

Papers In-Absentia

6113 India: Foreign Trade Management

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It is set to examine the model of trade management of India, which is the second fastest growing economy of the world, after China the country had gone in for a controlled trade management model, and had shifted to the model of economic and trade liberalization of free trade model. As a result of a shift, the targeted 1 per cent share in the world X – trade remains unattended. So, the model of economic management, with still dogging poverty, and the model of trade management appear to be of the sub-optimal order

6201 Socio-Technical Perspectives of Impediments in Adoption of OR/MS Tools

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Operations Research and Management Sciences (OR/MS) methodologies have shown considerable promise and triumph in unraveling a variety of problems. However, this success is not matched in solving complex political, social, socio-technical, and strategic decision problems. In this paper, we take a behavioral and technological perspective of impediments in adoption of OR/MS tools and techniques in a wider realm of problem solving and decision-making. We look at various limitations of OR/MS approaches, as well. We further suggest some ways of overcoming this lack of efficacy in OR/MS tools by complementing with such approaches as systems thinking and soft decision-making.

6202 Innovation and the Path Not Travelled

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An often neglected area of innovation deals with the ideas that, for a variety of reasons, fall by the wayside and never make it to the marketplace. This paper examines the innovation measurement aspects of the innovation management process. Specifically, it examines the measurement and valuation of innovation ideas not selected by the organization. These ideas may be unidentified or unrevealed innovations, discarded or abandoned ideas or previously undervalued ideas. The sources of innovation valuation error are discussed as well as strategies for maximizing the value of failure and reevaluation.

6203 Effectiveness of Cross-Functional Teams

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Cross-functional teams are used in over 80% of organizations with 100 or more employees. However, many organizations are having difficulty creating effective cross-functional teams. Some research suggests that the use of cross-functional teams within organizations to achieve organizational goals varies with the effectiveness of the team. Therefore, many organizations have limited success using cross-functional teams to achieve organizational goals. This paper examines published theories of cross-functional team performance and effectiveness. In addition this paper analyzes the factors influencing effective cross-functional team's success and failure and discusses how organizations can implement effective cross-functional teams to help achieve organizational goals.

6305 A New Approach of Performance Assessment in Health Sector

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Performance evaluation is critical. The increasing accountability to which health organizations are being held is reflected in the need for the development of performance appraisal systems that ensure effective utilization. One of the current methods is appraisal by The Excellence Model. The philosophy of this model is that of continuous quality improvement based on an integrated framework that attempts to describe the relationships between processes, people and results, all of are relevant to the delivery of healthcare. This study aimed to assess the performance in hospitals by using this Model. Based on the finding being an evaluation culture is important

6312 Identifying and Mapping the Intellectual Structure of Contemporary International Marketing Studies

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This paper aims to explore the theoretical essentials of knowledge production of international marketing studies, from a dataset of 682 journal articles. A computer-aided co-citation network analysis of 15,960 citations that have been meticulously voted by over than ten-thousands of authors traces the historical timeline of the development paths of international marketing studies. Using network analysis, we mapped the co-citation network and analyzed the centrality of top 30 articles, 1997-2006. The results of the mapping can help identify the research direction of international marketing studies and provide a valuable tool for researchers to access the literature in this area.

6313 Mapping the Intellectual Structure of Decision Analysis Studies, 1966-2007

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This paper aims to explore the theoretical essentials of knowledge production in decision analysis (DA) studies, from a dataset of 702 journal articles. A computer-aided co-citation network analysis of 12,853 citations that have been meticulously voted by over than ten-thousands of authors traces the historical timeline of the DA studies. Using network analysis, we mapped the co-citation network and analyzed the centrality of top articles in three different stages. This study not only draws a clearer picture of DA development, but also offers some useful information for researchers in planning their future research in this area.

