

YEAR: 2020-2021

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1	Garima Mathur	Integrating Indian Management Philosophy with Modern management for Human Excellence	Book 6
2	S.S Bhakar	Integrating Indian Management Philosophy with Modern management for Human Excellence	Book 6
3	Richa Banerjee	Integrating Indian Management Philosophy with Modern management for Human Excellence	Book 6
4	Garima Mathur	Integrating Indian Management Philosophy with Modern management for Human Excellence	Identification of the Relationship Between Procrastination and Stress
5	Gaurav Jaiswal	Integrating Indian Management Philosophy with Modern management for Human Excellence	The Effect of Human Resource Practices on Job Quality
6	Ravindra Pathak	Integrating Indian Management Philosophy with Modern management for Human Excellence	The Effect of Human Resource Practices on Job Quality
7	Kishan Singh Rathore	Integrating Indian Management Philosophy with Modern management for Human Excellence	Job Stress : A study of colleges professional in Gwalior Division
8	Nandan Velankar	Integrating Indian Management Philosophy with Modern management for Human Excellence	Impact of cost of Human resources on profitability : A study on telecommunication service Companies in India
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12	Tarika Singh Sikarwar	Integrating Indian Management Philosophy with Modern management for Human Excellence	Factor Affecting perception of Rurals parents towards education of Girl child : A study of Gwalior District
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BOOK No -6

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**Integrating
Indian Management Philosophy
with Modern Management
for Human Excellence**



EDITORS

**DR. S. S. BHAKAR
DR. RICHA BANERJEE
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Integrating
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for Human Excellence

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IDENTIFICATION OF THE RELATIONSHIP BETWEEN PROCRASTINATION AND STRESS

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ABSTRACT

This research paper was an attempt to assess the identification of the relationship between Procrastination and Stress on Student behavior. The research was done on 203 students of different courses which are available and Standardized Questionnaires based on a Likert scale were used for the study. In this study Factor Analysis had been used to study the different factors that are obtained from the itemized scale and Regression Analysis was applied in order to measure the Causal relationship between the variables and finally the study revealed that there is a positive and significant impact of procrastination and stress on student code of conduct.

Keywords: Procrastination, Stress and student code of conduct.

INTRODUCTION

"Amateurs sit and wait for inspiration, the rest of us just get up and go to work: Stephen King"

"We are so sacred of being judged that we look for every excuse to procrastinate: Erica Jong"

"Procrastination is the art of keeping up with yesterday: Don Marquis"

Procrastination is the state of extremely predominant and spiteful form of self - regret failure or it is a type of tendency to postpone an activity which is at the hand of individual and probably cancels at last possible minute. It is the rescheduling of actions or tasks to a later period or even to undecided span of time. It is the avoidance of the task without any appropriate reason of a proposed or scheduled until later. It is a usual behavior which is showed by the individuals in the everyday behaviors. Even though it has been growing for decades and is considered a serious problem today, it wasn't regarded as a serious psychological problem and thus ignored by psychologists for much of history (Brown RT, 1991).

THE EFFECT OF HUMAN RESOURCE PRACTICES ON JOB QUALITY

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ABSTRACT

The main purpose of this research paper is to examine the relationship between human resource practices and job quality. In the past research, there were studies on the constructs of human resource practices and job quality, however little attentions have been focused on the relationship between these two and its importance. This paper also contributes to bridge the gap in current literature. Furthermore, the understanding in developing the association between human resource practices and job quality outcomes could be helpful to the management in the development of HR practices as to ensure high achievements of employees' performance. The study has been conducted on 150 employees in manufacturing sector with the help of a questionnaire. Result showed the association between the variables and effect of independent variable on dependent variable.

Keywords: Human Resource practices; Job quality and employees Performance.

INTRODUCTION

Human Resource practices considered as a function to manage all the human capital within the organization by ensuring the productivity and directed them towards the organizational objectives. It is a function which starts before the joining of an employee, look after him/her during the retention in the organization and will continue even after leaving the organization. HR practices is wide function and applicable to all parts of organization.

