

R & D Expenditure and Stock Market Returns

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Abstract

The present study examines the relationship between R&D expenditure and stock market returns using Indian data. The impact of R&D investment/ expenditure is sought to be examined after controlling for variables known to have relationship with stock market returns. The GMM Regression procedure indicates positive relationship between the two variables; also it identifies the existence of non-linearity in the relationship between R&D Expenditure and returns. The study also shows the presence of direction of causality from R&D Expenditure to stock returns on the basis of Granger Causality Test.

Keywords

R&D Expenditure, Stock Market Returns, GMM Regression Procedure, Granger Causality Test

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Innovation Efforts and Export Performance of Indian Pharmaceutical Industry: Empirical Evidence using Quantile Regression Approach

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Abstract

Innovation efforts in terms of research and development capabilities play a significant role in determining the global competitiveness of Indian industries. The Indian pharmaceutical industry, a high-technology intensive industry, offers great potential to strengthen India's competitiveness in global markets. This research attempts to determine the relationship between Indian pharmaceutical industry's innovation efforts and its export performance. Results of the analysis of 142 Indian pharmaceutical firms for the period 2000-2013 using OLS regression method and quantile regression approach have been presented. The analysis seeks to understand the impact of export sales, profitability, age of the firm, net fixed assets, advertising expenditures, import of capital goods, import of raw materials and compensation to employees on innovation efforts of the Indian pharmaceutical firms. Comparative analysis of the results between OLS method and quantile regression indicate that all the variables exhibit significant relationship with innovation efforts using quantile regression method but not OLS regression method.

Keywords

Export Performance, Indian Pharmaceutical Firms, Innovation, Quantile Regression

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Human Safety Risk Management for Electrical Transmission Line Installation Projects: A Study of Safety Perspectives

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Abstract

The paper serves a purpose of analyzing the safety related risks and best fit strategies to mitigate the risks in the electrical transmission line installation projects. Risk factors are analyzed with the help of questionnaire which is designed basing on the view of professionals. The perspectives of the workers and executives are taken together to study the safety conditions of the project. The study evaluates the risk factors and then with the help of interviews, the risk mitigation plans or strategies are discussed. The risk factors analyzed are then multiplied by cost involved or monetary loss that risk can bring to give a final value for risk assessment. Moreover, the effectiveness of risk strategies is analysed by multiplying risk value with the ability of that strategy to mitigate the risk, which gives the idea about controllability of that risk factor and also the effectiveness of that strategy for overall risk mitigation.

Keywords

Risk Management, Human Safety, Electrical Transmission Line

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The Influence of Perceived Organisational Support on Organisational Commitment: An Empirical Study

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Abstract

Organizational commitment is an important employee's job related behavior and perceived organizational support plays a vital role in enhancing employee's organizational commitment. As the employee's commitment is increased, employees feel more obligated and committed towards their organization that leads to favorable benefits such as organizational effectiveness, reduce turnover, improve performance, and reduce absenteeism. The purpose of the study is to examine the relationship between perceived organizational support and organizational commitment. A total of 65 questionnaires were distributed and a sample of 48 returned-questionnaires was used for further analysis. The data were analyzed using Pearson's correlation. The correlation analysis proved that the perceived organizational support was highly important to affective and normative commitment whereas its relationship with continuance commitment is not relevant. This denotes that Perceived Organizational Support (POS) plays a vital role in promoting organizational commitment.

Keywords

Perceived Organizational Support, Organizational Commitment Performance

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Impact of Supervisor Style on Effectiveness of Performance Appraisal System

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Abstract

Performance appraisal system is an important HR function in today's organisation where it plays a strategic and integrating role of various functions. This paper focuses on studying the impact of the three supervisory styles namely Benevolent style, Critical style and Development oriented style on the Performance Appraisal System (PAS). The analysis shows that the factors are strongly associated and that the critical supervisory style is strongly and negatively correlated whereas, development oriented style is positively correlated with performance appraisal system.

The impact of the various supervisory styles on effectiveness of PAS was studied through regression that resulted in showing significant contribution of the supervisory styles on effectiveness of performance appraisal system. Developmental style tends to create learning and job satisfaction than the benevolent style and critical style. The findings can be used to implement in the supervisor styles of the organizations to achieve the overall performance appraisal goal.

Keywords

Performance Appraisal System, Benevolent Supervisor, Critical Supervisor, Development Oriented Supervisor

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Differential Experiences of Emotional Labour and Burnout among Indian Professionals

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Abstract

Expression of emotions at work place is usually considered to be unprofessional. Surprisingly, expression of right kind of emotion in certain jobs is regarded as the most important component of job and has been coined as “ Emotional labour” (Hoschild 1983). Studies reveal extent of emotional labour is related to number of job related outcome variables. Looking at scanty literature in Indian context and across industries, an online survey was conducted on 209 Indian professionals. The main objective of the study was to know the extent of emotional labour they put forth and burnout they experience. Eta tests were conducted to find out the mean difference of emotional labour and burnout across a range of precept variables. Results revealed that those professionals differed in the level of emotional labour across age, education level, total years of experience, organization type and industry type. However, there was no gender difference with respect to experience of emotional labour. When their experience of burnout was compared across these variables, they did not differ with respect to age, organization type and total years of experience. But, male and female differed with respect to their burnout experience. Females were found to be experiencing more burnout than males though they were seen to be exerting equal emotional labour at workplace. Findings were discussed with reference to socio-cultural context and gender role.

Keywords

Emotional Labour, Burnout, Organization Type, Gender

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A Study on Perceptions of Telecom Subscribers towards Adoption of 3G Services in Andhra Pradesh

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Abstract

The telecom revolution that swept India in the last decade of this century is now getting faster and bigger. It now needs to be seen whether 3G as a service can penetrate into common man's daily life by serving its real purpose. Various possibilities of social transformation lie in the years ahead. If 2G had made it possible for fisherman in Kerala accessing information that helps them to sell their catch in the market at the highest prices, 3G would allow a primary rural health centre link to a metropolitan hospital so that even a poor farm worker would be able to get medical advice from the best doctors across India. This study will be helpful in gaining insights into Customer Preferences in 3G Service.

Keywords

3G, 2G, Network, Adoption, Service

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Alternative Revenue Model for Mainstream News-Media in India

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