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**Number of books/chapters/edited volumes/books published and papers published in
national/ international conference proceedings per teacher during AY 2021-2022**

Sr.No	Name of the Author/s	Title of the Paper/Book	Publication
1	Asst. Prof. Dr. Ganesh R. Patare	Trading and investment performance level of Bharati Airtel in the derivatives market	Juni Khyat
2	Dr. Devidas Golhar	Role of HR Strategies in realizing the organizational performance with reference to the Indian retail industry	International Journal of Early Childhood Special Education (INT-JECS) ISSN: 1308-5581 Vol 14, Issue 04 2022
3	Asst. Prof. Dr. Kalpana Vaidya	Study of AI and its application in marketing process toward consumers: A conceptual analysis	Journal of Field Crops Research
4	Asst. Prof. Dr. Kalpana Vaidya	Transforming HRMwith Hr analytics :A quantitative study of benefits and challenges	International journal-JECSE
5	Asst. Prof. Renuka Talwar	A Study on Work-Life balance on Police Employees	Journal of the Asiatic Society of Mumbai(A UGC- CARE Listed Journal)
6	Asst. Prof. Snehal Borkar	Impact of GST on the Cooperative Banking Sector	National Journal of Research In Marketing Finance and HRM
7	Asst. Prof. Gurmeetkaur Rajpal	A study of emotional labor and emotional dissonance of social service workers in orphanages in Pune city"	National Journal of Research In Marketing Finance and HRM
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16	Dr. Devidas Golhar	"Technology acceptance for online teaching-learning: perspectives of teachers from higher education in India",	Educational Media International,

**TRADING AND INVESTMENT PERFORMANCE LEVEL OF BHARATI AIRTEL IN
DERIVATIVES MARKET**

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Abstract:

The investment performance of every company depends upon the stability, facing of challenges, formulation of policies, etc. The company's need to have efficiency in their working performance of an investment in any avenues in order to earn more profits and bear less risk. The derivatives market is also one of the investment tools which can help to generate more ROI. The present study focused on trading & investment performance of Bharti Airtel, one of the leading players in the field of telecom sector in India. The Bharati Airtel how it operates in the derivatives market especially in futures and options market. The study revealed that the futures market settlement price is higher than the options market. The present study also reveals that financial awareness will be very helpful to the investors to protect their hard earned money, it also helps them maximise their annual CAGR. So, to prove the same, the present study has considered the case of Bharti Airtel in derivatives market to know the Trading and investment performance level.

Keywords: Derivatives, Futures, Options, Performance level

Introduction

Derivatives is basically financial security whose value is derived from an underlying asset in the form of Equity, Index, Foreign exchanges, Commodities or any other asset. There are three participants will come in derivatives market like Hedgers, Speculators and Arbitrageurs. The hedgers face risk associated with the price of an asset and they use futures or options markets to reduce or eliminate their risk, the speculators bet on the futures movements in the price of an asset and the arbitrageurs makes profit by taking advantage of difference between prices of the same product across different markets. The financial derivatives market is also a type of contract where underlying asset is a financial asset like equity, interest rates and exchange rates.

Background of the Study

As the initial a step towards the introduction of derivatives trading in India, SEBI set up a 24-members committee under the chairmanship of Dr. L. C. Gupta on November 18, 1996 to develop an appropriate regulatory framework for derivatives trading in India. The committee submitted its report on March 17, 1998 recommending that derivatives should be declared as securities so that regulatory framework applicable to the trading of securities could also govern the trading of derivatives. Subsequently, SEBI set up a group in June 1998 under the chairmanship of Prof. J. R. Verma, to recommend submitted its report in October 1998. It worked out the operational details of the margining system, a methodology for charging initial margins, membership details and net-worth criterion, deposit requirements and real-time monitoring of positions requirements.

