

SURVEY

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The aspirations of the millennial in India and managing their expectations at workplace

Ananya Datta (Das)*

Abstract : This study investigated the aspirations, priorities and expectations of the Millennial generation of India and explores the differences with respect to the demographic factors like Gender , age group, marital status , sector and category.

Keywords : India, Millennial Generation, career expectations and aspiration

Emotional Labour and its impact on job satisfaction and job stress – an analysis of conceptual framework

Arpita Das and Sumati Ray*

Abstract: As world economies move from manufacturing to service based economy, more workers in a variety of occupational fields are expected to manage their emotions according to their employment and employers' demand. Emotional labour is an important factor for individual and organisation's success. This paper reviews various conceptual frameworks on the actual outcomes and impacts of emotional labour on job satisfaction and job stress.

Keywords: Emotional labour, Deep acting, Surface acting, Job satisfaction, Job stress.

An Analysis of Social Disparity in Indian States

Ankush Goyal* and Rajender Kumar**

Abstract

Majority of the countries have adopted Sustainable Development Goal Agenda 2030 as guiding principle of their economic and social policies. This has surged the significance of measuring progress of any country in terms of human and social development indicators along with economic growth. Indian government has also taken many strides in its economic and social policies to ensure human and social development of the country. India's position is 130 out of 189 countries in the 2018 human development rankings released by the United Nations Development Programme (UNDP). Widening inequality in human and social indicators in India also cast shadow on slow progress of human development. Further, India is also confronting problem of Inter-state economic and social disparities despite various measures taken by the government to develop backward areas. The main aim of this study is to examine the social disparities in Indian states with reference to social indicators such as poverty level, literacy rate, exclusion and inclusion status, deprivation condition, household type, employment situation, quantum of salaried employees, crime against SC/ST and health indicators. Findings of the study revealed huge disparity among states in terms of poverty ratio with highest ratio in Dadra and Nagar Haveli, Orissa, Manipur, Madhya Pradesh, Chhattisgarh, Bihar and Arunachal Pradesh scattered across different regions. Similarly, Crime rate against SC/ST also vary from 0 to 8066 across different states. Finally, it may be suggested that more intense efforts are needed to bridge the gap of inequality among states within India.

Keywords: Social Disparity, States, Poverty, Exclusion, Inclusion.

The Accountability of Investment Climate and Democracy to Institutional Determinants of Sectoral FDI: A case study of Eastern European and Central Asian Countries since 1990's.

Sarmita Guha Ray*

Abstract: This study attempts to investigate the determinants of the sectoral distribution of foreign direct investment (FDI) in Eastern Europe and Central Asia, focusing on the investment climate and state of democracy. Using a dynamic system generalized method of moments estimator, the study examine twenty-one countries for the period 1994–2018. The analysis of these quantitative findings is that when human capital is controlled for, the host country investment profile has a positive effect on agricultural FDI. and the host country state of democracy positively affects agricultural and manufacturing FDI. In addition, services FDI is attracted by educated labor, whereas FDI to other sectors is attracted by cheap labor. Moreover, natural resource endowments have a positive impact on FDI in the sectors of agriculture and manufacturing.

Key Words: democratic accountability, institutional determinants, investment profile, sectoral FDI.

Corporate Financial Scams and Teaching of Accounting Ethics in Business Schools

A. K. M. Tafzal Haque¹, Md. Aftab Uddin², Md. Ruhul Amin Mollah³ and Munshi Muhammad Abdul Kader Jilani⁴

Abstract

This paper aims at describing the causes of recent financial scams like Enron, Worldcom, Tyco, Arthur Anderson, and Hallmark-Sonali Bank around the world which have shaken the world economy. Study finds that there was not a single person held responsible for such accounting crime instead a gang of business executives was found liable. The research found the conflict of interest and manipulation of financial (cooking of statements again) statements for understatement and overstatement of the financial figure for kiting up the impression of clients and their investment decisions. Unethical behavior among professionals was the main problem. Therefore, the inclusion of ethics or social responsibility or corporate governance as a chapter of each course or as a course in all business school has been suggested for developing an ethical attitude among upcoming business executives.

Keywords : Financial Scams, Ethics, Enron Scandal, Teaching of Ethics.

Factor priority matrix : a key to success

Monalika Dey

Abstract

Microfinance is the provision of financial services to low-income poor and very poor self-employed people. These financial services generally include savings and credit but can also include other financial services such as insurance and payment to those who are unable to obtain such services from the formal financial sector.

The contribution of Microfinance Institution towards Indian economy cannot be denied and hence improving efficiency of this sector for its better performance is a demanding necessity for the benefit of the economy as well as for the society. Recent proliferation of microfinance market has swiftly increased the competition in developing nations in general and in Indian market and new technology and new mechanisms are emerging at phenomenal speed. As the number of microfinance application is increasing at daily rate, quality is becoming a major issue.

The objective of the study is to identify the major critical success factors of total quality management which if implemented within the organizational culture would be beneficial to increase the service performance of microfinance institutions.

Key words: Microfinance Institution, Critical Success factors, Total quality Management, Factor Priority matrix

An Empirical Study to Determine the Relationship between Perceived Ethicalism and Leadership Effectiveness of Corporate Leaders in Kolkata

Moumita Chatterjee and Madhumita Mohanty

Abstract

This study is aimed to examine the relationship between leaders' ethicalism and perceived leadership effectiveness of corporate leaders in Kolkata. A random sample of 481 corporate leaders is studied. Two standardized self-rating scales are used to collect primary data from the corporate leaders working in various corporate organizations in Kolkata. A simple regression analysis is conducted to understand whether there is a strong linear relationship that exist between perceived ethicalism and leadership effectiveness of corporate leaders and how much of the variance in leadership effectiveness can be explained by their self- perceived level of ethicalism. The result shows that the level of ethicalism is a strong predictor of perceived leadership effectiveness of corporate leaders in Kolkata.

