

Volume 2 Issue 2, January 2016

**International Journal of
Management and Humanities**

ISSN: 2394-0913

Website: www.ijmh.org



Blue Eyes Intelligence Engineering & Sciences Publication Pvt. Ltd.

Exploring Innovation: A Key for Dedicated Services

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S. N o	Volume-2 Issue-2, January 2016, ISSN: 2394-0913 (Online) Published By: Blue Eyes Intelligence Engineering & Sciences Publication Pvt. Ltd.		Page No.
1.	Authors:	Almas Sabir	
	Paper Title:	Importance of Executive Development in Today's Scenario	
	<p>Abstract: The realities of globalization with increasing emphasis on executives and their development to present enormous challenges in developing the leaders to run global organizations. It is essential to train and develop executives who can succeed the managers of today. There are multinationals companies; particularly Indian and Japanese that still concentrate on vital decisions in the hands of small group of trusted leaders from their home country. They hire local specialized experts and country managers from emerging markets but forgets systematic and continuous efforts that are necessary to prepare managers who can successfully meet the challenges of present and future. Instead, they send their future global leaders for overseas appointments which is an extraordinary means to improve their behavior and performance. This is basically to improve the effectiveness of managers in their present jobs and to prepare them for higher jobs in future.</p> <p>Keywords: Development, Executives, Globalization.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Smriti Chand, "Executive Development Programmed: Concept, Objectives and Methods" from www.yourarticlelibrary.com. 2. Dr. C.B. Gupta, Human Resource Management, 2004, pp. 3.22–3.37. 3. Peter Koestenbaum "Leadership: The Inner Side of Greatness, a Philosophy for Leaders. First Edition, Sept. 2002 by Jossey-Bass. 4. "Executive Development Program" (by Wharton University of Pennsylvania) 5. James F. Bolt, Micheal McGrath & Mike Dulworth "Strategic Executive Development: The 5 Essential Investments. 		1-2
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	Paper Title:	Skill Gap Analysis and Interventions for Junior High School Leavers in The Eastern Region of Ghana – Koforidua Polytechnic Experience	
	<p>Abstract: The human capital is the greatest asset of any nation hence the skill development and training of individuals is crucial in any country. The paper seeks to examine the skill gap of junior high school leavers and the interventions proposed by Koforidua Polytechnic. Simple random sampling was used to select three hundred (300) school leavers who are under apprenticeship or are in business. The study revealed that majority of respondents (92%) indicated their readiness to undergo further training. About 82% of respondents admitted that the skill they have do not match to the new demands of current job trends and the need for training and skill development. Among others, it was suggested that para-government agencies such as COTVET, Youth Enterprise Support (YES), and the Savana Accelerated Development Authority (SADA) should have close collaboration with the Polytechnics in the country to make their training more effective and sustainable.</p> <p>Keywords: Artisans, Gap analysis, Interventions, Junior High School (JHS), and Skill</p> <p>References:</p> <ol style="list-style-type: none"> 1. Baah-Boateng and Baffour-Awuah D., (2015). "Skills Development for Economic Transformation in Ghana." African Center for Economic Transformation. A working paper. 2. Baah-Boateng, W. (May 2013). "Human Capital Development: The Case of Education As a Vehicle for Africa's Economic Transformation," Legon Journal of International Affairs (LEJIA), vol. 7, no. 1, pp. 31–55. 3. Baah-Boateng, W., and K. Ewusi. (2013). "Employment: Policies and Options," in K. Ewusi (ed.), Policies and Options for Ghana's Economic Development, third edition, pp. 190–221, Institute of Statistical Social and Economic Research (ISSER), University of Ghana, Legon Publications 4. Boateng, K., and E. Ofori-Sarpong (2010). "Analytical Study of the Labor Market for Tertiary 5. Graduates in Ghana." A World Bank/National Council for Tertiary Education and National 6. Accreditation Board project. 7. Ghana National Development Planning Commission, 2010 Annual Report 8. Ghana, Growth and Poverty Reduction Strategy II (2006 – 2009), Vol. 1, National Development Planning Commission, Accra. pg. 44. 9. Jones, N., Morgan A., Turner D, (2002). Quality assurance in education, 10 (4) 229 – 236. 10. Meeting the challenges of Education in the 21st Century, Report of the President's Committee on review of education reforms in Ghana, 2003, Ministry of Education Accra. 11. Okai R., Musa A., & Obeng S. (2007). Assessment of the effectiveness of open and distance learning as a tool for training of small scale artisans and technical and vocational students in Ghana. 12. World Bank (2009a). "World Development Indicators, 2008," World Bank, Washington, DC. 13. World Bank (2009b). "Ghana Job Creation and Skills Development," Washington DC. 		3-9
3.	Authors:	Sahab Singh	
	Paper Title:	An Ethical Approach to Control over Pollution for a Sustainable Future	
	<p>Abstract: Pollution free India will not only create a hygienic image on the world map and fulfill the aspirations of the nation but also transform the lives of the common masses and leave a foot pint for surrounding nations to adopt the same for a healthy breathing. Hon'ble Prime Minister of India, Shri. Narendra Modi has launched "Swachh Bharat Mission" which aims to mobilize masses to create a clean environment across nation and to stimulate Indian citizens to devote at least hundred hours every year i.e. two hours every week to keep their homes and neighborhood clean. The birth of this mission underlines the urgent need of improving waste management scenario in India where public apathy towards proper waste disposal is a major hindrance. The world's production of plastic materials has been increasing over the past 20 years at a rate of nearly 5% per annum. In 2010 alone, 265 million tonnes of plastics were produced, 15 million more than the previous year. This means that on the one hand more resources are being used to meet demand but also more plastics waste is being generated. India, being one of the most populated countries in the worlds</p>		10-12

