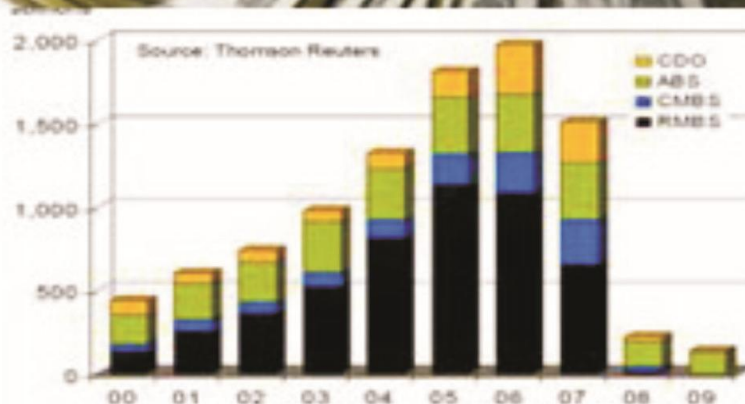


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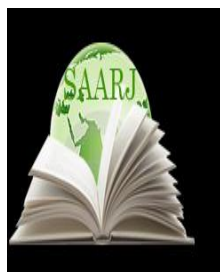
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MANAGING DIFFICULT EMPLOYEES CREATIVELY: COMMON PROBLEMS UNCOMMON SOLUTIONS

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ABSTRACT

Managing difficult people in an organization is an extremely important part of making organizations work well. They are disruptive to the organization and are the source of endless complaints and bad feelings. They can cause stress and unhappiness. You cannot get rid of these kinds of people, short of firing them. Delightful as this may seem at times, it isn't a very practical solution. Furthermore, it is extremely hard to turn troublemakers into sweet, loveable people. Therefore, you have to learn to cope with them. In this paper an attempt has been made to identify a difficult person and to understand how a difficult person's behaviour affects an organization. The paper also outlines the guidelines for managing difficult people in order to decrease the department turnover rate. Further, attempt has been made to help managers unravel the mysteries of dealing with people at work and to help them get the best from an invaluable resource and so become better managers.

KEYWORDS: *Difficult Employees, Stress Management, Anger Management, Managerial Skills, Business Management, Self-Management.*

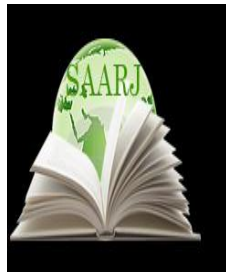
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THE PEARL FISHERS AND TRADE OF JAFFNA BEFORE THE ARRIVAL OF THE BRITISH - A HISTORICAL VIEW

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ABSTRACT

Sri Lanka is a country with very long historical traditions in the world. Particularly in Northern Sri Lanka, as one of the principal sources of revenue, pearls trade occupied a dominant place, right from very ancient times up to the arrival of the British. Through this trade not only the kings of Jaffna, but also the Europeans who came later including the Portuguese, the Dutch and British were immensely benefited. This trade which was one of the prominent sources of income to the Northern Sri Lanka, was so profitable that apart from local purchasers, even, South India and Bengal were induced to buy Jaffna pearls (Mannar) willingly for their various purposes. Though the pearls trade had been so flourishing, in the past, no individual scholar appears to have gone into this aspect in detail. This study therefore aims primarily in filling such a gap, and also pioneering such scholars as may be taken up by future scholars into this aspect. This study is based on a historical approach. It uses primary and secondary data. Primary data mostly include stone inscriptions, reports of Europeans and various other documents. Secondary data are used, such as subsequent books, articles, website data and interviews based on primary data. When the elephant trade carried on in Jaffna prior to the arrival of the British, is studied, the results bring one to the conclusion that elephant trade had been one of the main source of income of Jaffna.

KEYWORDS: Monopoly, pearls trade, Aryan kings, Portuguese, Dutch, British

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DOI NUMBER: **10.5958/2319-1422.2016.00003.5****REVIEW ON THE AUTHENTICATION PROTOCOL USED IN UIDAI****Vinay Kumar*: Arpana Chaturvedi**: Poonam Verma*****

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With the advent of Digital India and UID initiatives, the government aims to transform India into a digitally empowered society and knowledge economy. The idea behind is to use the massive amount of information to make government, corporate growth and expansion successful for distribution of services to the public for their convenience. Joining up public sector, data sources can make government more efficient, save money, identify fraud and help public bodies better serve their citizens. To maintain data, biometric information of all residents will contain details like ten figure prints and iris of each and every individual along with other usual details. A 12 digit unique number will be allotted to all irrespective of any classification based on caste, gender, religion and geography. These details and randomly generated unique number will be stored in the centralized database which is subsequently linked to the basic demographics and biometric information of each individual. This UID number can be used to provide authentication to the agencies providing services to the users. In this paper, we would like to review the authentication protocol being implemented and suggest few recommendations for its easier implementation.

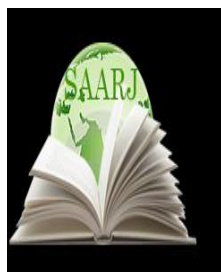
KEYWORDS: *Big Data, HDFS, IDC, Squoop, Hive, Lumify, Digital India, Governance, SME, Map Reduce, Analytics*

BIOGRAPHICAL NOTES:

Vinay Kumar is a Professor in Vivekananda Institute of Professional Studies, Delhi. Earlier he worked as Scientist in National Informatics Centre, MoCIT, Government of India. He completed his Ph.D. in Computer Science from University of Delhi and MCA from Jawaharlal Nehru University, Delhi. He has authored a book on Discrete Mathematics and has contributed many research papers to refereed journals and conferences. His areas of interest are graph algorithm, information security & privacy and e-governance. He is member of CSI and ACM.

Arpana Chaturvedi is working as an Assistant Professor in Jagannath International Management School, Delhi. She is M.Sc (Math's), MCA, M.Phill (Comp.Sc). She is pursuing PhD from Jagannath University. She is having 24 yrs of teaching and industrial experience in various organizations. She has contributed many research papers to referred journals and conferences. Her area of interest is in programming, web technologies and database management. She is heading the IT department from last 10 years.

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PROGRESS OF URBAN CO-OPERATIVE BANKS IN HADOTI REGION OF RAJASTHAN

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ABSTRACT

Urban Co-operative Banks (UCBs) are the back bone of banking system and contribute for growth of the nation. The progress of UCBs in India support the progress of banking system in India as they operate in urban and semi-urban areas and have immense potential to deliver services in areas where both the state and private sector have failed. The present study intends to analyze the progress of UCBs in Hadoti region in Rajasthan. Hadoti region includes the districts of Baran, Bundi, Jhalawar and Kota. The name of the region is derived from the Hada Rajputs, a branch of the Chauhan Rajput. The study is mainly supported by secondary data which has been collected from the annual reports of selected banks, data from annual reports of The Rajasthan Urban Co-operative Banks Federation Ltd, journals and magazines. The progress of a bank can be analysed and judged by various financial and non-financial parameters but to simplify present study, the progress of UCBs in Hadoti region has been analysed based on few selected parameters such as No. of branches, membership base, share capital, net profit, deposits mobilization, loans & advances, and working capital, which reveals that there has been growth of UCBs in said region over a period of five years, i.e., FY 2009-10 to FY 2013-14.

KEYWORDS: *Branches, Deposits Mobilization, Hadoti Region, Loans & Advances, Membership Base, Net Profit, Share Capital, Urban Co-operative Bank and Working Capital.*

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