6403 Improving Efficiency through Benchmarking: A Case of Ukrainian Sugar Plants

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In study offers a scheme of searching ways of improving of efficiency of Ukrainian sugar plants by means of benchmarking tools including international. The decreasing return to scale and scale inefficiency for the majority of plants are determined. The main factors of sugar plants inefficiency are defined. Developed benchmarking has revealed significant reserves of reduction of the basic inputs and potential growth of efficiency. In comparison with foreign companies the Ukrainian sugar plants have smaller material capacity and stuff cost, considerably lower labour and capital productivities. The recommendations for improving of efficiency of Ukrainian sugar plants and industry are made.

6404 Knowledge Management and Reuse due to Communication and Knowledge Flows

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Present work explores and reviews the communication networks where professionals are involved and interconnected with knowledge flows and communication processes. We review two case studies of two small-size Finnish software companies. We apply our three dimensional model on knowledge management and software reuse to the models of Gupta and Govindarajan (1994) and Koivuaho (2005) and finally review and extend the work of Koivuaho and Laihonon (2006). Our outcomes suggest that software environment may be better managed by appropriate communication and knowledge flow by present studies. Present work may be valuable to manage software development and knowledge management activities

6405 E-Government in Oman: A Significant Step Towards a Digital Oman

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E-Government is the application of information and communications technology (ICT) to increase the effectiveness of administration. This paper gives a look at what statistics are commonly measured on web sites. A number of Arab countries have acknowledged the benefits of e-Government, even if they are only at the first stage, where governments provide information through websites. In half of these countries, more than 50% of ministries have their web presence. The study illustrates the dynamic, interactive links that can be created by network ready governments.

6406 Foreign Direct Investment in Oman

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Foreign direct investment (FDI) is seen to be of great significance in many developing countries as they seek to pursue an outward oriented development strategy in order to hasten the growth rate and generate employment. Oman has recorded impressive economic growth rate in the period 2001-2006 on the back of sharp hike in world wide oil prices and has used the resultant increased revenue to diversify the economy away from oil by following a policy of actively encouraging FDI through various incentives and measures. This paper discusses the FDI scenario in Oman in the last decade.

6407 Gender Differences in Consumer Buying Behaviour: An Empirical Study

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Consumer behaviour research is the scientific study of the processes consumers use to select, secure, use and dispose of products and services that satisfy their needs. Firms can satisfy those needs only to the extent that they understand their customers. The main objective of this paper is to study the gender differences in consumer buying behaviour of a Portuguese population when they go shopping to buy apparel products. To attain this objective a survey was developed and administered across Portugal. The findings confirm the differences between women and men especially in terms of What, Where, When, and How they buy.

6504 Effectiveness of Organizational Designs in Indian Companies: A Global Perspective

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In the global business scenario being “lean and mean” is the mantra for doing the business effectively and efficiently. There are new forms of structures created & new designs are experimented by the organizations all over the world to achieve success internationally. Are Indian companies well designed for the global business? Which are the dominant factors that determine the structures of Indian companies? This paper is based on the exploratory research conducted on 125 + Indian companies, to understand the effectiveness of the structural designs of these organizations and tries to find the compatibility for global business.

6539 Customer Retention Strategies that Curb Customer Churn – An Analytical Study

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In a saturating mobile market, outperforming the competition on churn is crucial weapon in the battle to continue subscriber and revenue growth. Choosing the right customer retention strategies will be key to continuing success. Control of churn relative to the rest of the market will become a key differentiator between the successful operators and the also rans.

6547 Knowledge-Based System for Medicinal Data Analysis

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Due to the revolution in the field of Information Technology, the Organizations have started to witness the strategic use of data, which can be referred as a separate discipline, as that from operational use. The operational databases have been basically designed to meet mission critical requirements of the On-Line Transaction Processing and Batch Processing. The strategic data usage is basically require On-Line Query Processing or Batch-intelligence gathering for decision support. The arena of Health Care is not away from these changes. To address with the problems that are faced by today’s Health Care (Medicinal) arena various ways and remedies has been suggested by various physicians and leading experts in the field. Herewith, we present a Knowledge Based Decision Support System for solving the problems that are faced by Medicinal Arena. Knowledge-Based decision making supports the Physicians (Doctors) to store the details about the illness of the patients, then diagnose the disease and prescribe the treatment. And finally to achieve the excellence by keeping a pace with the changing technology. The proposed system not only helps in decision making process but it posses the capability to perform analysis and assists Knowledge Workers (Doctor) in finding course of action to be followed.

