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Editor



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Introduction

The elimination of gender-based discrimination has been one of the fundamental objectives of the Constitution of India. The principle of gender equality is enshrined in the Constitution. In its Preamble, fundamental rights, fundamental duties and Directive Principles. However, workplace sexual harassment in India was first time recognized by the Supreme Court of India in its landmark judgment of Vishaka v. State of Rajasthan. In 1992, Bhanwar Devi, a dalit woman employed with the rural development programme of the Government of Rajasthan, was brutally gang raped on account of her efforts to curb the then prevalent practice of child marriage. This incident revealed the hazards that working women were exposed to on a day to day basis and highlighted the urgency for safeguards to be implemented in this regard. The Supreme Court framed certain guidelines and issued directions to the Union of India to enact an appropriate law for combating workplace sexual harassment.

Later, in Apparel Export Promotion Council v. A.K Chopra² the Supreme Court reiterated the law laid down in the Vishaka Judgment and upheld the dismissal of a superior officer of the Delhi based Apparel Export Promoter Council who was found guilty of sexually harassing a subordinate female employee at the workplace. In this judgment, the Supreme Court explained the definition of sexual harassment by ruling that physical contact was not essential for it to amount to an act of sexual harassment. The Supreme Court explained the "sexual harassment is a form of sex discrimination projected through unwelcome advances, request for sexual favours and other verbal or physical conduct which is directly or by implication, particularly where the employee was capable



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SUSTAINABLE SOFT SKILL DEVELOPMENT: STUDY OF SELF-RELIANCE AS AN EFFECTIVE TOOL FOR MANAGEMENT STUDENTS

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Abstract

The education industry is rapidly changing and as time has progressed the distinction between hard and soft skills has come forth and today both occupy an important role as compared to yester years. Soft skills has gained importance in the recent few years but in spite of that many management colleges have overlooked the same and not included many skills to be imparted as a part of the course curriculum. Education in the sector of sustainable development for enabling students who are vigilant, sensitized and analytical is the approach the institutions need to adopt for the future. In Soft Skills, Self Reliance is the major component for imparting training to achieve a sustainable development of management students is to be embedded in the curriculum. The purpose of the study is to estimate the impact of development of self-reliance skill in management students as a result of soft skills training programs. Methodology used for the study is Experimental and Control Group designs have been used over a sample of 150 students using a structured questionnaire method. As per the findings of study, the impact of self-reliance skills training has revealed that there are significant differences and with such training sessions, skills necessary for sustainable development can be enhanced. Hence, Educational institutions, government and corporates must embed self-reliance as an indispensable tool for sustainable skill development.

Keywords: Self Reliance, sustainability, soft skills training program, skill development

The education industry is rapidly changing and as time has progressed the distinction between hard and soft skills has come forth and today both occupy an important role as compared to yester years. Soft skills has gained importance in the recent few years but in spite of that many management colleges have overlooked the same and not included many skills to be imparted as a part of the course curriculum. Through various studies it has been indicated that self-reliance skill can develop self-awareness and self-initiative of students to achieve sustainability as a skill required for employability. This research paper is empirical evidence to the fact that the management colleges need to incorporate self-reliance skill as a part of their soft skill curriculum and is the only way to ensure sustainable development for successful placement opportunities. This paper is based on a comparison between those students given the opportunity to learn and absorb self-reliance skills sessions in the form of soft skill sessions and those who have yet not experienced the same.

According to Hewitt Sean (2008) soft skills are "non-technical, intangible, personality specific skills" which determines an individual's strength as "a leader, listener and negotiator, or as a conflict mediator". Soft Skills classified as the non-technical skills in the stream of self-reliance which propagates self-initiative and self-directed action and decision making forms the basis for sustainable development. Education in the sector of sustainable development for enabling students who are vigilant, sensitized and analytical is the approach the institutions need to adopt for the future. (Barth, M., Godemann, J., Rieckmann, M., & Stoltenberg, U. 2007). In Soft Skills Self Reliance is the major component for imparting training for sustainability. Self-Reliance as defined as the ability to decide and take action without the influence of others independently. Self-Reliance covers up all areas of self-awareness, self-directed learning, proactive approach

and a decision maker. This is the only skill vital and important for the students to become sensitized and socially aware and critical. Education system is responsible for fulfilling the requirement of responsible citizens who can take their own self-directed decisions. (Salih, M. 2008).

