

## **ABSENTIA PAPER.**

### **163 Supply Chain of Agri-commodities in India - A Study of Jaggery and Litchi**

*Pagadala Radhika, School of Agribusiness Management, pagadalaradhika@yahoo.com*

*Seema Kumar, School Of Agribusiness Management, seemanath1@gmail.com*

Agri commodity supply chains are a network of market players through which the produce reaches the final consumers. Supply chains of two agri commodities Jaggery and Litchi are identified and the costs in the various channels are compared. Market intermediaries play very important role in deciding the price of the agri produce and hence, the returns that the farmer gets. The constraints faced by farmers and market intermediaries vary according to the channel adopted and the length of the channel determines the cost involved and the efficiency of the channel.

### **170 A Study on Talent Management in Competitive Environment**

*Jyoti Chandwani, Aditya Institute of Management Studies & Research, chandwanij@gmail.com*

*Bahul Chandwani, Symbiosis Skills & Open University, chandwanib@gmail.com*

Talent management is the art and science of using Human Resource Planning to improve business value and to help organizations to accomplish their goals. Talent Management is not only limited to attracting the best people from the industry but it is a continuous process that involves sourcing, hiring, developing, retaining and promoting them while meeting the organization's requirements simultaneously. It is a fact that there are always some people who possess greater potential for value addition as compared to others in the same organization. The paper covers the importance of Talent Management along with the Challenges in the Competitive Environment.

### **172 A Study on Potential of Financial Inclusion through Islamic Banking in India**

*Suruchi Pandey, SIMS, suruchi.p@sims.edu*

The paper aims to study the feasibility of setting up of Islamic Banks in a developing country like India. This has been old topic of discussion and has undergone scrutiny many times. Countries in the middle east specially the GCC (gulf corporation council) have developed fully functional Islamic Banks. The concept of Islamic Banks dates back to the early 1900s with the very first bank being set up in Egypt. Since then the world has seen Islamic Banks evolve from purely retail banks to providing Liquidity management tools. In India the concept of Islamic Banking has not even sprouted in real sense. There are NBFC which work on the principle of the Shariah Law and have elements of Islamic Banking philosophy engrained in their framework. However the scope of having a fully functional establishment which is Shariah Compliant seems to be trodden with difficulties primarily from a legal standpoint.

### **173 Global Challenges for Business in the Third Millennium**

*Keerthan Raj, Srinivas University, 2keerthanraj@gmail.com*

*P. S. Aithal, Srinivas University, ps.aithal@gmail.com*

Uncertainty is as old as business itself. The entire focus of business or entrepreneurship is built around the premise of risk taking and uncertain circumstances. Recent developments across the globe have given rise volatility which has ensured that businesses are in a situation of turmoil and uncertainty. Globalization and technology were challenges of the previous decade. Today's business has challenges related around building sustainability and addressing global issues of sustainable development.

### **188 Safety and Security Issues in Tourism Marketing: An Empirical Study of Aizawl**

*K Lalromawia, Mizoram University, lalromawia\_kh@yahoo.co.in*

Insurgency has disturbed India's Northeast for several decades and this may be the reason behind the backwardness of this region in terms of economic development. The region has a good tourism potential but till today the share of tourism revenue is still invisible compare to the other part of the country. The study was conducted in Aizawl. Questionnaire method was used to collect data from foreign and domestic tourists. From the study it was found that it is not terrorism or insurgency which the tourist feels unsafe it was due to infrastructure.

### **195 Self-Concept and Self-Care through Physical Fitness**

*Priya Darsini, Tagore Engineering College, priyapalani@yahoo.com*

*Kerinab Beenu, Tagore Engineering College, beenustanley@gmail.com*

*Senthil Murugan, Tagore Engineering College, sen698@gmail.com*

Healthy Body has a role on Healthy mind. Various studies have been carried to study the relationship between Self-image and physical fitness. This paper intends to explore the relationship between self-concept and self-care through physical fitness activities pursued by South Indians. 225 respondents were taken as sample. To evaluate the physical concept Batican self-concept scale was modified and adapted for this study. Self-structured questionnaire was used to study the physical fitness. Factor analysis and correlation was applied to find the significant relationship between the study variables.

### **206 Study of Socio Economic Condition among Farmers with Reference to Jalgaon Region**

*Prajakta Patil, Godavari Institute of Mgt. & Research, prajakta.gimr@gmail.com*

Farmers are the main pillars of Indian economy. Though it has immense worth to economy, the contribution of agricultural and its interrelated production in India constantly reducing. This study is to examine socio-economic condition of farmers in Jalgaon region. The study is based on personal interview with sample farmers of the district. The study finds that marginal and small farmers suffer due to inadequate finance, drought condition, financial illiteracy, lack of knowledge of subsidiary alliances related to agriculture. This paper aims to study about the mirror image & bitter truth of socio-economic condition among farmers in Jalgaon region.