6560 Determinants & Detriments to Bank Merger

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This article discusses about the various determinants of bank mergers in detail with suitable examples of bank mergers wherever needed. It also takes into consideration the various detriments to bank mergers which remain as barriers to bank mergers and concludes with the measures to be considered and taken care of for successful implementation of bank mergers.

6561 Impact of Bank Merger on Customers

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This article discusses about the impacts of bank mergers in detail with suitable examples of bank mergers wherever needed. It also critically analyses the impacts of bank mergers on its customers and concludes with the assurances to be given to the merging banks’ customers for successful implementation of bank mergers.

6569 Predictive Factors for Income Inequity in India

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The 1990's saw an era of globalisation, liberisation and privatisation. There was reforms in all sectors including health, insurance and infrastructure. India became happy hunting ground for foreign investors. GDP saw a steady growth. There was increased competitiveness in the market, creation of new jobs, improvisation of products and services. But it created a concern for whether the growth in economy was percolating to the poorest section. The present paper is an effort to find out the extent to which income inequity is being affected by various macroeconomic, political, cultural and technological factors.

6595 The Exiting Management

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Employee serving their notice period, the journey towards the exit door, is quite excruciating as company exhibit a discriminatory attitude toward employees. It can be traumatic for the person who’s on his /her way out there can be numerous reasons behind an employee’s decision to move toward the exit door. Many organizations today are adopting the policy of rehiring ex-employees. Conventionally, re-hiring was an un-acceptable practice. But these days, organization are open to taking back those employees who had quit their jobs. Now organization should accept that second innings are good thing for both the employer and employee

6617 Green Marketing: The road ahead

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With increase in environmental awareness, 'green marketing' is a reality which Indian marketer can ignore only at the peril of future of marketing, more so if he plans to compete globally. To benefit from the growing 'green marketplace' business need to convince investors, financial institutions, mainstream distribution channels and other stakeholders, of the growing importance of 'green consumerism'. This paper examines the factors that influence 'socially conscious consumer' in Delhi and NCR region. The paper also lists the implications and suggestions for the companies marketing in this region.

6625 Face the pace with "F-A-S-T"

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People have been shaping and reshaping organizations for many centuries. Looking back through world history, we can trace the stories of people working together in formal organizations such as the Greek and Roman armies, the Roman Catholic Church, the East India Company, and the Hudson Bay Company. People have also long been writing about how to make organizations efficient and effective-- since long before terms such as

6634 Wealth – The Alchemist Dream

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This paper is intended to demonstrate the relevance of a scientific frame work for wealth management. First, the conception of wealth as enunciated by Adam Smith and later by David Ricardo is outlined. The need to build sustainable wealth through reinvestment process is then synopsized. Further, a scientific approach to wealth management life cycle has been delved. Wealth managers are moving towards a Need-based model compared to the traditional Asset under management (AUM) model. Therefore, identification of optimal portfolios based on efficient frontier and risk related asset allocation for each client is necessary.

6635 Economic Reforms and Regional Disparities in India

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This paper makes an attempt to re-examine the issue of inter-state inequality of growth and standards of living across 14 major states in India within the convergence analysis of neoclassical growth paradigm after economic reforms from 1993-94 to 2006-07.

6636 Micro Finance: Where Did We Go Wrong?

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In this paper an attempt has been made to understand the emergence and growth of micro-finance at global level in general and in India in particular by using different perspectives and their interpretations. From the review of literature on micro-finance, it has been found that there is a high demand of micro-finance all over the world. Moreover, micro-finance is not limited to rural society or developing countries only; it is equally applicable to urban society and developed countries as well to alleviate poverty.