	<p>as well as one of the most rapidly developing country, is the source of a humongous amount of waste per annum, be it the municipal solid waste, hazardous waste, biomedical waste or e-waste. According to the Central Pollution Control Board (CPCB), the average solid waste generated in Indian ranges from 0.21 to 0.5 kg per capita per day.</p> <p>Keywords: Ethics, Culture, Pollution, Waste</p> <p>References:</p> <ol style="list-style-type: none"> 1. Andrew Light and Holmes Rolston III, <i>Environmental Ethics: An Anthology</i>, Blackwell, London, 2006, p. 3 2. Anna Peterson, <i>Everyday Ethics and Social Change</i>, 2009: 1 3. Light and Rolston III, 2006, p.2 4. Anna Peterson, 2009: 2 5. Holmes Rolston III, 1985 <i>Bioscience</i>, 35, 718-26 6. The Whanganui River Report 1997 (Wai 167) 46. 7. T. Regan, 1992, "Does Environmental Ethics Rest on a Mistake?", <i>Monist</i>, 75: 161–82 8. Report of the task force on Waste of Energy (volume-1), 2014 (http://planningcommission.nic.in/reports/genrep/rep_wte1205.pdf) 					
4.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Authors:</td> <td>Aaron J. Gordon</td> </tr> <tr> <td>Paper Title:</td> <td>An Examination of Performance Appraisal Systems in Light of Employee Motivation</td> </tr> </table> <p>Abstract: Performance appraisal processes vary in organizational contexts and are not always intertwined with the pursuit toward employee effectiveness. This report analyzes the common mistakes made by organizations when performance appraisals are utilized. In addition, the quantitative approach, found in The Birkman Method® and qualitative discoveries of Strengths Finder and 360 Degree Feedbacks are considered in relation to feedback methodologies. This discussion leads to scholarly perspectives on negative perceptions of performance appraisals among managers and employees today. Next we discuss four systematic models of performance appraisals; those being, a five stage process, conversation analysis, computer software monitoring system, and employee participation. By doing so, we conclude that performance appraisals must be linked to motivational theories. In particular, this report examines McClelland’s Theory of Needs, Goal Setting, and Expectancy Theory. These theories then demonstrate that a four-fold process of performance appraisal must be followed; that being, utilizing personality testing, 360 degree feedback, employee participation, and a positive climate where supervisors model from the top down.</p> <p>Keywords: The Birkman Method®, 360 degree feedback, performance appraisals, motivation theories</p> <p>References:</p> <ol style="list-style-type: none"> 1. Asmuß, B. (2008). Performance appraisal interviews. <i>Journal of Business Communication</i>, 45(4), 408-429. 2. Birkman International, Inc.; <i>Personality Testing Speeds Effective Outplacement for Laid-Off Workers</i>. (2009). <i>Education Letter</i>, 41. 3. Champoux, J. E. (1991). Designing feedback mechanisms into systems to enhance user performance. <i>Journal of Systems Management</i>, 42(8), 28-30. 4. Chen, H., & Fu, P. (2008). A systematic framework for performance appraisal and compensation strategy. <i>Human Systems Management</i>, 27(2), 161-175. 