The exchange-traded derivatives started in India in June 2000 with SEBI permitting BSE and NSE to introduce the equity derivative segment. To begin with, SEBI approved trading in index futures contracts based on nifty and Senses, which commenced trading in June 2000. later, trading in index options commenced in June 2001 and trading in options on individual stocks commenced in July 2001. Future contracts on individual stocks started in November 2001. Metropolitan Stock Exchange of India limited (MESI) started trading in derivative products in February 2013. Derivatives market in India has a history dating back in 1875. The Bombay Cotton Trading Association started future trading in this year. History suggests that by 1900 India became one of the world's largest futures trading industries. However, after independence, in 1952, the government of India officially put a ban on cash settlement and options trading. This ban on commodities future trading was uplift in the year 2000.

Sources

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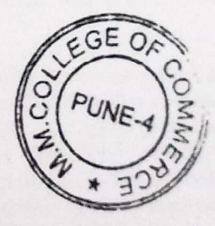
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Role of HR Strategies in realizing the organizational performance with reference to Indian retail industry

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Abstract

The present research paper introduces HR strategies that support retail firms to empower their employees with the necessary capabilities to jointly achieve the desired objectives set by the firms. It argues that retailers can achieve the organisational performance only through the improved employee performance. Today there is a rapid change in the way HR must deal with its employees. Organisations have many expectations from HR thus it has to pressurize itself for more innovations and turning to be business-savvy to stand toe-to-toe with overall organisational plans. Ditching the traditional role of administration, HR has to be into service delivery mode. Employees being their first customer to deliver, their role is very important. This study has been carried out in retail firms within Pune city of Maharashtra, India, on the adoption of Strategic HR practices. For the study purpose HR strategies under three verticals were chosen; diverse workforce, performance incentives, and technical training. Several items under each of these verticals were studied to know the impact of HR strategy on attainment of retail store objectives. Primary data for the study is collected through the questionnaire involving a sample of 290 HR managers working across retail firms, using the method of convenient sampling. Data were analysed using chi-square to arrive at the result, where it was concluded that adopting HR strategies have improved the retail store performance by achieving its objectives. It exhibited the need to pursue HR makeover and survive the intense pressure from the business world.

Keywords: HR strategy, diverse workforce, retail store objectives, technical training, Organizational performance

1. Introduction

In the present era corporations unanimously agree to the fact that HR must add more value to the firm by being the business partner, this implies that it has to look beyond routine administrative tasks in order to impact the organisational effectiveness. Promising organisations must depend on their human asset to remain competitive in the market, so there is a constant need to adopt a bounceback approach while dealing with people management. The HRM practices in the service sector like retailing have gained momentum until recently, in pace with other sectors. The trending topic however remains- Innovative HRM practices, that expedites the growth of any organization giving newer direction. When it comes to retail HRM, the centralized HR has lot of control over their geographically dispersed retail stores. Be it the impact on attitude of employees, motivating or retaining the employees, all starts with right human resource management practices. There is a need to explore the possibility of such strategies which are related to managing human resources to expect employees' performing well in the way desired by the organisation. This desired performance has an aim to directly impact objectives of the retail

1.1 Overview of Retail Industry:

According to the studies conducted by NITI Aayog, Govt. of India, in the past decade, the Indian market size has seen large growth, almost three times accounting for \$800 billion. In FY 2019-20, the retail market has contributed 10% of India's GDP giving employment to 35 million employees i.e 8% of the total workforce. As per report of equitymaster 2021, in FY2020, organized retail has a large share to contribute in total Indian retail industry i.e 11-12%, on its way to increase upto 16% in next 5-6 years. Boom in this sector may be due to the increase income at the disposable with the consumers who are very conscious about their taste and selection. Majorly there are four retail formats existing in the industry (a) Single/exclusive branded retail stores; franchisee showrooms by manufacturer (b) Multi-brand stores; with one product type with multiple brands under it. (c) Convergence retail store; showcase most of convenience products along with consumer products. (d) E-retailers; shopping done online. Today the retail market has adopted the modern technologies into their retail space including artificial intelligence, Internet of Things, cloud platforms and in-store digitization. Al though traditional and unorganized retail is currently dominating the market but the organized retail is penetrating deep with much use of technology intervention and AI-driven operations. In fact to the extent that when