Need of Developing Self Reliance Soft Skills and Research Evidences: There are many job seekers who possess excellent academic records and well qualified, but so many of them lack the ability to be proactive and take self-directed actions. To advance in soft skills education and to learn the aspects of self-reliance among many other skills is the edge that the students can develop if it is a part of their curriculum which can help them to achieve a confident personality ready to face the industry. Majority of the literature review has been able to identify the importance of embedding sustainable education in the curriculum. (Nyerere, J. K. (1967). There are limited studies aimed at developing self-reliance soft skill for achieving the same. There are some studies which have discussed sustainability tools. (Tilbury, D. (1995); (Stephens, J. C., Hernandez, M. E., Román, M., Graham, A. C., & Scholz, R. W. 2008). There are some authors who have explained about self-reliant individuals for self-reliance. (Hmelo-Silver, C. E. 2004); (Barrows, H. S. 1983). There are limited studies aimed at developing a holistic approach to achieving maximum effectiveness for sustainability in the curriculum of a management institution.

This paper targets to find out how self-reliance soft skill training once included as an integral part of the curriculum of a management college can impact on the improvement of the self-reliant development and bring forth a realization to the importance of the training. This will be measured through a study on the students by comparing their personalities within a period of two years from the start till the end of their enrollment in a post graduate degree.



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Role, Challenges and Opportunities in the Informal Sector of the Indian Economy

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**Dr. Kapil Khatter

Abstract

The manufacturing sector plays a very crucial role in employment generation and development of an economy. It has been seen in the past that people are shifting from farming (agriculture) to non-farming activities such as services and manufacturing. This renders manufacturing as a crucial activity for India's employment and development objectives. The manufacturing sectors the Indian economy can be divided in two parts : Formal and Informal. Both formal and Informal sectors differ significantly with regard to sales, employment generation, technology used, and scope of market, business volume and most importantly their contribution to GDP. The current paper attempts to emphasize the importance to the Informal sector, the major challenges faced by it along with the opportunities available to it.

Keywords : Informal sector, Manufacturing, Gross National Product, Gross Domestic Product

Introduction

The Informal sector/grey economy or Informal economy is that part of an economy which is not monitored by any form of government and also avoid paying taxes, directly the activities of the Informal economy have no role to play in the country's GNP (Gross National Product) or GDP (Gross Domestic Product). India is expected to witness a high demographic growth and a relatively uneven trend in the working age population. Manufacturing sector is thus expected to play a crucial role in order to absorb much of this labour force. This sector employs around 12 percent of the total workforce currently (India Brand Equity Foundation). According to the estimates worked out by the sub-committee (Shri Ramesh Kolli and Suvendu Hazara, 2000 - 2005) around 50 percent of the GDP in the year 2000 - 2005 was contributed by the informal sector.

As per the ILO (Labour Market Organisation, 2016 update) and NSSO (National Sample Survey Office, 2011 - 12 data) more than 90 percent of the total people employed in agricultural sector fall under the category of informal sector. Thus, unlike the general notion that this sector has no influential role to play in the economy, the grey economy (informal sector) in reality has a dominant role in the Indian economy. Even when the formal sector was witnessing a hard time, the informal or the unorganized sector was continuously showing improvement in its various activities like real wages, productivity, employment, and capital accumulation (Suprita Palit, 2018). The Swadeshi Movement, Make in India has proved to be a major boon to this sector. It covers 25 sectors of the economy including Automobiles, Automobile components, Aviation, Biotechnology, Chemicals, Construction, Defense manufacturing, Defense exports, Electronic systems, Electrical machinery, Food processing, Exports, Information technology and Business Process Management, Leather, Media and Entertainment, Mining, Oil and Gas, Pharmaceuticals, Ports and Shipping, Railways, Road transit, Renewable energy, Roads and Highways, Space and Astronomy, Thermal power, Textiles and Garments, Tourism and Hospitality and Wellness and Health care. The major objective of this initiative was job creation and skill enhancement in all the above mentioned sectors and to transform