5. Forte, F. (2009). Give feedback, get performance. <i>SuperVision</i>, 70(2), 3-4. 6. Gabris, G. T., & Ihrke, D. M. (2001). Does Performance Appraisal Contribute to Heightened Levels of Employee Burnout? <i>Public Personnel Management</i>, 30 (2), 157-172. 7. Gallagher, T. (2008). 360-degree performance reviews offer valuable perspectives. <i>Financial Executive</i>, 24(10), 61. 8. Gupta, B., & Kumar, S. (2013). Impact of performance appraisal justice on employee engagement: A study of Indian professionals. <i>Employee Relations</i>, 35(1), 61-78. 9. Haworth, S. (1998). The dark side of multi-rater assessments. <i>HRMagazine</i>, 43(6), 106. 10. Langton, N., Robbins, S. P., & Judge, T. A. (2016). <i>Organizational behavior: Concepts, controversies, applications</i> (7th ed.). Toronto, Canada: Pearson. 11. Mitchell, T. R. (1982). Motivation: New directions for theory, research, and practice. <i>The Academy of Management Review</i>, 7(1), 80-88. 12. Parry, T., & Lacy, P. (2000). Promoting productivity and workforce effectiveness. <i>Financial Executive</i>, 16(6), 51-53. 13. Roberts, G.E. (2002). Employee performance appraisal system participation: A technique that works. <i>Public Personnel Management</i>, 31(3), 333-342. 14. Robbins, S., & Judge, T. (2009). <i>Organizational behaviour</i> (13th ed.). Upper Saddle River, NJ: Pearson Prentice Hall. 15. Tavis, A. (2007). Point/Counterpoint. <i>HR. Human Resource Planning</i>, 30(4), 6-13. 16. Vroom, V. H. (1964). <i>Work and motivation</i>. NY: John Wiley and Sons. 17. Zheng, W., Zhang, M., & Li, H. (2012). Performance appraisal process and organizational citizenship behaviour. <i>Journal of Managerial Psychology</i>, 27(7), 732-752. 	Authors:	Aaron J. Gordon	Paper Title:	An Examination of Performance Appraisal Systems in Light of Employee Motivation	13-16
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5.	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 15%;">Authors:</td> <td>Abdullah Al Mamun</td> </tr> <tr> <td>Paper Title:</td> <td>Impacts of Compliance Issue on the Cost of Making and FOB Price of Bangladeshi Knit Products</td> </tr> </table> <p>Abstract: The readymade garment (RMG) sector plays a vital role in the economy of Bangladesh. This sector is considered very important for its highest export growth, which greatly contributes to the economy of Bangladesh. One of single biggest threats for Bangladeshi Readymade garment (RMG) sector is the non-complying of standards of its manufacturing plants. There are number of buyers who avoid Bangladesh from their outsourcing destination because of the poor compliance records of the RMG sector. To improve the compliance record it is imperative to study on compliant and non-compliant RMG factories of Bangladesh. Therefore, the aim of this study was to divulge the differences in price for same type of knit product (tee shirt) of a compliant and non-compliant factory. Ten orders from ten different buyers of a compliant factory and same number of orders of different buyers on same product of a non compliant factory were scrutinized to find out differences in cost of making (CM) charge and free on board (FOB) price. Compliance could be a strong opportunity for Bangladeshi RMG sector as this study revealed that the compliant factory receives considerably higher price from the buyers than a non compliant factory for the same type of product. By complying with the international standards and following local rules, RMG sector of Bangladesh could add more value on its products and thus gain the capability to sustain in the global market.</p>	Authors:	Abdullah Al Mamun	Paper Title:	Impacts of Compliance Issue on the Cost of Making and FOB Price of Bangladeshi Knit Products	17-20
