

CHAPTER 27

MANAGEMENT STUDIES

Doctoral Theses

213. AHUJA (Girish Kumar)
Financial Sector Reforms: Capital Market Efficiency and Portfolio Investment.
Supervisor : Prof. V K Bhalla
Th 14324

Abstract

Investigates the link between financial sector reforms and economic growth. Existing empirical evidence suggests that the link between financial openness and economic growth is weak at best. While there is some evidence that financial liberalization positively affects growth, this relationship is not robust. There is also some evidence that the positive impact of foreign investment on growth is conditional upon the existence of relatively developed domestic institutions and sound macroeconomic policy. This result is also not very robust and is sensitive to the measures employed to capture institutional development and the policy environment. Countries have taken initiatives to strengthen financial sectors by opening their economies to international financial firms' resources and technology, and designing better domestic financial regulations and supervision. Financial sector strengthening consequently offers two fundamental benefits to those who undertake it. First, an open, well-regulated financial sector is more efficient and robust, and fuels growth throughout an economy. Indeed, all other sectors rely on financial intermediation for their growth. Second, perhaps more than any other economic sector, a strong financial sector protects an economy from external and domestic shocks. Thus it offers stability.

Contents

1. Introduction. 2. Rational and Relevance of Reforms in Banking Sector. 3. Development Finance Institutions: Evolution, Objectives and Financial Position of Financial Institutions in India. 4. Efficient Capital Markets: The Adjustment of Stock Prices to New Information. 5. Modern Portfolio Theory-Oriented

Approach to Global Asset Allocation. 6. Portfolio Behaviour of Commercial Banks in India. 7. Practical Applications of the Capital Asset Pricing Model and the Arbitrage Pricing Theory. 8. Summary and Findings. Bibliography.

214. ELAHI (Naseer)
Relationship of Human Factors and Safety Norms with Involvement in Industrial Accidents.
 Supervisor : Prof. S P Gupta
 Th 14281

Abstract

Investigates, examines and evaluates the industrial safety under practice in the contemporary Iranian Industrial setups with special reference to Iranian Oil Industries. It deals with the process of formulation and implementation of safety plans and measures in oil industries. In the last decade Iran has experienced large scale industrial expansion and many heavy industries have come into existence due to the technological advancements. The establishment of heavy industries and the large scale use of sophisticated technologies, are not only changed the nature of risks but also have increased the magnitude of hazards of accidents. The changing nature of occupational accidents and different types of industrial hazards and ailments demand a radical rethinking in all the aspects related to safety norms. Industrial setup have become common for most of the citizens of the country. Citizens life is gradually getting dependent on industries where they work. To avoid human casualties through major or minor accidents or through different kinds of poisonous and hazardous elements through appropriate and required levels of safety measures have become the major concern for industries and for skilled and unskilled human security. The study tries to investigate the reasons behind most of the accidents and take out some common factors responsible for different kinds of accidents. It further suggest some recommendations and leads that can be the part of the safety norms of Iranian Oil Industries in particular and industries is general.

Contents

1. Introduction. 2. The Organizations Studied. 3. Standards of Safety Norms. 4. Review of Literature. 5. Methodology. 6. Results and Interpretation. 7. Conclusions and Recommendations. 8. Conclusion and Summary. Bibliography and Appendix.

215. GURDEEP SINGH
Developing and Managing Trauma Care System in a Metropolis.
 Supervisors : Prof. M P Gupta and Dr. K J Choudhury
 Th 14279

Abstract

The study concludes that the implementation of the 'Regionalized Trauma Care System' in the metropolitan city of Delhi is very much required for the "optical care" of the severely injured patients. Such a system is bound to contribute towards increased planning and organization of the trauma services and will increase the effectiveness of currently available services, with limited increases in resources. The Trauma Care System will help in overcoming majority of the problems being faced in the existing trauma care delivery and is in conformity with the internationally accomplished knowledge and concepts. It is mandatory to formulate an apex lead agency. 'National Trauma Authority' for giving impetus. Unified command and central direction. It will be required to promulgate necessary legislation in this regard at the national level. There is lack of recognition of the importance of Taruma on the part of the population and the Government. More attention in terms of efforts and research funding shall be given to highlight the problem of Taruma in the country. Primary prevention of injuries themselves emerges as the single most important way in which to lower the overall trauma mortality rate, hence, more emphasis shall be given to develop simple and low cost measures on safely and injury prevention based on scientific studies. There is a need for centralized reporting and developing 'centralized trauma data registry' for easy access to uniform and standardized data on complete spectrum of unjury control. More in-depth information is needed on the extent of the trauma problem in the country and the to carry out further research activities.

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1. Introduction. 2. Problem Statement and Health Status. 3. Theoretical Framework. 4. Research Design and Methodology. 5. Present Status of Trauma Care in Delhi. 6. Data Analysis. 7. Proposed Trauma Care System Design. 8. Findings and Recommendations. Bibliography and Annexures.

216. KASSAHUN (Tilaye)
Management of Human Resources in the Ethiopian Civil Service : A Critical Study of its Adequacy and Effectiveness.
 Supervisors : Prof. Abad Ahmad and Prof. J K Mitra
 Th 14344

Abstract

Assesses the status of perceived adequacy and effectiveness of public personnel management in Ethiopia and identifies the correlates and predictors of selected attitudinal constructs considered in this study. The findings indicate that employees' self-assessment of their service orientation behaviour was positively and significantly associated with their attitudes towards the eight major HRM practices and the two job-related attitudes. The interaction of selected HRM practices and the two job-related attitudes was able to explain a significant proportion of the variance in employee service orientation. Employees self-evaluation of their service orientation was also found to be positively and significantly related with clients perceived satisfaction with the functional aspect of the service delivery process. Perceived effectiveness of HRM was positively and significantly associated with perceived adequacies of the eight major HRM practices, the two job-related attitudes and employee service orientation perceptions. The interaction of these variables was able to explain as much as 70.8 percent of total variance in HRM effectiveness. This implies the perceived adequacies of selected employment practices level of job satisfaction, affective organization commitment, and service orientation of the organizational staff could largely determine the effectiveness of public personnel management.

