

INTERNATIONAL JOURNAL OF RESEARCH IN COMPUTER APPLICATION & MANAGEMENT

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CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	PERFORMANCE MANAGEMENT SYSTEM IN A POWER PSU: A STUDY OF T.H.D.C. INDIA LIMITED <i>SHANTANU KUMAR BISWAS, ADITYA GAUTAM & ASHUTOSH KUMAR ANAND</i>	1
2.	PEDAGOGICAL INNOVATIONS IN THE TEACHING LEARNING PROCESS <i>DR. AMARDEEP KAUR</i>	2
3.	CRITICAL SUCCESS FACTORS IN ERP IMPLEMENTATION: A REVIEW <i>SANGRAM SINGH, VIRAT REHANI & DR. J. K. DHAMI</i>	3
4.	EFFECT OF INTERNAL BRANDING FACTORS IN DEVELOPING ORGANIZATIONAL COMMITMENT WITH SPECIAL REFERENCE TO HOTEL INDUSTRY IN INDORE CITY <i>VARUN KUMAR, DR.SANJAY SHARMA & DR. A K SINGH</i>	4
5.	PROFITABILITY ANALYSIS OF HINDUSTAN PETROLEUM CORPORATION LIMITED <i>DR. C. K. BUTTAN & RAANA SHAHWAL</i>	5
6.	E-COMMERCE AND CONSUMER RIGHTS: A STUDY ON CONSUMER PERCEPTION WITH SPECIAL REFERENCE TO AHMEDABAD <i>NITA SOLANKI, DR. PARAMJEET SINGH & DR. MEHUL SHAH</i>	6
7.	RELATIONSHIP BETWEEN OBJECT ORIENTED DESIGN CONSTRUCTS AND DESIGN DEFECTS <i>PAWAN KUMAR CHAURASIA & R A KHAN</i>	7
8.	IMPORTANCE OF STUDENT SUPPORT SYSTEM IN PROFESSIONAL INSTITUTES: TRENDS AND CHALLENGES <i>ANURAG DILRAJ & DR. ASHOK JHAWAR</i>	8
9.	LIQUIDITY STRUCTURE OF WORKING CAPITAL – TESTING OF THE HYPOTHESIS DEVELOPED BY VAN HORNE <i>DR. PRADIP KUMAR DAS</i>	9
10.	RURAL CONSUMER SATISFACTION TOWARDS ONLINE SHOPPING <i>DR. N. BAGYALAKSHMI</i>	10
11.	TELEMEDICINE: RECENT ADVANCES IN INNOVATIVE HEALTHCARE <i>DR. PANKAJ KUMAR VARSHNEY & DR. MOHD FAISAL KHAN</i>	11
12.	IMPACT OF GLOBALIZATION ON INDIA <i>PAWAN SHARMA & DR. SHISH PAL HARDU</i>	12
13.	DEMONETIZATION IMPACT ON TEXTILE INDUSTRIES IN BHIWANDI, THANE <i>DR. RASHMI SONI & SHEBAZBANO</i>	13
14.	A STUDY ON STRESS MANAGEMENT AMONGST FEMALE BANK EMPLOYEES IN TAMIL NADU DURING DEMONETIZATION <i>DR. J. RAMOLA PREMALATHA & PRIYADARSHINI.SR</i>	14
15.	THE CONTENTS OF WOMEN EMPOWERMENT IN SOLAPITH CRAFT PRODUCT: A CASE STUDY OF DHUBRI DISTRICT <i>JAHIDUL ISLAM</i>	15
16.	CONSUMERS PERSPECTIVE TOWARDS SOLAR PANEL PRODUCTS <i>S. DEVI PRIYA & DR. N. RAJA</i>	16
17.	DETERMINANTS OF ENTREPRENEURIAL DECISION-MAKING AMONGST FINAL YEAR STUDENTS IN TERTIARY INSTITUTIONS: A QUALITATIVE STUDY <i>MARIJKE A. ADOBEA OKYIREH & REXFORD OWUSU OKYIREH</i>	17
18.	A STUDY OF BENEFITS OF GST OVER INDIRECT TAX SYSTEM USING KNOWLEDGE DISCOVERY PROCESS OF DATA MINING <i>SAVITA MOHURLE</i>	18
19.	FOREIGN DIRECT INVESTMENT POLICIES IN THE LIBERALIZED TELECOM SECTOR OF INDIA - A REVIEW <i>SAKSHI SHARMA</i>	19
20.	APPLYING A COMPREHENSIVE CREDIT RATING FRAMEWORK TO THE TRANSPORTATION AND LOGISTICS INDUSTRY IN INDIA <i>T. SAI HARISH KUMAR</i>	20
	REQUEST FOR FEEDBACK & DISCLAIMER	21

