

Exploring Dependent Relationship of Teachers' Motivation on Quality of Teaching

Alok Kumar Rai¹
Medha Srivastava²

Abstract

Management Education in India has experienced a paradigm shift in the recent past. Proliferation of management institutions in recent past were mostly through private capital. The dynamics of the business environment brought about many changes in the priorities of these management institutions. These structural changes have led to many issues, an important one being unemployability of the work force. Several committees, such as Ishwar Dayal Committee (2001), Management Education Review Committee (2003). National Knowledge Commission (2007). Yashpal Committee Report on Higher Education (2009) etc., have highlighted various issues related to the quality of management education in the county.

This paper demonstrates the significance of quality especially from the students' perspective. It attempts to quantitatively evaluate the level of teachers' motivation in management institutions. It also brings to fore the quality of teaching that prevails in these institutions and assesses the impact of teachers' motivation on quality of teaching.

Keywords

Quality of Teaching, Management Institutions, Student's Satisfaction, Teacher's Motivation.

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¹ Professor, Faculty of Management Studies, Banaras Hindu University
Alok.fmsbhu@gmail.com

² Research Scholar, Faculty of Management Studies, Banaras Hindu University
Srivastava.medha@gmail.com

Quality of Work Life among Employees of Small Scale Industries : A Study at Industrial Parks, Nellore, Andhra Pradesh

¹K. Lavanya latha

Abstract

Quality of work Life (QWL) denotes the experienced “goodness” of working in the organizational settings. The concept of QWL exhibits positive emotional reactions and attitudes an individual has towards his job. Job performance is often viewed as the degree to which employees execute their job tasks, responsibilities and assignments adequately. QWL inside an organization is estimated through measurement of satisfaction, absenteeism, and level of motivation of the staff. Necessity of QWL and its improvement has the logic that 65% of useful life of human beings is spent in the work environment. QWL is a wide term covering an immense variety of programmes, techniques, theories and management styles through which organizations and jobs are designed so as to grant employees more autonomy, responsibility and authority than is usually done. In this context the present paper is an attempt to study the QWL among employees of small scale industries located in Industrial parks of Nellore, Andhra Pradesh

Keywords

Quality of Work Life, Work Environment, Employees, Small Scale Industries, Workplace and Organizations.

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¹ Assistant Professor, Department of Management Studies, Pondicherry University, Pondicherry

E-Shopping: The Impact of Internet Experience and Impulse Buying Behaviour of Online Consumers

¹Manoranjan Dash
²Madhusmita Dash
³Amitav Mahapatra

Abstract

Marketers and researchers always had interest in the impact of internet experience and impulse buying behavior of online consumers. Internet technology is changing our society and economy. Consumers and business are very much thoughtful of the prospects and arrest the benefits of adopting this platform. Ultimately, it has changed the structure and dynamics of the Indian market and marketing discipline has been exposed to various changes and challenges. This study attempted to find out the relationship of demographic characteristics with impulse buying tendency of consumers and the impact of internet experience on e-shopping Results indicate that only gender and age has a significant relationship with the impulse buying tendency whereas income are not significantly related to it.

Keywords

Internet experience, impulse buying tendency, e-shopping.

¹Asst. Professor, Siksha 'O' Anusandhan University, Bhubaneswar

²Asst. Professor Siksha 'O' Anusandhan University, Bhubaneswar

³ Lecturer Colleges of Engineering and Technology, Bhubaneswar

Students' Perception about Professional Courses: A Study in Kolkata and its Suburbs

¹Swati Pal
²Soumya Chakroborty

Abstract

The paper focuses on the behavioural aspect of undergraduate students who want to pursue higher education especially professional courses. The paper deals with how students perceive full time and part time courses along with course fee structure. Also the paper shows the perception of students regarding job guarantee along with course duration. The paper gives a clear idea that job guarantee is an important factor while going of professional course irrespective of gender. Not only the paper highlights important factors while selecting a professional course but also focuses on their perception towards migrating to other cities for fulfilling their dream. The paper also comes up with the various opinions towards different sectors like FMCG/ CD, Retail, Manufacturing, IT, and BPO / KPO and in which order they are preferred most.

Keywords

Higher education system, Students perception, Career Counseling.

¹Asst. Professor, Centre for Management Studies, JIS College of Engineering, Kalyani, WB

² Marketing Executive Glosel India Impes Pvt. Ltd. Chennai

Talent Management: Designing Strategies

¹Suman Kumar Dawn

²Suparna Biswas

Abstract

Talent management practice within an organization is a human resource strategy that seeks to acquire, develop, Deploy and retain talented and high potential employees. Although talent management practices are applied in different companies across the world, they can only contribute optimally to business performance if both top management and employees are aligned on objectives and implementation of talent management in the organization. The objective of talent management implies organization's capability to create the talent resources, and to attract, develop and retain them for executing the organizational business strategy. Organizations can gain success by matching the right talented people to their right roles. Getting the best talent and keeping it is becoming intensely competitive. Most corporate sectors say the biggest constraint to pursuing growth opportunities is talent. Therefore, the human resource managers are adopting talent management approach. Taking the long term strategic approach on talent management will have a huge impact to the companies in future. Thus meeting future business challenges primarily requires adoption of proper practices for talent acquisition, development, deployment and retention.

Keywords

Talent Management, Talent Acquisition, Talent Retention, Talent Development

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¹ Head of the Department, Centre for Management Studies, JIS College of Engineering, West Bengal
E-mail : skd_hooghly@yahoo.co.in

²Asst. Professor, Centre for Management Studies, JIS College of Engineering, West Bengal
E-mail: suparna.bg@gmail.com

Corporate Social Responsibility and Business Sustainability

¹Chandrakanta Sahoo

Abstract

Posing a research question like ‘what role and responsibilities, businessmen have towards the society?’ is nothing new in the development of management literature, but the answers to such a question are dynamic and multidimensional in nature. This paper reviews the literature from the perspective of Corporate Social Responsibility (CSR) and Business Sustainability from strategic perspective. The review has been conducted in two parts. In the first part, the researcher has taken an attempt to explore the question ‘what role and responsibilities, businessmen have towards the society?’ through the lens of business sustainability and also review Carroll (1979) and Nanduri (2008) CSP model to explore strategic CSR from the perspectives of firms’ internal and external and internal stakeholders (Zagenczyk, 2004), firms’ internal activities perspective and business benefit perspective. The perspectives on CSR continuum developed in this paper would help managers understand sustainability perspective of business and design strategic CSR programs based on its focus and direction, proactiveness. Activity nature, characteristics, and benefits.

Keywords

Corporate social responsibility, Business sustainability, CSR Continuum, stakeholders

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¹ Asst. Professor, Department of Management Studies, Madanapalle Institute of Technology and Sciences, Angallu, AP
E-mail: chandrakanta2008@gmail.com