### **210 Behavioral Economics: Contribution in the Decision Making Process of Business Organization**

*Bhagyashri Patil, GIMR, Bhagyashrip29@gmail.com*

*Ram Chavan, KBC North Maharashtra University, rrchavan@nmu.ac.in*

This paper focuses on highlighting the contribution of behavioral economics in the decision making process of business organization. Each and every economic process is based on Human being. How an individual's rational behavior affects on the important decisions in the organization. Each and every economic process is based on Human being. To study the mechanism in the decision making process, I consider the psychological aspects of the behavioral economics. It will allow a better explanation of economic problems and finding solutions.

### **212 Impact of Total Quality Management Practices on Organisational Performance**

*Rajee Baloo Ayeswarya, Stella Maris College, ayeswarya\_rb@yahoo.co.in*

The advent of digitalization has paved way for the contemporary organisations around the globe to take initiatives for enhancing quality. The paper examines the relationship between Total Quality Management (TQM) practices and non-financial organisational performance in manufacturing sector. The study has categorised the Total Quality Management practices / Critical Success Factors (CSF) into Strategic or dominant factors showing long term effects, tactical factors affecting the middle management decisions and operational factors providing short term results. Using convenient sampling, 455 responses were gathered from employees of different manufacturing organizations in and around Chennai. Multivariate techniques results revealed that hard and soft factors have great impact.

### **213 Case Study of Consolidation of Bank of Baroda, Vijaya Bank and Dena Bank**

*Narinder Kumar Bhasin, Amity University, nkbhasin@amity.edu*

The government proposed the merger of three banks — Bank of BarodaNSE -2.67 %, Vijaya BankNSE -2.62 % and Dena BankNSE -0.94 % —aimed at creating the country's third-biggest lender. That's seen as preparing the ground for consolidation among the remaining 17 state-owned lenders that have been a drain on the exchequer and marking the next big move in banking reforms. The combined entity will have a strong presence across the nation with more than 34% of low-cost deposits, a capital buffer of nearly 12% and a business book of Rs 14.82 lakh crore.

### **214 Case Study of IL&FS Crisis Impact in Indian Economic and Banking System**

*Narinder Kumar Bhasin, Amity University, nkbhasin@amity.edu*

As the world marked the 10th anniversary of the collapse of Lehman Brothers which triggered the global financial crisis in September 2008 India's leading infrastructure finance company IL&FS defaulted on payments to lenders triggering panic in the markets IL&FS Financial Services a group company defaulted in payment obligations of bank loans including interest term and short-term deposits and failed to meet the commercial paper redemption obligations due on September 14 On September 15 the company reported that it had received notices for delays and defaults.

#### **240 Effectiveness of E-recruitment: An Employers Perspective**

*Poulomi Mondal, IEST Shibpur School of Management Science, poulomi.mukherjeemondal@gmail.com  
Oindrila Ray, Iest Shibpur School Of Management Science, oindrilaroy1@gmail.com*

Global Organizations are competing today to excel in various aspects of business by changing way they use all their resources Human Resource is one area where appropriate selection would have long term effect on the organisation. Information Technology has made deep inroads in recruitment whereby databases are being involved to identify, select eliminate and recruit candidates saving scarce resources like time for the organization. E-recruitment is the process where the entire process of recruitment and selection is done with intervention of web-based technologies in order to keep least human intervention to achieve transparency. The present paper takes a critical look.

#### **242 Vocational Gratification, Job Performance and Work Motivation among Millennial**

*Pooja Sharma, Symbiosis International University, poojasharma@scmhrd.edu*

In this research paper, we are attempting to study the relationship between delayed gratification, job performance and work motivation among millennial population in Pune and Mumbai. Structured Equation Model will be used for quantitative responses. The result of the study demonstrate that the delay in vocational have a significant impact on the job performance of the millennial. The study also proved work motivation to have a moderating effect between job performance and vocational gratification. The study will facilitate organizations in understanding millennial's vocational delay of gratification and how it impacts their job performance moderated by their work motivation.

#### **243 Career Satisfaction, Organizational Commitment and Turnover Intentions**

*Pooja Sharma, Symbiosis International University, poojasharma@scmhrd.edu,*

The purpose of this paper is to investigate the impact of personal characteristics (goal orientation) and contextual factors (organizational learning culture and developmental feedback) on academician's career satisfaction, organizational commitment and turnover intentions. The results demonstrate that the career satisfaction of academicians is predicted by performance goal orientation and organizational learning culture. Results proved that the organizational learning culture, developmental feedback and learning goal orientation are significant predictors of organizational commitment of academicians. Results also indicated that the organizational learning culture, career satisfaction and organizational commitment proved to be predictor of turnover intentions of academicians.