6675 Flexi Working Policy for Quality Management Education in India

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Flexi Working Policy for Quality Management Education in IndiaThe term flexible working refers to working practices, mutually agreed between employee and employer, which cover working hours, locations or patterns of work. Such arrangements have to comply with the law on working time, including hours, rest breaks and the working week. of other institutes.Prof.Bhargava PawarSchool of ManagementSumandeep Vidhyapeeth UniversityE-mail bhargavapawar@gmail.comMobile +91-9724313757

6681 Directing and Managing Modern Organisations for Connecting across Global Markets

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Today "Brand India" is a thing to be proud of and consumers across the world accept the products made in India. With globalization of markets as well as of organization including manufacturing basis, the Indian companies need to evaluate its global marketing and production strategies. When it comes to global strategy, we need to make two assumptions: first that the central challenge is to strike the right balance between economies of scale and responsiveness to local conditions and second that the more emphasis the companies place on scale of economies in their worldwide operations, the more global their strategies should be.

6683 Blogging: A new tool for knowledge sharing & Management for organisation

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Using weblogs, or blogs, as vehicles for knowledge management initiatives is a relatively new concept, but one that has gained rapid recognition. The earliest weblogs appeared only a few years ago. As personal journals, often espousing individual political views or chronicling personal daily events, blogs did not seem to fit into an organizational knowledge management framework. Attitudes towards weblogs and uses of blogs are changing quickly, however. In a collaborative work environment, blogs bring significant benefits to enterprises willing to adopt the technology. Writers of blogs, called bloggers, can add to the sum total of knowledge for research projects, share industry and product knowledge, capture and disseminate pertinent news from outside the enterprise, and contribute valuable insights on specific subjects.

6684 Mentoring: Pros and Cons for Human Resource Management

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Mentoring has received considerable coverage in recent decades and this is evident by the proliferation of research and popular literature available to the reader. It has been hailed as an important human resource management strategy, a career tool, and a workplace learning activity for men, women and minority groups in a variety of organisational settings such as hospitals, large corporations, schools, universities and government departments. In this paper we review the literature on this ubiquitous yet elusive concept. We begin by exploring what is meant by mentoring, the functions of mentors, three different categories of mentorship, and the benefits and hazards for the mentor, mentee and organisation.

6685 Cyber Bullying: An old problem in new guise?

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Although technology provides numerous benefits to young people, it also has a 'dark side', as it can be used for harm, not only by some adults but also by the young people themselves. Email, texting, chat rooms, mobile phones, mobile phone cameras and web sites can and are being used by young people to bully peers. It is now a global problem with many incidents reported in the United States, Canada, Japan, Scandinavia and the United Kingdom, as well as in Australia and New Zealand. This growing problem has as yet not received the attention it deserves and remains virtually absent from the research literature.

6689 Employee Retention in IT Sector: Value Considerations

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The purpose of this paper is to examine the role of organizational socialization, external career opportunities and internal career anchors on turnover intention of IT employees in Kerala. The study is aimed at suggesting strategic measures to the IT industry in Kerala that would eventually prevent employee attrition. A study of 100 employees staffed at the IT companies in Kerala is presented and a research model is tested using structural equation modeling techniques.

6691 Performance analysis on association rule in data mining

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One of the most important problems in data mining is to find association rules. The association rule mining can be classified into two main categories: the level-wise algorithms and the tree based algorithms. The level-wise algorithm like Apriori, scan the entire database multiple times and also generate a huge number of candidate set. It also needs to repeatedly scan the database and check a large set of candidates by pattern matching. Tree based algorithms like FP-tree scan the database only twice. One scan may be needed for FP-tree construction and another scan for adding new items into the tree. But it takes more time when new data are added to an existing database. Another tree based algorithm P-Tree is, constructed by a single scan of a database and it updates the P-tree by one scan of new data. The above said three algorithms are implemented using C++/java/.net and their performances are evaluated using-synthetic dataset with respect to number of scanning of dataset. Here performance study shows that in most of the cases, Pattern tree achieves better performance and efficiency than Apriori and FP algorithms.