**STUDY OF ARTIFICIAL INTELLIGENCE AND ITS APPLICATION IN
MARKETING PROCESS TOWARDS CONSUMER: A CONCEPTUAL ANALYSIS**

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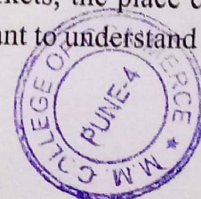
Abstract:

The changing consumer buying behaviour and preference, attitude and engagement has brought tremendous challenges to the marketing managers. Due to the pandemic the customer preference and buying patterns towards products has changed the way markets operate in earlier. The advancements in digital automation and its related technologies, the application of intelligent automation in marketing is expected to increase in the future. The problem is that the advances are very recent and thus there is not enough research in depth on the role of AI applications in the marketing process, making it difficult for marketers to use the technologies. This paper offers a research agenda on the latest implementation of artificial intelligence and the challenges faced by marketing managers in the current situation and their impact on the marketing process through the adoption of the AI application in the marketing process, AI platforms and future trends. Technologies help marketers to better understand clients and allow them to better target them and customise marketing behaviour and messages. This research paper also tries to find out about the literature assessment of a variety of researchers who have already posted modern-day utility of artificial intelligence in marketing, and its affect on the future of marketing process. Based on the challenges faced by the marketers in the present situation we have framed a framework on how AI applications can support marketers in marketing process.

Key Words: Artificial Intelligence, AI application in Marketing, AI platforms, AI Trends in Marketing

1. Introduction:

The Innovation hold extensively modified purchaser's norm and also shaping the eventual fortune of commerce and promoting in careful. The alter of innovation has managed the price of advertiser's admittance to prospects and gigantic measures of knowledge on examples of their practices that any person wants to vary earlier than they might be useful for dynamic. This fast development in innovation and its influence on the event of the unpredictability of enterprise circumstances are providing climb escalate to the probabilities and problems from a selling level of view, meriting analysis consideration. Marketing process and strategies depend upon simple and, finest case scenario, muddled frameworks wherein the connection amongst circumstances and end outcomes requires investigation. When in indisputable actuality marketing works in complicated frameworks, for example, markets, the place circumstances and logical outcomes should be seen by and large, advertisers want to understand this intricacy



Transforming Human Resource Management with HR Analytics: A Quantitative Study of Benefits and Challenges

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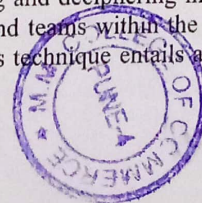
Abstract

The advent of digitalization and technology has spurred the need for making the systems robust and automated for lesser human intervention. The human resource departments are responsible for managing quite complex tasks such as talent acquisition, performance management, compensation, benefits, and other essential employee-related functions. It is not always easy to manage a huge record of employees manually. Earlier Human resource function was more of a transactional and administrative job. However, with changing roles and job profiles the way of doing things has also changed. As businesses have acknowledged the role of Human Resource Management in leveraging the resources available to help organizations achieve a competitive advantage. HR analytics has become essential for businesses to carry out complex tasks and predict the trend for making future strategies. In the modern era, HR analytics is the buzzword for HR professionals. It helps to figure out the gaps in the performance of individuals and teams and suggest methods to fill them with the usage of Artificial Intelligence or other related technologies. In this study, the focus has been directed toward understanding the role of HR Analytics in transforming Human Resource Functions. Sample of 197 respondents from HR team of different organizations were surveyed to know the benefits, challenges and impact of Transforming Human Resource Management with HR Analytics. It is found that there is a significant impact of Transforming Human Resource Management with HR Analytics on an organization.