Role, Challenges and Opportunities in the Informal Sector of the Indian Economy

Dr. Jasneet Soni & Dr. Kapil Khatter



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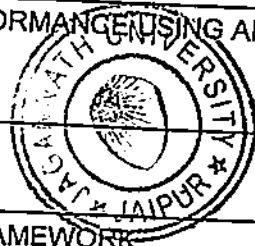
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A COMPARATIVE STUDY OF FINANCIAL PERFORMANCE USING ANOVA BETWEEN SCHNEIDER AND SIEMENS

Prof. (Dr.) Kapil Khatter*
Dinesh Mathur**

ABSTRACT

Energy is the most fundamental requirement for any country's economic growth. The economic growth is so much dependent on energy that if the supply of energy is topped, it shall cease or slow down the progress of any nation. There are many forms of energy, electrical energy being the most significant out of them. According to the first law of thermodynamics, energy can never be created or destroyed; it is transformed from one form to another. Similarly, industries may use electrical energy in different forms. The usage of electrical energy is very important when we talk about the growth of any nation. The consumption of electricity is said to be proportional to the development of the country. For the current study, the researcher has taken two electrical multinationals, Schneider and Siemens, and has tried to compare their financial performance using Anova.

KEYWORDS: Energy, Financial Performance, ANOVA, Return on Capital Investment.

Introduction

Financial performance of any industry is the act of finding the level of financial performance of that organization for a duration. In other words, financial performance is the measure of the accomplishments of the financial objectives of any industry or organization, and the process of evaluating the outcomes of the policies and operations of a firm in financial terms. Financial health of different firms of similar nature within same industry as well as comparing of industries or sectors is also possible.

It involves finding answers to the following by the various stakeholders such as managers, stockholders, tax authorities, creditors, etc.:

- What is the "financial position" of a company for the selected duration?
- How does a company perform financially for the selected duration of time?

Financial analysis may help in answering these questions. Financial Analysis makes use of financial statement, which is a logically and consistently ordered collection of data. The need of financial analysis is to explore and understand the economics of any organization and reflect on the balance sheet and/or income statement.

Electric Industry

The area chosen for the present study is electric industry, for which researcher has selected top two electrical multinationals. As per Green World Investor¹, following are the main features of MNCs (Green World Investor, 2013):

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<http://www.greenworldinvestor.com>



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A Comparative Study of Financial Performance using Ratio Analysis between ABB and Rockwell

Prof. (Dr.) Kapil Khatter, Dinesh Mathur

Prof. (Dr.) Kapil Khatter, Research Supervisor, Jagannath University, Jaipur
Dinesh Mathur, Research Scholar, Jagannath University, Jaipur

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ABSTRACT:

Energy is the most basic necessity for the economic growth of any country. The power of energy is visible when just because the supply of energy stops, the entire living comes to a halt! In fact, it is practically impossible to estimate the importance and dependence of our lives on energy. Energy exists in many forms. Electrical energy is the most important form of energy. As we all know that energy can never be created or destroyed; it is transformed from one form to another. Likewise, electrical energy may be used in any form across different industries. Electricity is one of the most important blessings that science has given to humankind. Interestingly, the development of any country may also be attributed to its per capita consumption of electrical energy. In the present study researcher has taken top two electrical multinational to find out their financial position. The present study is based on comparative analysis of financial performance using Ratio Analysis between ABB and Rockwell.

KEYWORDS

Energy, Financial performance, Current ratio, Solvency ratio, Asset turnover ratio, Return on capital employed.

I. INTRODUCTION

Financial performance of any industry refers to the act of performing its financial activity. In other words, financial performance refers to the degree to which financial objectives being or has been accomplished. It is the process of measuring the results of a firm's policies and operations in monetary terms. It is used to measure firm's overall financial health over a given period and can be used to compare similar firms across the same industry or to compare industries or sectors in aggregation.

The firm itself as well as various interested groups such as managers, shareholders, creditors, tax authorities, and others seeks answers to the following important questions:

1. What is the financial position of the firm at a given point of time?
2. How is the Financial Performance of the firm over a given period?

These questions may be answered with the help of financial analysis of a firm. Financial analysis involves the use of financial statements. A financial statement is an organized collection of data according to logical and consistent accounting procedures. Its purpose is to convey an understanding of some financial aspects of a business firm. It

may show a position at a moment of time as, in the case of a Balance Sheet, or may reveal a series of activities over a given period, as in the case of an Income Statement.