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PERFORMANCE MANAGEMENT SYSTEM IN A POWER PSU: A STUDY OF T.H.D.C. INDIA LIMITED

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ABSTRACT

Of late due to globalization and tough competition, organizations around the world are facing challenges of complex governance in both internal and external environments. Performance is the real litmus test for survival in the marketplace. Therefore, managing and measuring performance has become a big task for an organization, whether private or public enterprise. There have been efforts to devise transparent and efficient Performance Measurement System and lot has been achieved in this area but still there are issues. Performance Management System has become a very important process from the perspective of business alignment. In India, particularly in Public Sector Undertakings, Performance Management System has undergone a transition and is now more robust, result oriented, transparent and participative. Tehri Hydro Development Corporation (THDC) India Limited is a Schedule "A" Mini Ratna CPSE under Ministry of Power, Government of India. THDC has adopted and implemented some of the good practices under Performance Management System in order to make the system more effective. The present paper is a study of gradual shift in the Performance Appraisal System, different processes involved in Performance Appraisal Cycle and how performance is being managed, measured and what inherent challenges of the system are in selected Power Sector with special reference to THDC India Limited.

PEDAGOGICAL INNOVATIONS IN THE TEACHING LEARNING PROCESS

**DR. AMARDEEP KAUR
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NAGRI**

ABSTRACT

Unimaginable changes are happening every single day in the realms of technology. Technology plays the most important role in modernizing global education system. Students must be equipped to handle the challenges of the 21st century, as they will spend their lives in a multitasking, multifaceted, technology- driven vibrant world. Technology can be appropriate vehicle for promoting meaningful and engaged learning and also for the development of higher order thinking skills. Innovations in teaching learning provide the student with a different kind of education. Multimedia is a combination of computerized and electronic devices that includes the combination of text, audio, animation and interactivity. Technology can be used for challenging, long-term projects that promote student's higher order thinking skills by engaging students in authentic, complex tasks within collaborative learning contexts.

CRITICAL SUCCESS FACTORS IN ERP IMPLEMENTATION: A REVIEW**SANGRAM SINGH****HEAD****DEPARTMENT OF COMPUTER APPLICATIONS****CT INSTITUTE OF MANAGEMENT & INFORMATION TECHNOLOGY****MAQSUDAN****VIRAT REHANI****ASST. PROFESSOR****CT INSTITUTE OF MANAGEMENT & INFORMATION TECHNOLOGY****MAQSUDAN****DR. J. K. DHAMI****DIRECTOR****CT INSTITUTE OF MANAGEMENT & INFORMATION TECHNOLOGY****MAQSUDAN****ABSTRACT**

ERP systems have become vital strategic tools in today's competitive business environment. This work presents a review of recent researches on ERP systems. It attempts to identify the main benefits of ERP systems, the drawbacks and the critical success factors for implementation discussed in the relevant literature. The findings revealed that despite some organizations have faced challenges undertaking ERP implementations, many others have enjoyed the benefits that the systems have brought to the organizations. ERP system facilitates the smooth flow of common functional information and practices across the entire organization. In addition, it improves the performance of the supply chain and reduces the cycle times. However, without top management support, an appropriate business plan, farsighted vision, re-engineering business process, effective project management, user involvement, relevant education and rigorous training, organizations cannot embrace full benefits of such complex system and the risk of failure is deemed to be at high level.

EFFECT OF INTERNAL BRANDING FACTORS IN DEVELOPING ORGANIZATIONAL COMMITMENT WITH SPECIAL REFERENCE TO HOTEL INDUSTRY IN INDORE CITY

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ABSTRACT

The 21st century has brought many changes in business organizations, business practices, business concepts and business framework have gone through the radical process of re engineering, now the business houses not only rely on mere demand and supply equation, and they walked an extra mile. What has changed during a period of time is customer has become into the focus rather than product, process and corporate objectives in hotel industry. In shot the bottom line is a corporate success in hotel industry is going to be in aligning with customer's delight and customer's satisfaction. In this paper the researcher analyze concepts of Internal Branding (IB) and Organizational Commitment (OC) parallel, and define their scopes, overlaps and differences – Researches so far have dealt with dyad of those concepts. The dyad of IB and OC is a subject that to date has not received no or very less attention. The impetus for such analysis came as well from the business. Practitioners question whose responsibility is internal communications (of corporate communications or HR department), what is, and whose responsibility is internal marketing, etc.