Key Words: HRM, HR Analytics, People Analytics, Advantages, Challenges, Solutions, Human Resource Functions.

Introduction

With several signs of progress in technology, innovation as well as cloud computing, there are presently various information sources accessible to direct navigation and drive the accomplishment of success of different organizations. Gathering the right sort of information generally lies on the bucket list of HR departments to have solid scientific abilities. High-performing HR groups realize that they can use information as a method to create options by distinguishing certain related metrics or information that conveys a specific idea for creating strategies (Schuler, 2015). These strategies are then used for organizational growth and progress. HR should guarantee that the specific metrics and measures are utilized by the organizations to accomplish vital goals. HR Analytics also known as people analytics is the method involved in gathering and deciphering information related to the employees for further developing the performance of individuals and teams within the firm. The cycle can likewise be alluded to as talent or workforce analytics (Vu, 2017). This technique entails analysis of



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Impact of GST on Cooperative Banking Sector

Mrs. Snehal H. Borkar

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Abstract: The research paper is giving an idea about impact of GST on banking sector. One of the biggest transformations that the sector faced during this period is GST i.e., Goods and Service Tax, a new tax regime introduced in the midnight of 1 July 2017. Introduction of GST to the banking sector was one the highly risky and challenging role for the government. GST is a replacement to the Value Added Tax (VAT) which was implied on goods and services. The main purpose of studying the impact of implementation of GST is to avoid double taxation on goods and services. It is a self-regulated tax system with simplifies tax regime which reduces the multiplicity of tax. The purpose of this study is to know the challenges faced by the Banking sector and its effects on the customers after the implementation of the GST. Now all the bank branches have to register under GST in each state for the smooth functioning. The tax rate has created an impression in the banking sector that the sector is contributing much toward the economic growth of the country. Tax slabs is another important and critical thing discussed in this paper which has substantially increased compared to the old tax regime. Data for the study have been collected from secondary data sources such as journals, internet, and news articles. The advantages, benefits, constraints, and disadvantages for both banks and the customers for payment of GST are identified.

Keywords: Banking Sector, GST, Cascading of Tax, simplified Tax regime, Banking Products and Services

Introduction: In India Banking is the biggest and revenue generating sector. The banking sector is divided in Commercial Banks, Cooperative Banks etc. The Cooperative Banks are established on the cooperative basis. Like other banks cooperative banks are founded by collecting funds through shares, accept deposits and grant loans. In India the cooperatives banking started with the passing Cooperative Soc. Act 1904. The objective behind this act was to establish cooperative credit societies "to encourage self-help group, cooperation among agriculturists, artisans and the persons with limited resources."

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A Study of Emotional Labour and Emotional Dissonance of Social Service Workers in Orphanages in Pune City

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Abstract: Every job role desires certain behavioral traits and outcomes from the employees during the performance of their jobs. At the same time the employees may experience a wide array of emotions that do not match to their organizations expectations. This disparity leads to emotional dissonance and ultimately into emotional labor. These phenomena are more closely associated with jobs in the service sector be it hospitality, social work or aviation. In case of social workers the consequential stress arising out of the emotional dissonance and labour is seen to have more profound effects owing to the complex web of emotions experienced by the beneficiaries of the social work be it orphans, elderly citizens, beggars or sex workers. The research paper focuses on identifying the contribution of various factors associated with the social workers job role on the emotional peace and wellbeing of the person. The researcher has focused on the problems associated with a social workers job role from the human resource management point of view. Realizing the need for HR interventions in non-government organizations the researcher has tried to bring to the forefront the pitiable conditions associated with nontraditional job roles.