Schuler and Jackson (1987) defined HRM practices as a "system that attracts, develops, motivates, and retains employees to ensure the effective implementation and the survival of the organization and its members. Besides, Human resource practice is explained as asset of policies and practices which are internally linked designed and implemented in a way that an organization's human resource should contribute to the achievement of its business objectives".

JOB STRESS: A STUDY OF COLLEGES PROFESSORS IN GWALIOR DIVISION

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ABSTRACT

Now days Teaching job is getting more ambitious profession and it is becoming most viable and significant profession around world. There are hard times to be a professor. The existing nature of the job, that encompasses diverse activities in addition to teaching makes teaching inherently challenging. Professors face new hurdles and opportunities from increasingly diverse student environment. The requirement of developing abilities, knowledge and skills to perform new tasks further complicates the teaching job. That is why too much expectations from professors creating accountable to them. Taken up, the conditions and characteristics of teaching presently creating stressful conditions for them even have positive or deleterious issues for them and for their dealing with students. The objective of this paper is to analysis psychological stress arising in the workplace during job, focusing especially on organizational sources and aftermaths of stress. The researcher used regression, Chi-square analysis, Correlation and ANOVA using SPSS to get outcome and try to delivered result to avoid stress arising job.

Keywords: Organizational Stressors, Individual Stressors, Role Clarity, Role Conflict.

INTRODUCTION

In 1936, Hans Selye was the first to present the idea of stress in to the life science. He defined stress as "the pressure, strain and force, exerted upon a material object or person who resist these forces and attempt to defend its original state." Stress is universal in the society. Stress is an unavoidable result of present day living. With the development of enterprises, weight in the urban territories, quantitative development in populace and different issues in everyday life are a portion of the explanations behind increment in stress. Stress is a state of strain that has an immediate bearing on feelings, manner of thinking and physical states of a man. Steers (1981) demonstrate that, "Word related pressure has turned into a vital point for investigation of hierarchical conduct for a few reasons."

1. Stress has destructive mental and physiological consequences for representatives (employee),
2. Stress is a noteworthy reason for representative turnover and absenteeism,
3. Stress experienced by one worker can influence the security of different representatives (employees),
4. By controlling useless pressure, individual and association can be overseen stress more successfully.

IMPACT OF COST OF HUMAN RESOURCES ON PROFITABILITY: A STUDY ON TELECOMMUNICATION SERVICE COMPANIES IN INDIA

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ABSTRACT

The Human Resource of any organization play a major role in the success as well as profitability of the organization and when it comes to the telecommunication sector it becomes even more important due to the personalized nature of work as well as due to the wide applicability of the telecommunication because it is a pervasive concept. The American Accounting Association Committee on Human Resource Accounting (1973) defined Human Resource Accounting as "the process of identifying and measuring data about human resource and communicating this information to interested parties". The key indicator of the revenue generation of any organization is the performance of the employees of that organization. This study will be an attempt to analyze the relationship between the capital expenditure, revenue expenditure and profit before tax, and to check the impact of capital expenditure and revenue expenditure on profit index from year 2007 to 2016. The variables to be employed in the study include; salary, commission, allowances, bonus, training, development, retention, acquisition.

Keywords : Human Capital, PBT, Human Resource Accounting, Telecommunication Service , India.

INTRODUCTION

Human resource is the most vital part of any organization; it is the melting engine between financial and all other physical resource toward the achievement of organizational objectives and goals. The impact of the wrong classification on the organization profit annually is unimaginable, as analyst and investor who rely on the report tend to under value the organization, managers may be judged as non performance, the report generated using the conventional accounting will show a distorted net income.

INTERNAL MARKETING AND MODERATING ROLE OF EMPLOYEES: STUDY OF TOUR OPERATORS & TRAVEL AGENCIES

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ABSTRACT

Internal marketing is deemed important by various scholars over the period. This piece of research examines the moderating role of demographic characteristics employee's role on internal marketing. For the desired purpose, the data was collected using standardized questionnaire. The sample size for the research was 150 and was collected from employees of tour and travel agencies. Independent sample t-test and One Way- ANOVA was applied to test the difference in opinion of employees on the basis of their characteristics, six hypotheses were proposed and only one had significant effect on internal marketing practices. The regression was applied to examine impact of internal marketing practices on employee satisfaction and it was found that internal marketing practices significantly predicted employee satisfaction in tour and travel agencies. Finally, the limitations and conclusion of the result was presented.