PROFITABILITY ANALYSIS OF HINDUSTAN PETROLEUM CORPORATION LIMITED

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ABSTRACT

The profitability has been considered as one of the important aspect of any commercial business. A company should earn profits to survive and grow over a long period. It is a fact that sufficient profit must be earned to sustain the operations of to be able to obtain funds from investors for expansion and diversification and to contribute forward the social overheads for the welfare of society. The higher the profit the more efficient is the business considered, so profit is useful measure of overall efficiency of the business. Profitability Analysis helps the enterprises in finding actual and true picture of profitability position. This analysis is also useful for stakeholders of the concerning Enterprise. Profitability Analysis of Public sector Oil Companies is very essential to know about general profitability and overall profitability. Profit of the oil companies is completely depend upon the ups and downs of international crude oil prices and on the incurred cost of crude oil The objectives of the study is to find out the Profitability of the organization to examines relationship between different Profitability Ratios. This study is based on the secondary data, which is collected from the Annual Reports of Hindustan Petroleum Corporation. Ratio analysis as a tool is used for data analysis. Under analysis, General Profitability Ratios and Overall Profitability Ratios are calculated to know about the said objectives. In General profitability Ratios Gross profit, Net profit, Operating profit and Cash profit is calculated and graphically presented and in overall profitability Ratios, Return on Investment, Return on shareholders' investment is calculated and graphically presented. At last t-test used for Hypothesis, testing is accepted i.e. there is no significant difference in the Net Profit of Hindustan Petroleum Corporation in the five years of study. The study suggested to management to concentrate on decreasing operating cost and increasing operating profit for profitability of the Hindustan Petroleum Corporation Limited. Company's average operating Ratio was 94.85% this shows high operating cost during five year of study, which is not good for the Hindustan Petroleum Corporation profitability because low operating cost always desirable for companies. Therefore, it is suggested to do efforts on decreasing their operating cost.

**E-COMMERCE AND CONSUMER RIGHTS: A STUDY ON CONSUMER PERCEPTION
WITH SPECIAL REFERENCE TO AHMEDABAD**

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ABSTRACT

E-Commerce is the process of buying and selling goods and services on the Internet. Since the emergence of the World Wide Web, merchants have sought to sell their products to people who surf the Internet. Shoppers can visit web stores from the comfort of their homes and shop as they sit in front of the computer. Now a day, online shopping has become popular among people, they have become techno savvy and feel very comfortable in using internet. So online shopping has become a trend that is why it is necessary to make a study on online shopping usage and perception. This research has identified key factors affecting to Customer to Business context. The research has tried to search the perception regarding consumer rights. Research has tried to find out the consumer rights awareness in online purchasing.

RELATIONSHIP BETWEEN OBJECT ORIENTED DESIGN CONSTRUCTS AND DESIGN DEFECTS

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ABSTRACT

Software design starts from the initial development of software. During software development, various types of defects are made. Most of the design defects come from poor design, which affects the quality of the software. The basic principles of object-oriented design are inheritance, cohesion, coupling, abstraction and polymorphism are incorporated during software development. Defects may be occurred at the implementation level of the software, after the delivered of the software or during the maintenance of the software. If the defects are recognize and removed at the initial level of the software, then cost, time and effort are minimized of the software. During software development, OOD constructs are exploited and various types of design defects are taken place. In this paper, author implement the relationship between object oriented design constructs and design defects during software development at the initial phase of the software design.

IMPORTANCE OF STUDENT SUPPORT SYSTEM IN PROFESSIONAL INSTITUTES: TRENDS AND CHALLENGES

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ABSTRACT

Modern professional education requires a system, which can provide a wholesome education to the students. Professional institutes need to develop Student support system and Services which consists of a range of facilities and applications which support our students for studies and career related activities. Education is now more focused on providing online and offline facilities to the students. The administrators and faculties need to facilitate the learning and teaching process through these systems. The study has been conducted to evaluate various student support activities provided by the professional institutes.