Keywords: Perceived Leadership Effectiveness, Corporate Leaders, Perceived Ethicalism

A Study on social inclusion of LGBT by youth

Nishul Singh, Sonam Yadav and Anindita Chatterjee

ABSTRACT

This study aims to find the acceptance of LGBT community by the youth of India. India is no other than rest of the world. Although supreme court has made 'Same Sex Marriage' legal. But this law has hardly brought any changes for LGBT facing discrimination in society and workplace too.

This study is an attempt to study the social acceptance of LGBT by youth of our society. A survey questionnaire was drafted to study the social acceptance quotient of LGBT by youth based on following parameters- awareness, comfortability, personal acceptance, social acceptance, and empathy. Through these parameters the perception of youth towards LGBT has been analysed.

Awareness Level of Construction Workers towards Welfare Policies in Bihar

Rachana Kumari*

Abstract :

The construction industry is the second largest industry of our country after agriculture. It makes a significant contribution to the national economy and provides employment to approx. 4 crore people. Construction and many other types of activities in building process, such as painting, landscaping, electrical supply, telecommunications, plastering, plumbing, paving, etc. make one industry, but each of them involves different exposure and different health hazards. It was supposed that more than 30% of unorganized workers work in the construction industry belongs to Bihar. Thus it needs the obvious attraction of policy makers to create safeguards for protection, development and welfare of these construction workers. Being conscious about the welfare of construction workers of the unorganized sector, Central Government has formulated Building and other Construction Workers (Regulation of Employment and Condition of Service) Act, 1995 and also Building and other Construction Workers Cess Act, 1996. Following which, Bihar Building and other Construction Workers (Regulation of Employment and Condition of Service) Rule, 2005 has been formulated by the State Government; which was later amended in 2016. In the light of the provisions of the above said Act and Rules, Govt. of Bihar has constituted Bihar Building and other Construction Welfare Board in the month of February 2008 for the formulation of service conditions and welfare of Construction Workers. Bihar Building and Other Construction Workers Welfare Board is running a series of Welfare schemes for construction workers, which are aimed to safeguard the interest of construction workers and their family as well as to protect them from any type of hazards which occur in their lives.

This paper aims to know the awareness level of construction workers in Bihar. Simple random sampling has been used for the study. The sample size of the study is 200 building and other construction workers in different districts as: Bhagalpur, Saharsa, Madhubani. Primary data was collected with the help of a structured questionnaire and consulting local government officials. The researcher tried to examine the awareness level of the rural as well as the urban construction workers towards the welfare schemes run by the government. The objective of the study is to focus on the awareness level of the workers and insufficient steps taken to raise the level. The result of the study reveals that their awareness level is low and certain steps can raise it. Proper circulation of these schemes can help the building and other construction worker's social and financial upliftment and get better life standard.

Key Words: *Construction, Awareness, Labour, Welfare, Contractors.*

Maneuvering Leader Member Exchange to Administer Organizational Change: A Conceptual Model

Jayeeta Debnath Munshi¹

Shamima Haque²

Abstract

Change, as understood from Kurt Lewin (1940) can be accomplished by unfreezing of values and attitude to accept change, change in organizational structures and relationships, and lastly, freezing or restoring the climate of understanding, performance, commitment, mutual trust and conflict free work-life. It is explained to be achieved using strategies in incremental and transformational ways to handle favour and opposition of individuals to understand and overcome resistance to change. Amongst the emergent approaches John Kotter (1996) advocated an 8 step model, which is well appreciated. It puts forth that establishing sense of urgency, guiding, developing vision, empowerment, short term goal setting, motivation and determination can successfully handle change. It is always true that change is about managing culture of change, process of change and resistance to change. Change as a program or project effects and get saffected by individual contribution, psychological metamorphosis and interpersonal relationships. Among which Leader Member understanding, perception, trust, dependence and communication, can be concluded as LMX (Leader Member Exchange) can be a tool, a support-system, a medium to manage change. The article will try to bring forth a model of change management adopting the model of Kotter and also draw a process of change management through LMX. A structured behavioural study is conducted to validate the process.

Keywords

Leader Member Exchange (LMX), dyad, change management, change resistance, affect, loyalty, contribution, and professional/ mutual respect, Kotter's model & Resistance to change.

Exploring the Loopholes in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 – A Heuristic Appraisal

Sohini Banerjee¹

Abstract²

Keywords: Internal Complaints Committee, Constitution of India, Judiciary, Gender bias, Criminal Courts, Indian Penal Code, Code of Criminal Procedure, Hostile discrimination, Natural Justice

This author argues that the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 is a repository of hostile discrimination and gender bias. Whether this Act itself is a discriminatory under Article 14 of the Constitution on the ground of gender bias is at the cusp of this paper. Sexual harassment at the workplace is a contumacious phenomenon which takes place not only in case of women workers but also in the case of male counterparts, such as an offence of sodomy etc. But this Act applies in the case of women only and not men, or the third gender. This paper will try to explore whether it subserves the object of the Act. Does the Act militate against other general criminal laws. The function of the Internal Complaints Committee (ICC) is quasi-judicial in nature, and whether this Committee consisting of laymen can try offences of a criminal nature which is the absolute domain of the criminal law experts, viz. Judges of the Criminal Court and lawyers will be explored by this paper.

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