Key Words: *Emotional labour, emotional dissonance, social service workers, orphanages*

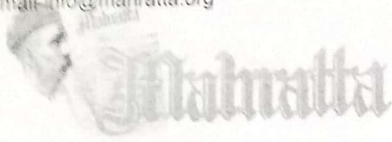
Introduction: In the workplace, emotional dissonance is the conflict between experienced emotions and emotions expressed to conform to display rules. (Abraham, 1999) While every person invariably experiences such a dissonance; experience this disparity periodically is bound to rub off on the employees in the long run. And frequent attempts on the part of the employee to mask his real emotions in order to conform his behavior to the set standards may consequentially lead to emotional labor. Such a phenomenon though associated with any nature of paid work is more profound in the occupations associated with social work. To carry out their job of addressing social issues and conforming to law and order often social workers are required to be detached, unemotional, scientific and cautious. (Mathur, 1995)



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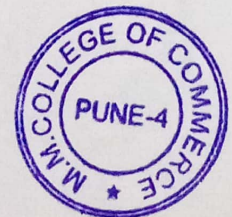
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A Study of Working Conditions In Waste Picking And Their Effect on Members of SWaCH

Lazaree Gokhale

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Abstract:

Managing solid waste is the main challenge facing cities in developing countries. It has been calculated that approximately 1.3 billion tons of solid waste were generated in the world's cities in 2012 – a number which could rise to 2.2 billion tons in 2025. However what is more challenging is the nature of work that the waste pickers are exposed to. Clubbed with social stigma associated with the job, negligent returns, lack of healthy working conditions and health hazards waste collection is an occupational choice of a far few. This paper is an attempt to understand the hazards associated with working conditions of waste picking and its effect on the health of the SWaCH members. The researcher has also noted the intramural and extra mural welfare facilities that the waste pickers receive however awareness and satisfaction about them amongst the waste collectors can be future scope for study.

Keywords: Solid Waste, Waste Pickers, SWaCH, Welfare, health

Introduction:

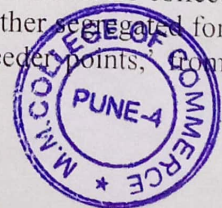
In most developing countries, waste management process lacks regulations, intervention from the government, and safe and secure working conditions for the workers. A similar situation is present in most cities in India where waste picking is not a job of choice and is surrounded with deplorable conditions of work. While the performance of the task is in itself a physically and mentally strenuous activity; a critical analysis of these working conditions is essential from the point of view of reducing the challenges faced by the taskforce involved in waste management.

Review of Literature:

In the Indian scenario waste picking as a commercial activity is preferred by those relegated to the bottom of the societal hierarchy. Naturally the level of literacy, family income are on the downside and opportunities for change of profession are far and few. Most metro and tier I and II cities have waste management systems run by local municipal corporations and civic bodies.

Waste Management System in Pune city:

In Pune, the Kagad Kach Patra Kashtakari Panchayat has represented Pune's waste pickers since 1993. KKPKP is a membership-based association of informal waste pickers and itinerant waste buyers in Pune. Members earn their livelihood by collecting recyclables such as paper, plastic, metal and glass scrap from households, commercial establishments and municipal solid waste in order to sell to recyclers. It now has over 9,000 members, of whom over 80 per cent are women from socially backward and marginalized castes. In 2008, the Pune Municipal Corporation made an agreement with SWaCH to decentralize *Door To Door Collection DTDC services*, wherein SWaCH members collect segregated waste from around 2000 households. The non-recyclable garbage is further segregated for sale, while the wet/organic and non-recyclable waste is dropped off at PMC 'feeder points', from where it is collected by the municipal garbage trucks and sent to the landfill.



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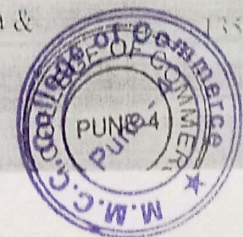
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A STUDY ON IMPACT OF GOODS AND SERVICE TAX ON EMPLOYEE BENEFITS

Mrs. RENUKA B TALWAR

Assistant Professor, Marathwada, Mitra Mandal's College of Commerce, Deccan, Pune.