**LIQUIDITY STRUCTURE OF WORKING CAPITAL – TESTING OF THE HYPOTHESIS
DEVELOPED BY VAN HORNE**

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ABSTRACT

The importance of working capital in any industrial concern need not be over emphasised. Even in a well-established business with a long history of successful operation, careful attention to the management of working capital can result in greater profitability. Investments due to non-effective utilisation yield low returns. Working capital of a firm is also influenced by its size and activities and its attitudes towards risk and return. The effective management of working capital is the primary means of achieving the firms' goal of adequate liquidity. It is the net working capital that helps measure the degree of protection against problems that might cause a shortage of funds. Management of working capital requires number of actions regarding proper liquidity structure of the firm. If a firm employs its working capital in an efficient way, liquidity or solvency is guaranteed. The present paper aims to judge the liquidity structure of working capital by choosing a popular and established company i.e. Tata Steel Ltd. and especially to test the hypothesis developed by Van Horne in this regard. The study shows that both the working capital and liquidity structure of the company, has no significant impact on owners' wealth and does not properly satisfy the proposition of Van Horne.

RURAL CONSUMER SATISFACTION TOWARDS ONLINE SHOPPING

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ABSTRACT

The facility of online purchasing has allowed customers to identify the different types of products available in the global market, the new inventions that have taken place and evaluate the product according to their prices just by a click of the mouse, without wasting precious time in walking towards the retail stores. Due to rapid globalization, all types of products are available on the net. The study carried out on online shopping sites throws light on the benefits and drawbacks in online shopping sites. This study helps to enhance the online shopping sites. Further studies can be carried out by applying many tools in multiple online shopping sites. The customers must be aware of all the techniques, strategies, methods adopted by the sellers to market their products in online shopping which will help them to get their products at the competitive rate with better quality.

TELEMEDICINE: RECENT ADVANCES IN INNOVATIVE HEALTHCARE

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ABSTRACT

Telemedicine is the use of telecommunication and information technology to offer clinical health care from a distance. It has been used to defeat distance barriers and to improve access to health care services that would frequently not be consistently available in distant rural areas. It is the instant solution to increasingly complex healthcare issues. It is also referred to as telehealth or e-health. It is the use of "connected" medical devices in the evaluation, diagnosis and treatment of patients who are located at distant geographical locations. It offers the inborn advantage of distantly accessing the best of health services without the need to travel distances to reach an expert medical practitioner. It is also used to save lives in critical care and in emergency. There have been path-breaking advances in information technology, which has led to the incredible achievement of linking doctors and patients who may be thousands of miles away. Ground-breaking innovations in the field of telecommunications have turned the world into a global village.

IMPACT OF GLOBALIZATION ON INDIA

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ABSTRACT

The present research paper is framed to study the changing position of Bharat in the globalised market. Industrial sector is booming position in the country due to global effect. Make in India, Startup India etc. are very crucial programs to encourage the foreign capital in the country to attain the benefits of globalization for the nation. This research work is an attempt to briefly analyze the changing scenario of Indian industrial sector due to globalization. For the completion of the present exploratory study, secondary data has significantly used to find the results and findings.

DEMONETIZATION IMPACT ON TEXTILE INDUSTRIES IN BHIWANDI, THANE

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ABSTRACT

Narendra Modi announced demonetization of Rs. 500 and Rs. 1000 currency notes from midnight of 8th November 2016 so after this day the legal tender of Rs. 500 and Rs. 1000 currency of RBI will not valid in India and whole world. This decision lightly effect in textile industry in India like purchase of new yarns and fabric from cash payment in India. Textile industry is majority depends on labour and job work of textile like embroidery job work, fabric printing and other textile labour work. Demonetization will affect cotton and cloth industry because new cotton will not buy in India for next few days and price of cotton will reduce suddenly for next few days. This Paper focuses on the impact of demonetization on power loom sectors, labour and overall textile industries in Bhiwandi.

A STUDY ON STRESS MANAGEMENT AMONGST FEMALE BANK EMPLOYEES IN TAMIL NADU DURING DEMONETIZATION

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ABSTRACT

In India, banks became the most stressed work place during demonetization. In spite of the advent of modern technology and innovations in the banking sector, the employees felt as overloaded with work and stressed out. Because of long working hours, spending stressful days and sleepless nights the bank officials in general were overstressed. They were constantly surrounded by distressed and angry customers. Hence, it has become hard for employees to cope with demonetization which resulted in stress. This made to study the types of stressors (organizational, individual, job and other organizational stressors) and effects of stress amongst female bank employees in Tamil Nadu. A sample of 50 female public sector bank employees was selected for the study. Random convenient sampling method is used. The study will help to find out the stressor which contributed in increasing the level of stress among the female bank employees in Tamil Nadu during demonetization.

