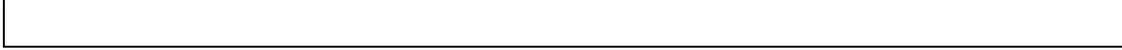


ANVESHHA

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From The Editor's Desk

Research Papers

Exploring the Factors Causing Work Life Imbalance-An Empirical Study on Select Bank Employees

Saritha Madipelli, Dr. Sarma V.S.Veluri

Organisation as a structure and people within are mutually dependent in the realization of organizational as well as individual goals. An individual becomes a successful one, when his goals and time are properly balanced personal & family life. The multiple roles played at home and at professional area are the different factors causing work life imbalance. High social support from family members and supervisors showed positive results towards WLB. Organisations with ineffective policies and programmes, lead to poor organisational and individual growth. The research paper tries to explore the factors causing work life imbalance through the perceptions of the employees on the work life imbalance in the Banking Sector. Chi-Square analysis is used for testing the influence of Socio-Economic factors on work life imbalance. Thus the paper provides an empirical evidence for factors influencing work life balance in Select Banks. The study also provides an insight regarding the responsibility of employee and employer in balancing work and life, thereby contributing to organizational effectiveness.

Keywords: work life balance and imbalance, Social support, Role conflicts, Emotional and Occupational stress.

Performance of an Industry in a underdeveloped region – a Study of Marathwada Region

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Dr. Shivshankar Mishra, Dr. Pramod Rambhau Chaudhari*

The Industrial performance played an important role in the Indian Economic Growth since 1947. It is more important to measure the performance of Industries in the under developed and back ward regions. The present study analyses the Industrial performance of an underdeveloped region such as Marathwada of the Maharashtra State. The present research after studying the fifteen sick units and fifteen non sick units from the Marathwada region, presents the SWOT Analysis of the Industries located in the Marathwada region. This paper emphasized that in order to come out of the economically backward tag, the Marathwada region shall have a vibrant Manufacturing Industry. The manufacturing industry in the region must build core competence; give more emphasis on innovation and marketing. Such efforts will keep the Industrial units in good financial health .This will result in the better Industrial environment and boosts the employment opportunities for the youth of the region.

Keywords : Under development, Manufacturing Industries, ANOVA, Marathwada

Endogenous Benchmarking of Sectoral Mutual Funds: A Non-Parametric Approach

Dr.Ram Pratap Sinha

Performance analysis of mutual funds operating in the Indian markets are mostly dependent on ratio analysis involving methodologies suggested by Sharpe and Treynor. The ratio approach has several weaknesses and one major weakness of the approach is the inability to accommodate multiple output and input indicators. In view of the above,the present paper uses non-parametric endogenous benchmarking methodology to evaluate the performance of 15 sectoral mutual fund schemes based on observations for the second half of 2010. For the purpose of performance evaluation the study takes mean daily return as the output indicator and standard deviation, square of skewness and kurtosis as the measures of volatility and risk. The study uses the concepts of output and input distance functions for the measurement of pure technical efficiency and scale efficiency of the in-sample mutual fund schemes.

Keywords: Mutual Fund, Endogenous Benchmarking, Technical Efficiency.

Capital Account Liberalization in India- A Cautious and Calibrated Approach

Dr. Anli Suresh

India's capital account liberalization began in a substantive sense in 1991 following a severe balance of payments (BoP) crisis. The capital account liberalization in India considered as a process rather than an event. The sequencing of the process was conditional on underlying domestic macroeconomic fundamentals and sustainability of the BoP. Considerable progress been made as reflected in the volume and variety of capital flows without undermining the stability of our external account. This paper deliberates on India's capital account liberalization and how cautiously India approached it for its sustainability. The research methodology adopted is exploratory and descriptive based on eminent financial experts opinion and speeches. The objective of this paper is to provide a critical analysis of India's approach to capital account liberalization program through the lens of the new literature on financial globalization through Trends in Capital Flows to India. The concluding observation is that a gradual and calibrated liberalization has progressively opened up India's capital account with a preference for equity investment over debt.

Keywords: India, capital account, capital controls, capital flows.

Career Management Concerns of Agribusiness Management Students of Gujarat

Mehul G. Thakkar

Rightly acknowledged as the 'sunrise industry' in India, the Agribusiness sector has witnessed phenomenal growth in recent years with participation of Government, private players, cooperative giants and other agencies. Consequently, the demand for managerial talents in agribusiness sector is on the rise. Considering this, the Navsari Agricultural University pioneered MBA (Agribusiness Management) Programme in 2007 followed by other 3 State Agricultural Universities (SAUs) in Gujarat. This empirical paper, utilizing the Communication Approach of the Descriptive research design, is an attempt to highlight the career management concerns of these MBA (ABM) students of 4 SAUs of Gujarat. Data collected from 60 respondents, using a structured questionnaire, highlights career management concern areas like career anchors, career awareness, level of preparedness, willingness for geographical mobility, etc, and indicates that a lot needs to

be done. Given suggestions can serve as important guidelines to foster professional grooming of students, to produce industry ready agribusiness professionals.

Keywords: Sunrise Industry, State Agricultural University, Agribusiness Management, Career, Career Anchors

Glass-Ceiling and Female Career Advancement: A Study of the Nigeria Police Force
Dr. Osibanjo Adewale Omotayo, Dr. Iyiola Oluwole Oladele, Dr. Anthonia Adenike

Despite the remarkable increase in the existence of women in the workforce, the entry of women into higher managerial positions remains restricted. Various studies have confirmed this fact. This phenomenon of hampering women's upward advancement to senior management positions has been referred to as the glass ceiling effect. This empirical survey shows results of the effect of glass ceiling on female career advancement in the Nigeria Police Force (NPF). The statistical analysis was based on 198 respondents in the NPF indicating cultural role expected of the female gender makes a significant predictor of the female career advancement. Also, career plan and higher education make significant contributions to the studied dependent construct. The effect of counterproductive male behaviour contributed positively but did not make significant statistical contribution to the prediction of the survey dependent construct. However, it is therefore recommended that organizations (both private & public) embark on enlightenment campaign and also incorporate equal opportunity employment policy in their company or organizational policies.

Key words: Glass ceiling, Career Advancement, Nigeria Police Force

Book Reviews

CEO Priorities: Master the Art of Surviving at the Top
Shraddha Purandare