Keywords: Internal Marketing, Employees, Hr Policies, Travel Agencies

INTRODUCTION

The central theme of this research is Internal Marketing and Moderating Role of employee attributes for Tour Operators and Travel Agencies, by theoretical and empirical research. Research is based on several aspects of internal marketing practices in the real world. Researcher planned to examine differences in selection attributes across demographics.

Conceptual Framework

In this study, the researchers have examined the role of the employee in internal marketing.

Internal Marketing: Internal marketing is the process of inspiring and empowering the employees of a company to work as a squad for the overall comfort of the customers and thereby the company itself. This is the core of the success of a company. A harmonised effort within the company is the highest

REASONS FOR WOMEN ENTREPRENEURSHIP: WITH SPECIAL REFERENCE TO M.P. REGION

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Student, PIMG

ABSTRACT

Women entrepreneurship is an important aspect of the society. The growth of an economy is possible only if there is an all round development in the society. The women have been considered as the weak links of the society in the past, but with the recent years the social and economic status of the women is improving in the society as a result of which the women entrepreneurs are coming up and helping in the economic development of the society. In the recent years the women entrepreneurs are increasing but the reasons behind women entering into entrepreneurship is different for different women entrepreneurs. The study tries to find out various reasons due to which the women's are getting self employed. For this a one sample T-test has been applied on a data of 361 women entrepreneurs to find out the most prominent reason for women entrepreneurship.

Keywords: Entrepreneurship, Women entrepreneurs, Economic development, Society.

INTRODUCTION

An Entrepreneur can be defined as any person who organizes and manages an enterprise, especially a business, with considerable risks and initiatives. An entrepreneur may also be defined as any enterprising individual or person who builds capital/money through risk and/or innovations and initiatives. The term entrepreneur was originally taken from a French word and was first defined by economist 'Richard Cantillon', an Irish-French economist. The term entrepreneur has been derived from a French word "entreprendre" which means, "to undertake certain activity".

Entrepreneurship is an act of being an entrepreneur or "a person who undertakes innovations, arranges finance and starts a business in order to achieve profit by transforming innovations into economic goods. An entrepreneur may start a new organization or may be involved in revitalizing or improving mature organizations in a view of future opportunities. The most common form of entrepreneurship is

FACTOR AFFECTING PERCEPTION OF RURAL PARENTS TOWARDS EDUCATION OF GIRL CHILD: A STUDY OF GWALIOR DISTRICT

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Dr. Monika Gupta

Assistant Professor, Prestige Institute of Management Gwalior

Navin Kumar and Mansi Agrawal

Students, BBA, Prestige Institute of Management Gwalior

ABSTRACT

The present study has been done with an objective of finding out the Factor Affecting Perception of Rural Parents towards Education of Girl Child in Gwalior region. The study has been divided into four parts which includes introduction and its subparts were Conceptual Framework, Review of Literature, Rationale and Objectives. Research Methodology talks about the type of study, Sample Design, Tools used for data collection (questionnaire) and Tools used for data analysis. The study resulted in three factors which affects perception of rural parents in Gwalior.

Keywords: Perception, rural, girl education etc.

INTRODUCTION

Perception (from the Latin perception, percipio) is the organization, identification, and interpretation of sensory information in order to represent and understand the environment. All perception involves signals in the nervous, which in turn result from physical stimulation of the sense organs. For example, vision involves light striking the retinas of the eyes, smell is mediated by odor molecules and hearing involves pressure waves. Perception is not the passive receipt of these signals, but can be shaped by learning, memory, and expectation. Perception involves these "top-down" effects as well as the "bottom-up" process of processing sensory input. The "bottom-up" processing is basically low-level information that's used to build up higher-level information (e.g., shapes for object recognition). The "top-down" processing refers to a person's concept and expectations (knowledge) that influence

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Dr. Bhakar has been extensively involved in various Research activities including supervising Ph.D. Scholars. Twelve scholars have been awarded Ph.D. Degree under his supervision and Currently 8 scholars are pursuing their Ph.D. degree under his guidance from Jwaj University, Gwalior.