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	<p>Keywords: Compliance, COC, CM, FOB and RMG.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Saha, P., and Mazumder, S., Impact of working environment on less productivity in RMG industries: A study on Bangladesh RMG sector, Global Journal of Management and Business Research (GJMBR), USA, Vol. 15(2), pp.19, April 2015. 2. http://www.bgmea.com.bd/home/pages/tradeinformation 3. (Retrieved date: 12.11.2015, retrieved time: 11.45 pm) 4. Mia, M., Mazumder, S., and Dhar, N. R., Improvement of productivity in readymade garment through line balancing, Journal of Textile Engineering (JTE), Institute of Engineers, Bangladesh, Vol.2(1), pp.10, July 2015. 5. Baral, L.M., Comparative study of compliant & non-compliant RMG factories in Bangladesh, International Journal of Engineering & Technology (IJET-IJENS), Vol.10 (2), pp.119. 6. http://www.psesbd.org/index.php/ps-es-components/social-standards 7. (Retrieved date: 03.12.2015, retrieved time: 03.17 pm) 8. Rahman, M. A., Hossain, M.S., Compliance practices in garment industries in Dhaka city, Journal of business and technology, vol.5(2), July-December, 2010. 	
<p>Authors:</p>	<p>Amit Kundu, C.K. Mukhopadhyaya</p>	
<p>Paper Title:</p>	<p>Research on Capital Asset Pricing Model Empirical in Indian Market</p>	
<p>6.</p>	<p>Abstract: The main purpose of this study is to empirically investigate the applicability of CAPM for some selected stocks listed in the Bombay Stock Exchange (BSE) over the period January, 2014 – August, 2015. The study shows that CAPM held good completely for 16 stocks. So CAPM was not found to be applicable to all the stocks under study.</p> <p>Keywords: CAPM, Systematic Risk, Skewness, Jarque-Bera Test, Jensen Statistics, Co integration, Stationary.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Don U.A. Galagedera, ‘A Review of Capital Asset Pricing Models.’ Accessed on November 2014 from http://www.researchgate.net/profile/Don_Galagedera/publication/228227489_A_Review_of_Capital_Asset_Pricing_Models/links/0fcfd5114414422a0a000000 2. Fearnley Tom A. (2002) “Estimation of an International Capital Asset Pricing Model with Stocks and Government Bonds”, Research Paper N° 95, July 2002. 3. Jianhua Dai, Jian Hu and Songmin Lan (2014) “Research on Capital Asset Pricing Model Empirical in China market” (available online www.jocpr.com) Journal of Chemical and Pharmaceutical Research, 2014, 6(6):431-436 4. Jensen Michael C. & Myron Scholes (1972) in “The Capital Asset Pricing Model: Some Empirical Tests” from http://papers.ssrn.com/abstract=908569. 5. Jarlee Sylvester (2007) “A Test of the Capital Asset Pricing Model: Studying Stocks on The Stockholm Stock Exchange” from econ.esy.es/econ/edu/cup/reports/2007/capm.pdf 	<p>21-27</p>