

## **Doctoral Dissertation Abstracts**

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### **Impact of Financial Sector Reforms on Non-Banking Financial Companies**

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The Narasimham Committee I's recommendations came out with a system of registration introduced in April 1993 for NBFCs with NOFs of Rs.50 lakhs and above including prudential norms pertaining to income recognition, asset classification and provisioning which were prescribed in June 1994. The Khanna Committee mainly dealt with redesigning the supervisory framework and also CAMEL model was prescribed for on-site inspection. The RBI Amendment Act 1997 introduced compulsory registration with the RBI. Narasimham Committee II, a comprehensive legislation for the first time which empowered RBI with sweeping powers in all respects of control over the performance and existence of NBFCs.

The number of reporting NBFCs and the growth rate of deposits continued to rise till the year 1997, but declined after 1998 as the regulatory framework 1998 which came as a source of excessive control to the real and genuine players in the market. The main source of NBFCs has always been the fixed deposits. The gross NPAs to the total advances were 11.4 per cent in March 1998 and it declined to 9.7 per cent in September 2002. The Directions 1998 are amended from time to time based on the recommendations of Vasudev Committee.

## A Study on Use of Information Technology in Sugar Factories of South Gujarat Region

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In the last few years we have been witnessing one of the most important events in human history thus far – The Information Technology (IT) revolution. IT is not only changing the way that we work, but it is doing so much more quickly than any other revolution. Furthermore, doing business is becoming more complex & competitive due the impact of globalization. In such environment organizations have to rethink how to do business.

The thesis on “**Use of Information Technology in Sugar Factories of South Gujarat Region**” addresses the objectives like level of usage of Information Technology in sugar factories, problems of sugar factories and effects of Information Technology on Sugar factories. To fulfill these objectives, researcher had taken exploratory research design. Some excerpts from results of study are; Sugar factories under the survey are making moderate to minimum use of Information Technology and its various formats. Factories are not prepared for meeting globalization & national challenges like introduction of commodities trading at commodity exchanges. Researcher has recommended model on integrating IT with functions like procurement of sugarcane to marketing of Sugar and improving the customer relations with farmers cultivating sugarcane.

**Keywords:** Information Technology, Sugar Factories, South Gujarat Region, Customer Relationship Model, Benefits of IT

## Human Resource Strategies: An Analysis with Special Reference to the Indian Info Tech Industry

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The purpose of this research is to conceptualise the different dimensions of HR strategies in the Indian IT industry and examine the impact of organisational size on these strategies during various stages of industry life cycle. 43 firms were surveyed using stratified random sampling from IT companies registered with NASSCOM, (i) to study the dimensions of recruitment, compensation and retention strategies and (ii) to find association between various aspects of such strategies and size of organisation (in terms of number of employees). Data have been analysed using Kolmogorov-Smirnov D test, median test and the chi-square test. Results reveal that all the chosen strategies vary with size of organisation. Moreover, online recruitment has registered the highest rate of growth across all the three categories of organizations (large, medium and small); none of these organizations has long term HR planning; only large organizations take up appraisal system and compensation; larger the organisation, higher the projected attrition rate; all organisations claim to be fair and humane in lay-off conducted in a planned, professional and unemotional manner. Major recommendations include:

1. Fit HR strategies in the life cycle stage of an industry
2. Shift from short term need-based HR strategies for a stable and committed workforce
3. Manage unmet needs of strategists for retention of middle and senior level managers

**Keywords:** IT industry, Recruitment, Compensation, Retention, Strategies

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