He is presently working on research projects in the area of Supply Chain Management, Forecasting, Quality Control, Productivity and Value addition in Retailing. He has published 150 research papers, book reviews and case studies in relevant journals and books. He has published twenty nine edited books as sole editor or as first author among the editorial team. The edited books have been published by Bloombury India, New Delhi, McMillan International, New Delhi, Excel books New Delhi and Crescent Publishers, Allahabad. Four edited books are in their final stages of publication. He has Chaired Sessions and presented papers in about sixty conferences and seminars across the country. Dr. Bhakar is a well known trainer and he has conducted in-house training programs for some of the most reputed organizations in the country such as Doree Steel, Fisher Motors, Syncom formulations/Saparna industries, Akzo noble, Kurlon etc. and has organized and conducted Executive Development Programs on BTD platform. During his tenure as Director PIMG, Dr. Bhakar has successfully organized Eleven International conferences, Twelve National Seminars & four national conferences as Conference Chairman, Seventeen Case-Writing Workshops as main resource person and supervisor/editor, and ten National Research Methodology Workshops (one of them AKTE Sponsored) as Main resource person. He has been the main resource person in Thirty other Research Methodology workshops organized by Institute/s of repute such as National Institute of Agricultural Marketing, Jaipur; Patilokam University, Gurgaon; MDS University, Amer; IIM, Jaipur; Pioneer Institute of Management, Indore; Vishnu Institute of Management, Indore; Indian Institute of Tourism and Travel Management, Gwalior; Pvdar Institute of Management, Jaipur; JK Business School, Gurgaon; Certification Institute of Professional Studies, Jaipur; Gitaratan Institute of Professional Studies, Jaipur; Gitaratan Institute of Business Studies, New Delhi; Symbiosis Institute of Business Studies, Noida; Institute of Management Studies, DehraDun; and Biju Ramesh College of Engineering and Management Nagpur and conducted seminars (one full day or longer) in 15 other Research Methodology workshops organized by IITM, Gwalior, BITM, Gwalior, BITM, Gwalior; IIM, Gwalior; IPS, Gwalior; Oriental Institute of Management, Bhopal; National Law University, Ahmedabad; COER Management Department, Barke and Rajasthan University, Jaipur (Econometrics Departments in ICSSR sponsored workshop on RM). He has also guided National Case Writing Workshops as sole resource person at Symbiosis Institute of Law, Noida and J K Business School, Gurgaon. He is chief editor and guest chief editor of six international journals. Dr. Bhakar has held Senior Positions of various bodies such as Chairman, Indian Society for Training and Development (ISTD) Indore chapter (2003-2006), Secretary ISTD, Indore chapter (2000-2001) and Executive President, Gwalior Management Association since 2005 till date and Vice President, Quality Circle Forum of India, Gwalior (Madhya Pradesh) since 2012 till date.

Dr. Bhakar is a life member of Indian Society for Training and Development (ISTD) New Delhi, associate member of Institution of Electronics and Telecommunication Engineers, New Delhi and member, All India Management Association, New Delhi.

In recognition of his Outstanding Achievements in the Field of Education, he has been awarded 'Rajiv Gandhi Education Excellence Award' by Indian Solidarity Council and 'Outstanding Visionary' by MBA by Choice.



Dr. Gaurav Jaiswal is presently working as Assistant Professor in Department of Management, Prestige Institute of Management, Gwalior.

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Dr. Sonal Saxena is presently working as an Assistant Professor of management at Prestige Institute of Management Gwalior. She has been awarded her Ph.D. from Jwaj University on the topic 'A study of selected successful woman entrepreneurs of M.P. region. She has obtained her MBA degree from Prestige Institute of Management, Gwalior and has specialization in Human Resource Management and Financial Management. She has attended various National and Entrepreneurship conferences and seminars. She has a teaching experience of more than 5 years. Her area of interests lie in Entrepreneurship and Organizational citizenship behavior.



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BOOK NO 8

CASES IN MANAGEMENT

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