

CHAPTER 29

MANAGEMENT STUDIES

Doctoral Theses

385. ANURADHA RAJKONWAR
Six Sigma Implimentation 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 othe r 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 sucess and popularity of Six Sigma.

Contents

1. Introduction. 2. Literature review on Six Sigma implimentation. 3. Management implications of the Six Sigma approach. 4. The Research design. 5. Data analysis and interpretation. 6. Conclusions and recommendations. Appendix and References.
386. GOEL (Sandeep)
Earnings Mangement 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.

Contents

1. Introduction. 2. Empirical review. 3. Research methodology of the study. 4. Results and discussion -I 5. Result and discussion-II. 6. Conclusions and implications for future research. Bibliography and Appendices.

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. Reveales 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

1. Introduction. 2. Need and motivation. 3. Review of literature. 4. Preliminary study. 5. Research proposal. 6. Preliminary empirical analysis. 7. Empirical results. 8. Implications. 9. Conclusion. Bibliography and Appendices.

388. 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

1. Introduction. 2. Public expenditure, education, health attainment and governance : Literature survey. 3. Sources of data and methodology. 4. Trends in size and composition of public expenditure. 5. State spending on education and health - Inter-state comparison. 6. Impact of public expenditure on economic growth : Econometric analysis. 7. Social attainments and impact of state spending on social attainments. 8. Governance - Dimensions and assessment. 9. Quality of governance indices for state of India. 10. Impact of quality of governance on growth : Econometric analysis. 11. Impact of public expenditure, education and quality of governance on economic development : Econometric analysis. 12. Summary, conclusions and policy implications.

389. 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. Develops 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 perspective. 3. Review of research. 4. Methodology. 5. Results. 6. Discussion. Bibliography and Appendices.

390. MOHAMMAD TAMIMI
Relationship Between Systematic Risk and Common Shares Return : A Study of the Drug Industry.
 Supervisor : Prof. Madhu Vij
Th 16728

Abstract

Deals with formulation of optimum portfolios subject to risk and uncertainty. 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 period from January 2001 through December 2008.

Contents

1. Introduction. 2. Review of literature. 3. Conceptual framework of portfolio theory and a review of Indian stock market. 4. Data and research methodology. 5. Relationship between systematic risk and common shares return (2001-2007). 6. Relationship between systematic risk and common shares return (Jan 2008-Dec 2008) : A comparison. 7. Conclusion and recommendation. Bibliography and appendix.

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

1. Introduction. 2. Theoretical consideration of conceptual variables. 3. Literature review. 4. Research methodology. 5. Data analysis. 6. Discussion and implication. 7. Conclusion, recommendation, limitation and suggestion for future research. Bibliography and appendix.

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 quantitative research. Shows that competencies had positive correlation with job performance.

Contents

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

393. SINGH (Anupriya)
**Performance Management Systems in Select Organizations :
 An Evaluative Study.**
 Supervisor : Dr. Tanuja Agarwala
Th 16866

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.

Contents

1. Performance management : An introduction. 2. Performance management system (PMS) : Design and implementation. 3. Variables used in the study : A conceptual. 4. Review of literature. 5. Research methodology. 6. Results and discussion. 7. Summary. Conclusions and implications of the study. 8. Limitations and suggestions for further research. Bibliography and Appendices.

394. SINGH (Divjot)
**Assessing Sensitivity of Corporates for Environmentally
 Sustainable Development.**
 Supervisor : Dr. Simrit Kaur
Th 16863

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-a-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.

Contents

1. Introduction. 2. Economics and environment. 3. Energy scenario. 4. Effect of macro policies on CO₂ emissions. 5. Sensitivity indicators and ESD policy choices. 6. Methodology and data sources : Corporate level analysis. 7. The pre-segning characteristics of ESD sensitive corporates. 8. Corporate sensitivity to environmentally sustainable development : Applying logit model. 9. Sensitivity analysis of corporates to ESD. 10. Case study of NDPL : ESD intergration in corporate operations. 11. Summary, Conclusions and Policy. Appendices and References.

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

1. Channel financing - An overview. 2. Channel financing-Conceptual framework. 3. Review of literature. 4. Research methodology. 5. Organizational study. 6. Perceptual study. 7. Case study. 8. Findings, conclusions and recommendations. Appendices and Bibliography.

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.

Contents

1. Introduction. 2. Review of related literature. 3. Electronic stock markets & E-trading. 4. Impact of E-trading on market quality. 5. Impact on brokers and retail traders. 6. Explanatory theory for online trading phenomenon in India. 7. Conclusions and scope for future work. Bibliography and Appendix.