ABSTRACT

This paper is analysis of impact of GST on Employee Benefits. Employee benefits fall within the scope of GST. Employer is responsible to pay GST for free or subsidized goods and services provided to employees except in certain circumstances where GST is not applicable such as free goods provided to employees as stated in the contract of employment, Exempt supply, Zero rated supply and Supply under RM 500 gift rule and supplies where input tax is blocked (for eg Club subscription, Medical and personal Insurance etc.) There are certain benefits which are subject to GST such as Business goods used by the employees for his private use, Gifts of value of more than Rs.50,000/- made without consideration and if the employer supplies something to the employee, and payment, albeit subsidized, is received by the former, such a transaction are subject to GST. GST on employee benefits are accounted on the basis of market value of the services provided. The employer can recover the Input tax as such benefits are regarded as used for the purpose of the business except where the supply to the employee is exempt supply or where the input tax has been blocked as stated above or where the goods and services acquired from the supplier who have not registered for GST. Companies may not only have to pay GST on the full value of services provided at concessional rates, but may have to cough up the tax even if no charge is recovered from the employees. Clearly, if GST is paid, its impact will finally fall on employees as employer will tend to pass the burden to them. Employer may cut some benefits on which GST is levied such as subsidized cab facility or subsidized food, second hand goods selling to employees etc.

Keywords - Input Tax, Output tax, Employment contract, related parties, Employee Benefits etc.

INTRODUCTION

Goods and Service Tax (GST) is a single tax on the supply of Goods and Services. Employee benefits include free or subsidized goods and services provided to the employees such as mobile handset, laptop, gym facility etc. GST is not merely confined to external business transactions but also internal transaction between employer and employees. This issue is applicable to the employers who are taxable person (GST registered person whose annual taxable turnover exceeds RM 5, 00,000). According to schedule I of the CGST Act, supplies by the employer and employee can be liable to GST even though these supplies are made without consideration since they are considered as related persons.

The employer has to account for the GST and not the employee, with GST's launch, employers are responsible to pay some taxes for giving such benefits and therefore GST impact on employee benefits is an important topic to discuss. It is important that business review all the benefits they currently provide or plan to provide in the future, to understand the implications of GST otherwise they could get it wrong and consequently they will need to pay the taxes and penalties during any future audit.



A STUDY OF WOMEN CONSUMER SATISFACTION WITH REFERENCE TO ONLINE SHOPPING OF COSMETIC PRODUCTS

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ABSTRACT

The Retail Sector in India is witnessing tremendous changes in the current scenario. Online retailing is growing very fast. Retailers these days have understood the importance of providing online facilities to the consumers. People have no time to complete the entire shopping through traditional methods only. May it be any product, people are not hesitating to choose the option of online shopping in order to fulfill their demands. Now-a-days online shopping has become very popular due to many reasons such as saving time, availability of a variety of products and comparison of prices of the products etc. People from every age group participate in the online buying process. As far as the cosmetic industry of India is concerned, there are a lot of options available in front of the consumers. People are very conscious while buying cosmetics irrespective of their gender. Both Male and Female cosmetic products have got tremendous response from the users. All brands are trying hard to increase their market share by using different sales promotional techniques. Also they are educating the customers regarding the usage of cosmetics. Fascinating advertisements grab the attention of prospective buyers. This paper takes into consideration the women's consumer satisfaction with reference to online shopping of cosmetic products. Here, the data is collected through a survey method in order to understand the responses of buyers of cosmetics.

