests that value of any commodity is equivalent to the labour involved in the production of the commodity. Thus, traditionally price determination of a commodity depended on the use of labour in a particular production process. However, with the industrial revolution, and increasing significance of capital and technology in the production process, this theory seems to be forgotten. Consequently, hardly any effort is made to recognize the contribution of these human resources in a production process. Innovations and long-term growth in all organizations are inevitably due to the skills of the human resources. Moreover, it is widely recognized that skillful human resources are extremely scarce, and they require additional care when it comes to maintaining their high levels of productivity. This calls for personalized reward mechanism based on the performance of the individual employees within an organization. Following human psychology, this kind of a mechanism will give immense satisfaction to the employees and encourages them to perform better in future. In practice, however, though human resources form an integral part of any organization, traditional business management concepts rarely take into account the specific personal ambitions of employees. Normally all such concepts are superficial and they suggest only cosmetic changes. Hence there is a need for a new concept where personal and organizational performances as well as learning mutually reinforce each other on sustainable basis. The present work introduces a new concept of business management through holistic approach as developed by Dr. Herbert Rampersad. Known as the Total Performance

Scorecard (TPS), it stresses the significance of and the need to develop an organizational structure and philosophy that combine the goal and aspirations of the individuals with those of the organization. It is a melting process, which results in a corporate culture that is both individually and organizationally driven. The starting point in this holistic concept is the 'individual'. The concept works on philosophy that if employees within the organization are not able to achieve their own objectives, they cannot work efficiently for the organization. Thus the process of improvement should start from the bottom line within an organization. In this sense, the concept of TPS is superior to the concept of Balanced Scorecard (BSC). The concept of BSC is based on strategy formulation and implementation in the top-down manner. However, the top level management may not always be in a position to understand the performance drivers of the bottom level employees. In this context, if the top level designs the organizational strategy without considering the personal ambition of the employees, the strategy fails in attaining desired goals. The alternative can be found in designing a performance scorecard for every individual employee or a limited group of employees in an organization and incorporating it in the strategy design and target setting exercise of the organization as a whole. This implies recognition of a linkage between individual performance and organizational performance. This is bound to have a two-way impact: one; the top level management understands the employee behavior and their performance drivers better and two; bottom level employees understand how their own actions get translated into the growth and development of the organization in the long-term. However, laying more emphasis on personal scorecard in organization scorecard does not mean neglecting the other perspectives of the organizational performance. In fact, personal scorecard is developed as an integrated part of the organizational performance evaluation system that encompasses all the four perspectives included in the balanced scorecard mechanism, namely, financial, customer interface, internal business processes and knowledge and learning. It is recognized that the individual performance of an employee contributes to any one or more of these perspectives for which the organizational strategy operates and performance can be evaluated. In the globalized world of twenty first century, where business processes are reviewed continuously based on performance measures and feedback. Human resource teams are built with a stress on continuous evaluation, understanding of the past mistakes, willingness to learn and rapid implementation of new techniques for improvement. Efficient leaders in such teams lead from the front, and are always willing to share their expertise so that team members can improve. Undoubtedly, in such organizations, which focus on knowledge skills, the concept of personal scorecard as an integrated part of total performance scorecard has gained considerable importance, especially because it ensures integrated and healthy growth of both the individuals and the organization.



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**FACTORS AFFECTING JOB SATISFACTION AMONG THE
TEACHERS: A STUDY OF SELECT GOVERNMENT MODEL SENIOR
SECONDARY SCHOOLS OF CHANDIGARH**

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ABSTRACT

Job satisfaction is deriving force in any profession for its employees as if the job satisfaction is not up to the desired level than the employees do not give the best to the organisation. There are some factors which influence the job satisfaction more than the others and these are ranked and rated as per the opinion of the employees in the backdrop of political, administrative and work environment of the organisation. The present study paper is one such an attempt to identify the factors which affects the job satisfaction among the school teachers Chandigarh schools.

KEYWORDS: *Job satisfaction, Factors, Teachers.*



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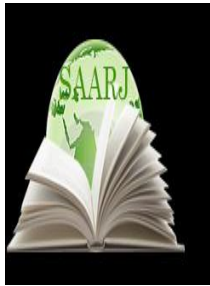
THE ROLE OF BUREAUCRACY IN CHANGING ADMINISTRATIVE CULTURE IN INDIA

Dr. Ravinder Kumar*

***Assistant Professor of Public Administration**

ABSTRACT

The nature of political system in a society determines the quality and character of its administrative system. Bureaucracy is influence by political, economic and socio-cultural environment and in turn, these factors are also influenced by administration. The object or target of administrative culture is public bureaucracy. Bureaucracy is a cohesive, well-organised and compact group with a network of continuing interactions. It is an instrument or arm of the government to operationalise programmes and policies meant for al-round development of the country. There is a strong need to identify the areas in administrative culture which have a bearing on the governance and development process.



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MULTICULTURAL WORKFORCE NEEDS MUCH FORCE

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ABSTRACT

With the advent of globalisation multicultural workforce has become a common phenomenon in every business house. The nature of workplaces has changed. We have moved away from the monochromatic make-up of our offices to the rainbow which is painted by team members from all over the world. With this new multicultural make-up come differences in the team in areas of communication styles, approach to time, managerial styles and a plethora of other cross cultural differences. The multiculturalism in workforce poses a big challenge to the team managers. The present paper discusses the issues faced by a team leader in integrating the team with diverse culture and strategies to overcome the challenges.

KEYWORDS: *Multiculturalism, issues, challenges, strategies.*

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2. The articles passed through screening at this level will be forwarded to two referees for blind peer review.
3. At this stage, two referees will carefully review the research article, each of whom will make a recommendation to publish the article in its present form/modify/reject.
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