6704 Impact of inflation on consumer's utility

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“How inflation affect consumer's utility” to answer this question we have done a research and , the recent rapid hike in inflation seen in India is also a source of motivation for us. The first step of our research is to identify the factors which are directly affected by the inflation, using these factors we are trying to find-out the indirect relationship between inflation and consumer's utility , to establish the relationship between these factors and consumer's utility we designed a set of hypothesis ,and questionnaires .An on-line survey is also conducted by us for data collection. We applied Z-test on that data for hypothesis testing .And the result of our research revels some important aspects which are in close relationship with inflation .and our research clearly defines the impact of inflation variation on consumer's utility. Our research is very useful in knowing the change in

preference of a customer/consumer due to inflation-fluctuation ,this knowledge is crucial for any organization to resolve the risk associated with inflation changes and to be untouched from hazardous impact of the high inflation.

6705 Talent management for organizational excellence

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The challenging battlefield in the organizations has declared the war for talent. The organizations need to replenish the talent pool by taking account of the talent available from time to time. It may include handling the talent identified, retaining the old employees and developing the talent at every level. PAP test as suggested can prove to be an effective tool for talent management. The leader should categorize the employees and apply different strategy for different people. This article aims at providing some creative inputs that may facilitate the talent management process for organizational excellence.

6803 A to Z : A Snap Shot View of Corporate Governance Issues

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Present financial markets are facing several serious problems like: inflation, volatility in stock markets in corporate governance practices. In the context of globalization, there is a dire need for understanding various governance practices at abroad. Good corporate governance in developing economies needs to address the principles of government and public enterprise relationship and create the fundamental pillars based on which the governing board can become effective. This paper focuses on the global corporate governance issues in financial markets of select countries. These countries considered because of variability in development, natural resources and corporate governance issues.

6805 Corporate Social Responsibility: Lessons from Ancient Indian history

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The paper attempts to explore the philosophy of Corporate social responsibility (CSR), based on hermeneutics. The stakeholder concept has been highlighted in the ancient Indian scriptures written centuries ago, such as, the Ramayana, the Mahabharata, the Bhagavad-Gita and the Puranas. Secular literature like the Arthashastra of Kautilya is an encyclopedia on good governance. The kings of yester years, who considered themselves as trustees of their kingdom, can be compared to the top management in corporates of this era. Thus, the paper aims at providing insights on CSR from ancient Indian teachings that find relevance and applicability even today.

6806 Study of E-recruitment Web Sites

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The use of electronic medium for recruitment is now very common in India. The companies use their own websites for recruitment purpose or take services of popular job sites. There are varieties of job sites in India. They include job site for fresher, for specific industries like IT industry and all purpose job sites. Some job sites are city centric like punejobz.com. In India most of the job sites offer free service to job aspirants. It is expected from job seeker to receive job calls that suit their profile. This paper presents comparative study of select Indian job sites.

6808 Relevance of Motivational Models to the Co-operative Banks in Pune Region

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This study aims to throw light on the relevance of existing motivational models to the urban co-operative banks in the Pune region. The existing motivational theories have not lost their relevance but they need to be synthesised in the light of present circumstances. Total 950 respondents out of 6437 respondents were contacted. Total 267 responses were received.

6809 A Comparative Study of University Websites in Maharashtra

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University website is very important source of information for all its stake holders including parents, students, teachers, staff, government, college trustees and others. A good university website can help stakeholders for all they wanted to know including admission, results, syllabus, placements, affiliation, resources etc. It can also avail formats of various forms required. Simply university must ensure to avail all facilities to stakeholders through website and physical visit should be required in minimum cases. This paper does a comparative study of university websites in Maharashtra.