Contents

1. Introduction. 2. Review of Related Literature. 3. Research Design and Methodology. 4. The Profile of Civil Service and Background of Respondents. 5. Findings and Discussions. 6. Summary, Conclusion and Recommendations. 7. Implications and Limitations of the Study and Directions for Future Research. Bibliography and Appendices.

217. SHARMA (Seema)
Recruitment, Retention and Reward System: Benchmarking in Information Technology Industry.
 Supervisor : Prof. K Mamkottam
 Th 14278

Abstract

Study is aimed at benchmarking three HR activities in IT industry namely recruitment, reward system and retention. Though monetary aspects of rewards are critical to retaining the staff however, the level of communication and involvement, learning and development processes are going to be an integral part of the reward strategy today. Research on the motivation of the generation X, the technologically literate generation from which the next generation of the senior management will be drawn. Shows the importance of these factors to their motivation. Contrary to popular perception, this group is not averse to monetary rewards and is hard working on the jobs that interest them. Recognition of their performance in a financial and non-financial sense is important. But they are also seeking interesting and varied jobs, project work, an attractive work environment and constant learning and development. If their employers fail to provide these, then they will move on. Tower Perrin's work place index research among large US companies found these employees generally seek a broad range of rewards such as skill development, scope for career movement as well as financial share in the company. In the IT department of a recently merged UK based insurance company, the attitude study showed that bonuses were not the key to retaining highly specialised systems designers and specialists. They wanted competitive pay, recognition for their contribution and the service or hierarchical based rewards. But what motivated them was the complexity and interesting work and learning provided by projects. They also valued an open and non-controlling environment. Thus a judicious balance between these aspects is necessary to retain the staff and get good quality candidates.

Contents

1. Introduction. 2. Methodology. 3. Software Industry in India. 4. Benchmarking Best Practices: Recruitment in Software Industry. 5. Rewards in Software Industry: Benchmarking Best Practices. 6. Retention Software Professionals: Best Practices. 7. Summary and Conclusion. Bibliography and Appendices.
218. SHARMA (Tanuja)
Study of the Role of Performance Management Systems in Attaining Quality.
Supervisor : Prof. J K Mitra
Th 14338

Abstract

The purpose of this work is similar to that of all HR professionals globally-to ascertain whether an effective HR system contributes towards organisational capabilities and climate to deliver quality products and services to its customers. Focuses on only one of the main HR functions, PMS. The main aim of this work is broader than exploring people's perceptions of the practices of the PMS they are subjected to in an organisation. It aims at finding out the relationship between the performance management of human resource and its impact on the quality of output. A PMS has been defined as a tool in the hands of the management through which it communicates the organisation's expectations and collects feedback on the perceptions (experiences) of employees, to further improve the processes and outcomes for supporting individual and group performance. A Comparative study of the Performance Management System (PMS), one of the important H R Systems was undertaken to trace its changing role within the banks.

Contents

1. Introduction. 2. Performance Management System. 3. Attaining Quality. 4. Service Quality. 5. HR Practices and Service Quality. 6. Research Design and Methodology. 7. Analysis and Interpretation. 8. Discussions. 9. Summary and Conclusion. Bibliography.

219. SHARMA (Veeresh)
Leather Apparel Industry-Response of Indian Firms to the Changing Scenario in Germany and Austria.
 Supervisor : Prof. O P Chopra
 Th 14280

Abstract

The present work is an empirical intergration of industry behaviour and environmental turbulence. It lead to following conclusions: In volatile environmetns firms attempt simultaneous evaluation of several options and strategic decision speed is faster especially where firms need to evaluate their competitive position with regard to similar industry firms of other strategic business units. Long term collaborative strategic relationship is determined by firm size. Smaller, simpler structures avoid internalization of several forward functions. Firms tend to sacrifice amount of control to retain flexibility. Organizational chages and production process changeovers are

affected without much friction. Firms become innovative in organizational restructuring and those micro-environmental factors are manipulated most which will provide maximum benefits in short-term without much outlay of resources. Production process oriented strategies will be more implemented than product oriented strategies. Firms' environmental scanning is in direct proportion to environmental volatility and firm method of environmental scanning is determined by firm resources. There are significant differences in strategic response of experienced firms and younger firms, especially in key areas of organizational restructuring and production process where this difference in response impacts firm performance. A curvilinear relationship exists between number of products handled by the firm and environmental scanning undertaken. Professional firms behave differently compared to unprofessional firms specifically in evaluating environmental turbulence. Such firms are able to interpret and filter the information in a superior manner. Implementation of information derived from such interpretations and filtration are incorporated in strategic response much more appropriately. Firm level of commitment is initially as influential in selecting proper strategic response during turbulence as professionalization. Firms have greatest commitment to product and would continue with same product in same market with changed strategic response. However during intense and prolonged volatility, the professionally managed firms strategic response is more rational than that of committed firms. Turbulence does lead to firm exits. Such exits could result from wrong strategic response or from firm inability to understand and correct the problem rather than correcting the symptom.

Contents

1. Significance of the Present Study. 2. Literature Review. 3. Methodology. 4. Empirical Findings. 5. World Trade Organization and Implications for the Present Study. 6. Summary of Findings: Limitations and Implications for Future Research. Bibliography and Appendices.