CHAPTER 29

MANAGEMENT STUDIES

Doctoral Theses

385. ANURADHA RAJKONWAR

Six Sigma Implementation in the Indian Industry Using Multiple Case Study Approach.
Supervisor: Dr. Sunil Sharma
Th 16732

Abstract

Examines many facets of Six Sigma implementation in the selected organisations. A fundamental principal of Six Sigma is to achieve business results that can be qualified. In fact two elements that differentiate the Six Sigma approach from other quality improvement approaches like TQM & ISO systems etc. are: (i) It is a structured problem solving approach. (ii) It focuses on quantifiable and considerable improvement to the company's bottom line. Concludes that while promoting Six Sigma activities, there is a lack of emphasis or information about bottom line saving accrued out of Six Sigma projects and business results or they deliberately don't like to highlight the benefits, the very reason behind the phenomenal success and popularity of Six Sigma.

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386. GOEL (Sandeep)

Earnings Management in Corporate Enterprises in India.
Supervisor: Prof. Madhu Vij
Th 16761
Abstract

Analyzes the earnings management practices in corporate enterprises in India and highlights the importance of quality of earnings for shareholders' wealth maximization. Examines the issue of accrual vs. cash-flow accounting system in terms of variability and persistence to stock pricing. It argues that the tendency to manage earnings arises due to the accrual system. Evidence is found that accrual system of accounting is more favored by the stock market. Also analyzes the magnitude of discretionary accruals in the units for potential earnings management and highlights the issue of reliability of earnings reports of company. Further examines the widely studied phenomenon of growth opportunities and earnings management practices of the firms and investigates if income smoothing can be explained with proxies for IOS.

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387. GOYAL (Preeti) Nee PREETI GUPTA

Clearance and Settlement Processes in Financial Service Industry: A Study of Capital Markets.
Supervisors : Prof Madhu Vij and Prof. Raj S. Dhankar
Th 16865

Abstract

Analyses the impact of the redesign events on the performance of the clearance and settlement process. Reveals the major redesigns to the clearance and settlement process in the Indian capital markets that are expected to have had an impact on the performance of the process. Evaluates the relationship between the dependent variable, performance, and the independent variables, the redesigns. Also provides guidance to managers regarding the redesign of networked processes.

Contents

KHINYA RAM

**Impact of Education, Expenditure Pattern and Governance on Growth: An Inter-State Comparison.**

Supervisor: Dr. Simrit Kaur

**Th 16729**

**Abstract**

Examines as to how the pattern of growth is impacted by inter-state variations in size and composition of public spending. Studies the implications of decline in the relative share of agriculture, education, health and energy in the state spending during the post-reform era (1991-2008). Also examines as to what extent per capita consumer expenditure impacts the level of Per Capita State Domestic Product (PC SDP). Attempts to analyse the present pattern of public spending, education-level and quality of governance across the non-special category 14 states of India and estimate the combined impact of these factors on economic growth.

**Contents**


MAHESHWARI (Sunil)

**Relationship Between Appreciative Intelligence and Leadership Capability: A Study of Middle Level Managers in Select Indian Organizations.**

Supervisor: Prof. J. K. Mitra

**Th 16862**

**Abstract**

Examines and assesses the relationship between appreciative intelligence and leadership capability for leaders in the ranks
of middle management. Developes the Appreciative intelligence Inventory to describe the levels of appreciative intelligence, and employed the Multifactor Leadership Questionnaire version 5X to assess the levels of leadership capability. Both the survey instruments elicited the responses on a five point Likert scale.

Contents

1. Introduction to the study. 2. Theoretical persepective. 3. Review of research. 4. Methodology. 5. Results. 6. Discussion. Bibliography and Appendices.

390. MOHAMMAD TAMIMI


Supervisor : Prof. Madhu Vij

Th 16728

Abstract

Deals with formulation of optimum portfolios subject to risk and uncertainly. It examines the effectiveness of Capital Asset Pricing Model in formulation of optimum portfolio in Indian Stock Market. For the analysis, the monthly adjusted opening and closing prices of Bombay Stock Exchange listed sixty pharma stocks have been examined. For market proxy BSE sensex is used. It represents all stocks categories including large cap, mid cap and small cap. Attempts to examine the relationship between risk and return of pharma stocks in Indian stock market. Tests the relationship between risk and return in another time period by using the monthly data of same sample stocks. Investigates the empirical testing of the CAPM on the Bombay stock exchange by the using the data of sixty pharma stocks for the perios from January 2001 through December 2008.

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391. MOVAGHAR (Morteza)

**Role of Transformational Leadership and Employee Productivity: A Comparative Study of India and Iran.**

Supervisor: Dr. Kavita Singh

**Th 16730**

**Abstract**

Examines the relationships between transformational leadership behaviours (transactional and laissez-fair leadership behaviours) and the productivity of employees comparatively in India and Iran. Studies the relationship between leadership behaviour of managers and productivity of employees in banking industry of India and Iran. Predicts the employee productivity on the basis of leadership behaviours. Compares the differences between employee productivity and leadership behaviours in the banking sectors of India and Iran.

**Contents**


392. PATHAK (Sudhansu)

**Competency Development and its Relationship with Job Performance.**

Supervisor: Dr. Mala Sinha

**Th 16727**

**Abstract**

Examines the relationship between competencies and job performance of Customer Service Associates (CSAs) of organized retail in India. The relationship between demographic factors and competencies of CSAs was also studied. It also analyzed the demographic patterns of Customer Service Associates. It is a combination of both qualitative and qualitative research. Shows that competencies had positive correlation with job performance.

**Contents**

1. Introduction. 2. Methodology. 3. Results. 4. Discussions. References and appendices.
Abstract

Provides insight into performance management system in the software industry and how they are being designed and implemented in this industry. Further, the study also identified certain characteristics of the software industry and the software professionals. Comparison between the Appraiser and HR perceptions on design, implementation and outcomes of performance management system, reinforced the need for greater alignment and integration between the HR and Line. The findings of this study also point to the importance of appraisee perceptions about various dimensions of a performance management system in the context of software industry.

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Abstract

Identifies a way to assess sensitivity of corporates to environmentally sustainable development. This is done by, firstly, defining a parameter for ESD and then identifying its change pattern vis-à-vis changes either in self or another performance parameter of the corporate performance. Observes that sensitivity indicator is accepted as (a) the measure of rate of its change with respect to a given format of change in its own base level values, and (b) where the sensitivity indicator is taken as a measure of the parameter’s change with respect to the changes
in another parameter. In each of the two cases, the denominator or base parameter is a performance parameter.

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395. SINGH (Harman Preet)
**Exploiting IT for Channel Financing: A Study of Select Indian Organisations.**
Supervisor: Prof. M. L. Singla
Th 16731

Abstract

Presents an overview of Channel Financing (CF) that covers aspects like emergence, evolution, influence, characteristics, limitations etc. of CF. It is followed by the development of pertinent concepts of CF and their interrelation with various aspects and functions of CF. Extensive literature review has been carried out to identify research dimensions and to study important CF solutions and noteworthy case studies.

Contents


396. SINGH (Pratibha)
**Role of e-Financial Services in the Emerging Financial Markets.**
Supervisor: Dr. Madhu Vij
Th 16864
Abstract

Attempts to establish the impact of e-trading on market quality, brokerage industry and the retail traders to find if the existing literature on the impact of electronification on stock market stands true for the case of India. It also explores the causes for a slow growth of e-trading usage in the country and attempts to develop a theory to explain the phenomenon of e-trading in the emerging markets.

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