THE CONTENTS OF WOMEN EMPOWERMENT IN SOLAPITH CRAFT PRODUCT: A CASE STUDY OF DHUBRI DISTRICT

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ABSTRACT

This paper is mainly focus on the women empowerment in the production of a specific product. Their skills and hard labour which extract the sola plant to a solapith product. They play a vital role in the production of solapith products vary from the cultivation to the finished product. This is a traditional product, which is being practiced by traditional artisans of a particular community (Malakar) in some villages in Dhubri district. As a traditional craft, skilled handed over from generation to generating.

CONSUMERS PERSPECTIVE TOWARDS SOLAR PANEL PRODUCTS

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ABSTRACT

Energy utilization cannot be forgetting in our life. But there is always gap between demand and supply. Due to the increasing energy demand and less availability of energy sources, society needs to find out the alternate source of energy, which should be clean and green, in this way we have abundantly consecrated with solar energy. Solar is the only source can satisfy energy need of the nation. Solar energy can be used for several applications such as lighting, heating and cooling etc., Hence the study creates awareness to use the solar panel products in day to day life.

DETERMINANTS OF ENTREPRENEURIAL DECISION-MAKING AMONGST FINAL YEAR STUDENTS IN TERTIARY INSTITUTIONS: A QUALITATIVE STUDY

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ABSTRACT

The study sought to examine whether information-processing strategies influence students' decisions towards setting businesses. A sample of eight students in their final year, offering programs in Management, Accounting, Human Resource and Marketing in a tertiary institution situated in the Ga-East municipality was used for the study. In an interview session with the participants, three main questions on thought processes towards entrepreneurial decisions were asked on the following mental scripts were asked: willingness, arrangement and ability scripts. The findings showed that all three mental scripts influenced students' decision-making on entrepreneurial businesses. Implications of the findings for theory and practice are discussed.

A STUDY OF BENEFITS OF GST OVER INDIRECT TAX SYSTEM USING KNOWLEDGE DISCOVERY PROCESS OF DATA MINING

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ABSTRACT

India is a developing country. To accomplish a series of objectives namely to provide public services and redistribute wealth, Indian government need to have revenue in governments exchequer. This revenue is used for public benefits and development of country. This amount collected by the government is through taxes levied on different stakeholders of country viz. business, consumers, traders, etc. on the goods and services. Till now the taxes levied were direct and indirect, and was varying. It was difficult to maintain the record of tax payers and non-tax payers. Moreover due to corruption, laundering, transfer and illegal trade, the money was converted into black money. Most of the stakeholders were not at all paying taxes. The tax system was complex and burdensome. Also it was disputing and caused various cascading effects. To overcome the problem of varying taxes and to collect revenue for the development of country, government of India has started Goods and Services Tax (GST) to build a new India thought- One Nation, One Tax. This paper discusses about the benefits of introducing GST over Indirect tax system by using knowledge discovery process of data mining for public welfare.

FOREIGN DIRECT INVESTMENT POLICIES IN THE LIBERALIZED TELECOM SECTOR OF INDIA - A REVIEW

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ABSTRACT

The Indian telecom network is the second largest in the world after China. In the year 1991, the Government of India put forward liberalization policies. This affected the telecom sector also with a hike in competition rate-especially in the case of cellular services, which can capture the attention of various foreign investors. When compared to the initial years there is huge hike in the case of FDI inflows in 2009-10. Mauritius has the highest FDI in Indian telecom sector. When compared to Mauritius Singapore's investment is very low. In Telecom sector there is no steady improvement in Foreign Direct Investment (FDI).

APPLYING A COMPREHENSIVE CREDIT RATING FRAMEWORK TO THE TRANSPORTATION AND LOGISTICS INDUSTRY IN INDIA

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ABSTRACT

In India, credit risk management in the banking system has been continually developing. Advances in the Credit Rating Frameworks (CRFs) have helped the banks in avoiding non-credit worthy firms and improve the strength of their loan portfolios. Through meticulous credit evaluation, banks try to minimize credit specific risk to their ideal cost of capital. With this as the backdrop, this project tries to apply one such CRF, to select companies in one of the upcoming and burgeoning industries of India, i. e. Transportation & Logistics Industry. Transportation & Logistics Industry is one of the upcoming Industry (in terms of valuations as well as technology). It has huge scope in terms of adopting Information and Communications Technology. The players in the Industry are generally small and upcoming, thereby proving to be prospects eligible for bank credit. If invested in effectively, this industry may prove to be the economy's growth driver in the coming years, i.e. the shift from developing to developed might take place on the back of strong performance by the Logistics Industry.

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Thanking you profoundly

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