Keywords: Women Consumer Satisfaction, Online Shopping, Cosmetic Products

Introduction:

Now-a-days, consumers are becoming more smart hence understanding the Consumers' Behaviour is very important for every businessman. In modern marketing the term consumer behaviour has got a significance whether you deal in commodity market or service market. The nature of competition has become cut throat because of large numbers of buyers and sellers available in the market. Hence, use of different promotional techniques is done by many retailers in order to attract a large number of buyers. India's retail cosmetics market was valued over \$ 10441 million in 2018 and is projected to grow at a CAGR of over 16%, to reach around \$ 25987 million by 2024. Growing disposable income of the population, emergence of online retail and increasing inclination of men towards skin care and other grooming products is expected to drive the retail cosmetics





PUBLICATION CERTIFICATE

This publication certificate has been issued to

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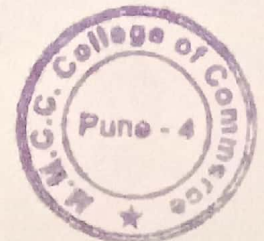
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HRM PRACTICE AND WORK ENVIRONMENT: AN ANALYTICAL STUDY WITH

REFERENCE TO RETAIL ORGANIZATIONS

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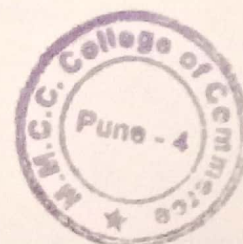
Professor, Department of Management, Sinhgad Institute of Management, Pune

ABSTRACT

Employees play a critical role in retail organizations by fulfilling the organizational objectives through acquisition of the customers and maintaining relations with them. These employees are expected to work for long hours and often experience a narrow scope for advancement in their careers. Thus employee retention is a challenging task for HR departments in retail. However, empirical researches in the past have shown a closer link of retention to HRM practices by providing good working environment. Employees' physical and psychological well-being gets affected largely by the work environment in which they work. The present paper explores those HRM practices which are influencing the work environment at the organization. It discusses the set of issues faced by the retail firms pertaining to the retention and satisfaction of its employees. The study reviewed the literature to critically analyse many parameters and factors forming the components of retail organizations' work environment. For this study a structured questionnaire was utilized to obtain information from 32 retail firms situated in Pune City to do the analysis. The category of organization ranged across the sector from specialty stores, hypermarkets, category specialists, supermarket/ departmental stores, hospitality to electronic retail. Descriptive statistics is used to describe the features of the data. The result revealed that monetary and career-oriented HRM practices have an evident role in building a productive and conducive work environment for employees in retail firms. It also indicated that managers have a massive impact on creating result oriented work culture in the workplace. The study concluded with summarizing the major findings and its implications to be adopted by the management of retail companies.

KEYWORDS: Work environment, HRM practices, retail firms, work culture, retention

(1) INTRODUCTION



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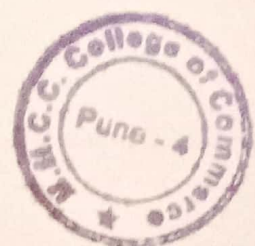
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A Study on 'Co-Op Shops as Emerging Channel of Distribution in Urban City'

Dr. Devidas Golhar, Mr. Manish Jaybhay, Prof. Jaydatta Bangar
13367 - 13376

Analysing the Performance of Co-Op Shops during Covid-19 in Pune City: Customers' Perspectives

Mr. Manish Jaybhay, Dr. Devidas Golhar, Prof. Jaydatta Bangar
13335 - 13351



1 - 2 of 2 items

Analysing the Performance of Co-Op Shops during Covid-19 in Pune City: Customers' Perspectives

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ABSTRACT

In the pandemic situation of COVID 19 the whole world was undergoing unfathomable crisis in civilised human history. The world was paused for a while and it caused irrevocable effect on every aspect of human life which results in shut down of MSMEs, unemployment and disturbed financial stability. In this horrible situation also Co-Operative Shop (Co-Op Shop) is showing positive growth. Co-Op Shops deal with direct supply of fresh vegetable, fruits and all farm produced product from farm to consumers. These Co-op shops are mostly situated in housing societies of urban areas. Presently urban residents are able to get fresh farm products directly from the cultivators on regular basis. COVID 19 interrupted existing supply chains and it was difficult for farmers to sell their produces. The Co-Op Shops played a vital role to channelized farm products to consumers via co-op shop. It is helping farmers as well as consumers to get their best prices thus it is win-win situation for both. This is emerging sustainable financial model as farmer are getting higher prices for their produces and consumers are paying reasonable rates than market. This study attempted to explore the various challenges the co-op shops encountered and the various alternatives they exercised in keeping their supply chain intact during the pandemic times.