Electric Industry

The area chosen for the present study is electric industry, for which researcher has selected top two electrical multinationals. Following are the main features of MNCs:

- Location – MNCs have their headquarters in home countries and have their operational division spread across foreign countries to minimize the cost.
- Capital Assets – Major portion of the capital assets of the parent company is owned by the citizens of the company's home country.
- Board of Directors – Majority of the members of the Board of Directors are citizens of the home country.
- MNCs are large-sized corporation and exercise a great degree of economic dominance.

The Top 10 Industrial Automation companies as per plantautomation-technology.com (Top 10 Industrial Automation Companies of the World, n.d.) are listed below:

- Siemens
- ABB
- Emerson
- Rockwell Automation
- Schneider Electric
- Honeywell process solutions
- Mitsubishi electric
- Yokogawa electric
- Omron automation
- Danaher Industrial Ltd

II. SELECTED ELECTRICAL MULTINATIONALS FOR RESEARCH

The following two electrical multinationals companies selected for the research are:

ABB Limited

ABB is a pioneering technology leader that is writing the future of industrial digitalization. For more than four decades, company have been at the forefront, innovating digitally connected and enabled industrial equipment and systems. Every day, it attempts to drive efficiency, safety and productivity in utilities, industry, transport and infrastructure globally. With a heritage spanning more than 130 years, ABB operates in more than 100 countries and employs around 136,000 people. (About Us, n.d.)

ABB (Asea & Brown Boveri) established its local manufacturing facilities in Saudi Arabia in 1986 by the name Arabian Electrical Industries Co. Ltd. This company, over the





"A STUDY ON WORKPLACE SPIRITUALITY AND ORGANISATIONAL COMMITMENT: PUBLIC AND PRIVATE INSTITUTES IN DELHI (NCR) EMPIRICAL ANALYSIS"

¹ Dr Jyotsana Sharma and ² Ms. Jyotsna

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²(Research Scholar, Jagannath University, Jaipur)

Abstract: Today we are in first decade of the 21st century the term workplace spirituality has gained popularity in both academic and work environment. The human resources are considered as a one of the most important asset in the organisation mainly in service sector like academic institutions and universities. The empirical findings advocate that workplace spirituality is a new insight of individuals in the direction of their lives and selves under the influence of the workplace. The main objective of this study is to find out the relationship between the workplace spirituality dimensions and organisational commitment. The study targeted all the academic staff in the public and private institutes in Delhi (NCR). The sample size was 100 academic staff and the analysis was done with the help of SPSS 21. Stratified sampling was used where twenty institutes were selected followed by simple random sampling. Correlation analysis was also undertaken on independent and dependent variables. In the study to achieve the objective of this multiple regression model is used. The study used F-test for that purpose. The results which were derived from the study were a strong positive linear relationship between the independent variables workplace spirituality and organizational commitment.

Keywords: Workplace spirituality, organisational commitment, correlation, regression & universities.

INTRODUCTION

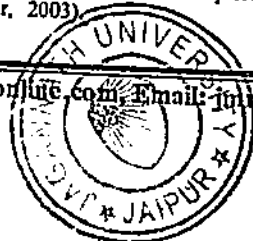
Today we are in the first decade of the 21st century the term workplace spirituality has gained popularity in both academic and work environment. The human resources are considered as a one of the most important asset in the organisation particularly in service sector like academic institutions and universities. Education is the most effective instrument to meet the challenges. The Education institutes are required to adapt the latest technology and techniques which are elastic, adaptive and competitive due to the competitive pressures and rapidly changing environment. Academic staff i.e Teachers are considered as the main pillar in the educational system. They are the moderators through which the knowledge can be transferred to the students who represent the foundation of the society. Teachers cannot be the effective source of knowledge unless they are possessed with the essential skills, knowledge and talents. Educational system is always seen as a concept for attaining economic soundness and organizational effectiveness. That is why many developing nations put a great emphasis on its educational process as a step towards their prospective development (Alzaroo and Hunt, 2003).