6810 Mentoring at Work Place

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This paper provides an insight into mentoring at workplace, which has become popular in the contemporary organizations. For any organization, human resource remains one of the most important resources. In this context, it becomes essential for organizations to develop their human resources. This can be done through mentoring. Mentoring helps in improving the

performance of people and leads to organizational growth. It can make a difference the way the people manage work and lead others in the workplace. It plays a significant role in enhancing personal effectiveness, building relationships and improve quality of work place

6811 Micro-finance and Women Empowerment

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In India, micro-finance is making headway in its effort for reducing poverty and empowering rural women. The micro credit programmes influence savings viz., (i) it inculcates a habit of regular savings and thrift, and the saving is made compulsory, which was absent previously. (ii) the compulsory savings mobilized would be invested in productive activities, which in turn able to increase the employment, income and output. (iii) this increase in income would increase the purchasing power and effective demand among the community and thereby the standard of living and the economic development of the nation would improve.

6812 Innovative Solutions through Collaboration

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To innovate, many high performing firms are collaborating beyond their organizations with their extended networks of suppliers, customers, business partners and others. This Paper tries to examine the role of organizational partnership on innovation. In this paper we reviewed various research work done on collaborative innovation. The purpose of this paper is to examine recent patterns and developments in the literature on innovations in business through collaboration.

6814 Lean Business Management - Office Documentation at Sulzer Pumps

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This is an exploratory research paper on 'Use of Lean management for the business office documentations at Sulzer Pumps', the worlds leading pump manufacturers specialized in centrifugal pumps and agitators/mixers. The need to achieve efficiencies in their office activities with reference to developing a system to improve, automate workflow and individual tasks would ultimately reduce rework, errors, wasted time and transit time thus improving resource utilization at all organization levels. This study uses Value stream mapping with recommendations to avoid waste and ensuring quick and quality product delivery to the customer.

6815 Weather Derivatives: Potential and Challenges

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The weather has an enormous impact on business activities of many industries. It is the single most important factor in influencing price volatility, volume fluctuations and revenues in the energy industry, as well as other sectors. This paper searches for the implications in the use of a new generation of financial derivatives known as weather derivatives as a form of hedging future corporate revenues. The great appeal of weather derivatives is that they can be used to hedge risks in different components of an investment portfolio. The challenge in hedging is to cover weather risks in an effective manner

6816 Customer Retention that Curb Cellular Customer Churn - An Analytical Study

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In a saturating mobile market, outperforming the competition on churn is crucial weapon in the battle to continue subscriber and revenue growth. Choosing the right customer retention strategies will be key to continuing success. Failure to control churn will cause mobile operators to begin losing customers. Control of churn relative to the rest of the market will become a key differentiator between the successful operators and the also rans.

6817 Multi Dimensional Strategy for Sustainable growth

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Sustainable growth is the dream of every organization. Innovation alone can quench this thirst. To be in this space, pace of growth in all dimensions should be phenomenon. This paper proposes changes in dimensions which are independent as well as interdependent. The innovational light is passed on a few dimensions like – Operation, Finance, Strategy, Branding, Resource Management, Outsourcing the Outsourced, etc.

6818 Uncertainty in Financial Markets

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From the time financial markets have come into existence, the only thing that has not changed is the uncertainty involved in it. There have been many innovations in the products and services offered by them. We have seen a shift from simple barter system to complicated CDOs being traded across the world. However, there are many lessons that we must learn from the past and recent financial-crisis in order to build a better future. This paper identifies various types of financial-crisis that the world has faced, analyses the reasons behind the failures and suggests measures to prevent them in future.

6819 Managing Knowledge Capital in Software Validation Industry

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Software Testing has become an integral part of any software engineering process. An independent approach to the validation activity creates a quest for higher level of knowledge in various spheres. This leads to managing Knowledge as an irreplaceable capital equivalent to other capital forms. The current situation stresses on an integrated knowledge management system that would not only align the individuals of the organization to a common k-managing practice but also strive to create knowledge on knowledge which can be done through measuring, forecasting and practicing. This paper discusses about the various implementation strategies on these lines.