Keywords: Co-Operative Shops, MSMEs, Organizational Performance, COVID-19 Impact, Supply Chain



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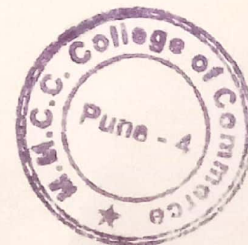
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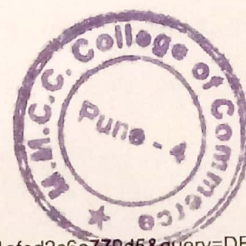
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A Study on 'Co-Op Shops as Emerging Channel of Distribution in Urban City'

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ABSTRACT

Distributors that are struggling during the COVID-19 crisis may look to the last recession for strategies for dealing with downturn, but the current situation is unique in many ways and the stakes are far higher. The COVID-19 pandemic has made life infinitely more difficult for people and businesses of every description. Despite the efforts of governments, industry, scientists, and healthcare workers, some major markets remain at least partially closed, many supply chains face serious disruptions, and most sectors experience continued low demand. No one can be certain when workers or shoppers will return. Continuing business as usual may put employees in harm's way or cede ground to suppliers that are increasingly harnessing digital tools to serve customers directly. But the best improvement strategies are unclear. More than six months into the pandemic, companies are still trying to deliver value while protecting people's safety and livelihoods.

Keywords:

1. INTRODUCTION:

As the economy undergoes a rapid and radical realignment due to the health and economic consequences of the coronavirus pandemic, supply and demand cycles are dramatically shifting. When coupled with COVID-19-induced disruptions to supply chains, it's clear that industrial distributors will need to grapple with previously ignored or even unfathomable risks that seemed impossible just months ago.





Impact of Human Resource Management on Talent Management at Apple

Shubhangee Ramaswamy¹, Devidas Golhar², Srinivas Kumar Swamy³ and Poonam Pawar⁴

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Abstract

The purpose of this research was to find out how HRM influences the performance of talent management in an organization. For this purpose, Apple Inc. was selected and data was collected through primary data collection method by sharing a survey questionnaire with 25 random employees of Apple. From their responses, it was found that the HRM department of Apple ensures the effectiveness of the organization's different talent management techniques. It was found that the HRM department is responsible for developing, implementing, and maintaining talent management methods in an organization such as Apple Inc. Talent

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management method at Apple is effective due to its HRM department only.

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Technology acceptance for online teaching-learning: perspectives of teachers from higher education in India

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Authors



Aakash Kamble
FLAME University



Devidas Golhar



Parag Kalkar



To read the full-text of this research, you can request a copy directly from the authors.

References (51)

Abstract

The sudden outbreak of the Covid-19 pandemic resulted in a transition to an online teaching-learning (OTL) methodology, forcing India's institutions to adopt it. The present study investigates OTL's acceptance by faculty instructors/teachers employed in India's higher educational institutions using the technology acceptance model (TAM). A survey of 433 respondents studied the intention to use OTL by teachers. The study considered India's higher educational institutions and utilized web-based questionnaire survey methods for collecting the responses. The study found support for OTL's perceived usefulness and the perceived ease of use, facilitating conditions to be significant determinants for attitude towards the use of technology by users. The study introduced service conditions related to the faculty instructor/teacher's employment in the higher educational institutions and its bearing on their work routine. The study did not find service conditions as a significant determinant of attitude towards using OTL technology. The results present evidence of a valid model to predict technology acceptance among India's teachers.

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