6820 Decision Making Analysis in Product Design through Fuzzy A.H.P Method

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A fuzzy decision-making method for selecting a most favorable design from various design alternatives the assessment objectives are arranged in a hierarchical structure with several levels. The relative contribution of each objective to the overall value of the solution and the rating or degree of approximation of a solution with respect to a given objective are quantified with the membership functions of a fuzzy set. Customer targets may include High Reliability, Low cost, and Easy of Assembly, the Selection of a Computer System is taken as an example in this study

6822 Grooming Managers out of Fresh Graduates in Industry

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Youth of present India are attracted more towards lucrative jobs. Also, the exposure to a role is very short, pushing graduates to take up responsibilities like project management at a very early stage. Need of the hour is to groom successful managers out of the enthusiastic but inexperienced graduates within a short window of time. This paper discusses about the various skills that needs to be imparted to entry level executives and project management activities which can be mapped to their day to day activities. These would make them prepared to handle higher responsibilities bestowed without much pressure.

6823 Quality Education in Management Schools of Gujarat

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In the changed scenario of global competition & entry of multi-nationals in various sectors, where corporate are focused on sixsigma and TQM materialistic outlook of teaching method is not enough for B-schools to produce qualitative managers. Scholar management graduates are unable to sale their skills in the market. Against this back-drop effective quality education by B-schools can add significance to successful career of management students. Today numbers of B-schools are coming out where quality of education is question. Objectives to present this paper are. To demonstrate the problems faced by management schools, Reasons for degradation of quality in management education.

6824 A Study on Benchmarking of Indian Mutual Fund Schemes based on Fund Objectives

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This study investigates benchmarking of Indian mutual fund schemes based on fund objectives, in order to assess how effectively the funds are managed. The study proposes to perform the benchmarking by constructing optimum portfolios, using Sharpe's optimisation technique, based on the fund objectives over a given period of time. The fund is then assessed by comparing its performance with the performance of the optimum portfolio in the corresponding period. The study thus illustrates a simple method for benchmarking the performance of a mutual fund schemes, and analyzing the actual performance of the fund in comparison to the benchmark levels.

6825 A Study of Returns Distributions of Indian Stocks

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This study analyses the returns distributions of NSE-listed stocks. The objective of the study is to assess the extent to which returns distributions can be modeled by the normal distribution or a finite mixture of normal distributions. Further, the extent of normality would be compared for different time intervals, across different market trends, and across large-cap and mid-cap stocks.

6826 Management Ethos in Ramayana and Mahabharata

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For sustained business growth, organizations need be values driven. Organizational values can be described as standard code for organizational behaviour. Management ethos is more influenced by prevailing beliefs and value system of a nation, which people of other countries may not always agree. As a case-in-point in India a 'visitor is God (atithi devo bhavo)' or 'service of others is supreme religion (seva parmo dharma)'. In management parlance, it could be interpreted as 'customer should be viewed as God' or 'corporate social responsibility is supreme business ethics'. The paper presents human values and management ethos in Ramayana and Mahabharata.

6827 Service Ethos in Buddhism, Jainism and Sikhism

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Indian culture has always upheld service of others as foremost social responsibility. The word 'seva' is the Hindi meaning of 'service'. According to Gita philosophy, service rendered without any expectation is 'nishkam seva'. According to Tulsidas, there is no religion better than service of others (Parhit saris dharma koyoo naahi). Service of others is gateway to spirituality and divinity. In this paper it is attempted to present select human values and service ethos enshrined in three important religions of India, namely, Buddhism, Jainism and Sikhism, which are relevant for disciplines like corporate social responsibility and corporate governance.

6828 Ancient and Modern Management : Direction for future management thought

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. As a cautious beginning, encompassing the conventional practices of human administration for befitting into the present competent work force may be difficult. But we cannot ignore facts that what we are today it is in a double developed dimension (DDD) based on the epics Ramayana and Mahabharata. Kautilya's Arthashastra, the genius strategies of Birbal in the Akbar secretariat indicates people as the first choice to develop either a customer centric or employee centric organization Pediments may be political, economical revolves in the world economy, predicts continuous warning in which people as a principal resource stands as a party.

6829 Travel from Local to Global

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Management principles or theories or application need to be changed along with time and changing conditions as per the change management. This paper deals with how managers doing? How they have been doing? How they have been doing in recent years? What should they do in the future? The first question describes the current state of affairs, second question evaluates recent performance and the third question seeks to evaluate choices. This paper also deals with the change in strategy of managers like profit maximization to wealth maximization, local to global market

6832 Motivation an Entrepreneurial Competency

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As new ventures are created entrepreneurs keep an eye toward the future and develop with effectiveness in mind. An understanding of an entrepreneur's goals for business ownership is seen as important for both researchers and owners. Recent research on entrepreneurship has focused largely on macro level environmental forces. This paper tries to integrate current conceptualizations concerning the new venture creation process with models that have focused on determinants of small firm performance. This paper proposes a frame work of entrepreneurial motivation. This framework serves the important purpose of enabling us to understand what motivates an entrepreneur.

6833 Significance of Human Resources

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In the ever changing business environment, to be successful, the companies needs a highly skilled, flexible and comitted human resources. The employees for an organisation can provide a competitive advantage and HR managers have to build up commitment and loyalty among the employees by keeping them upto date about company plans and laying out the implications for job security and working conditions. The back bone of any successful comapny is the HR department and without a talented group of people to hire, and inform employees, the company is doomed for failure.

6834 International Merger and Acquisition Issues and Strategy

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Indian companies in recent years have been extremely ambitious and have purchased international companies across all different business areas as well as all major countries. However, it is important to remember that most acquisitions world wide fail to create value for their shareholders. It is thus evident that the acquisition process should be handled and executed carefully. A failed deal can completely disrupt various processes of a company. In this paper authors are suggesting appropriate M&A strategy which can increase the chances of execution of a successful M&A deal. The paper is also suggesting appropriate strategy for integration.

6835 Performance Analysis on Association Rule in Data Mining

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One of the most important problems in data mining is to find association rules. The association rule mining can be classified into two main categories: the level-wise algorithms and the tree based algorithms. The level-wise algorithm like Apriori, scan the entire database multiple times and also generate a huge number of candidate set. It also needs to repeatedly scan the database and check a large set of candidates by pattern matching. Tree based algorithms like FP-tree scan the database only twice. One scan may be needed for FP-tree construction and another scan for adding new items into the tree. But it takes more time when new data are added to an existing database. Another tree based algorithm P-Tree is, constructed by a single scan of a database and it updates the P-tree by one scan of new data. The above said three algorithms are implemented using C++/java/.net and their performances are evaluated using synthetic dataset with respect to number of scanning of dataset. Here performance study shows that in most of the cases, Pattern tree achieves better performance and efficiency than Apriori and FP algorithms.

6836 The role of magazines in consumer purchase decision

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The era when consumers welcomed advertising into their lives has passed. The number of media that carry advertising and the number of messages within each medium have increased dramatically. In this fast paced era, this research paper tries to find out the impact of magazines in consumer purchase decisions. A primary survey was conducted in various institutes of Bahrain to draw conclusions. The study clearly reveals that magazine advertising is a pervasive medium in the field of advertising media mix

6837 An Integrated Application of Mass Customisation and Green Manufacturing

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Literature review shows various strategies and technological developments related to mass customisation. However, very few work has been done to integrate mass customisation with environmental conscious manufacturing or green manufacturing. The purpose of the work is to combine the essential benefits of mass customisation and green manufacturing through a 3 tier web based model. This paper also depicts design for disassembly, life cycle assessment (LCA) and the crux of mass customisation. The main focussed area of the work is pure mass customisation.

6909 Factors Affecting Perception of Investors towards Mutual Funds

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At the retail level investors are unique and are a highly heterogeneous group. Hence the mutual fund scheme selection also differs. This necessitates the AMC to understand selection behaviour of the investors to design suitable product to meet the changing needs of the investors. This paper will highlight key factors which affect the perception of investors while investing in Mutual funds. It will also help the MF companies to create new and innovative product according to the perception of investors. The research highlights that how variations in personal variables like age, Income, sex affects the purchasing decision of investors.