Over the last decade, the term workplace spirituality has gained popularity in academic front. According to Altaf and Awan (2011) tough competition which takes place in our current global and local markets has fostered companies to set very high targets for their employees. Accordingly, employees feel a hyper stress and anxiety (Gupta et al., 2014). This issue causes employees' poor health and social interactions (Abiauzi and Asawo, 2012). In such climate of suffering, building a spiritual presence of Gods' values at the workplace that is, care, affection, love and peace is vital for satisfying employees' inner lives (Daniel and Jardon, 2015). The researcher has considered what has been said by the teachers themselves and found that sense of community, meaningful works and organizational values are three dimensions of workplace spirituality. This skill can make the teachers not only able to deal with their students but with their colleagues as well. Therefore, a study was conducted to find out the relationship between the workplace spirituality dimensions and organisational commitment among teachers in the private as well as public educational Institutions in Delhi (NCR) is conducted.

What Is Workplace Spirituality?

The meaning of workplace spirituality is a highly personal and philosophical construct, which nearly all the academics defined as that of spirituality consisting of a sense of completeness, close connection with the workplace community and deeper personal values (Gibbons, 2000; Krishnan, 2008). Workplace spirituality represent as a spiritual well-being of an individual in working condition that include different factors which influence the satisfaction of an individual toward his or her life or job (Altaf & Awan, 2011). It helps to create a unique working environment that assists employees to foster their capacities (Daniel, 2010).

The term "spirituality" comes from the Latin word "*spiritus*" or "*spiritualis*" that means breathing, breath, air or wind (Merriam-Webster). *Spiritus* is defined as "an animating or vital principle held to give life to physical organisms" (Merriam-Webster). This implies spirit is the life force that inhabits us when we are alive and breathing (Garcia-Zamor, 2003).





Organisational Innovation through HR Practices: A Review Based Analysis

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ABSTRACT

The dynamic environment and globalization has resulted in a steady pressure on the organizations to constantly transform their structure, process and production, in order to survive and sustain. Moreover, the organizations have understood the requirement of introducing innovative practices, products and processes. The main objective of this review based study is to identify the HR practices and review their role in organizational innovation. This review explores the theoretical and empirical findings from more than 30 research papers and articles, which discusses the role of HRM practices in organizational innovation. This review uses publications from the relevant journal articles, edited works, and other research materials to achieve the objective of the study. Based on the findings, it is identified that instead of focusing on a single HRM practice, there is a need to analyze a variety of HRM practices and effects that has a significant influence on organizational innovation.

Keywords: Organizational Innovation, HR Practices, Organization process, structure, practices.

I. INTRODUCTION

With the rapid changing business environment and globalization, organizations are facing intensified competition both from the local as well as international firms. This dynamic environment has further resulted in a steady pressure on the organizations to constantly transform their structure, process and production, in order to survive and sustain. Swift technological advancements and the desire to achieve competitive position have forced the organizations to be more flexible and adaptive in their approach. Moreover, the organizations have understood the requirement of introducing innovative practices, products and processes.

It is therefore, important to note that innovation plays a vital role in long-term development and sustainability of organizations. Henderson and Clark, 1990^[1], Lieberman and Montgomery, 1998^[2]; Schumpeter, 1934^[3], Schumpeter, 1942^[4], Tushman and Nadler, 1986^[5]; Utter back, 1994^[6], stress that companies' success depends on their innovative capability. Jiang et al., 2012^[7], observed that innovation includes the implementation of the ideas-into process, products or procedures which can be beneficial for the organization, the work team or the individual.

Various researches and literature have emphasized the role of Human Resource (HR) and Human Resource practices in enhancing organizations competitive advantages in the environment of fierce competition. According to Baron and Kreps, 1999^[8], Human capital is the key ingredient to organizational success and failure, including success and failure of organizational innovation performance.

It is of vital importance to understand how and why organizational human resource encourage innovation, and what form of human resource management practices, within the organization, affects the achievement of desired level of innovation performance. Efficient and reliable HRM practices develop explicit job attitude among the employees in relation to the organizational innovation, Tan & Nasuridin, 2010^[9]. HRM practices are directly correlated with improving employee inspiration, generating awareness, building cooperation amongst the employees, Harter, Schmidt & Hayes, 2002^[10]. In the recent times the idea of identifying best HRM practices has received a lot of attention. Further there exists a positive correlation between enhancing an organization's efficiency and performance and HRM practices, Pfeffer, 1998^[11].

II. ORGANIZATIONAL INNOVATION

Innovation is certainly one of the basic ingredients in company competitiveness and is critical to increase company value. Innovation is not just the introduction of new technology and inventions but much more than that as it goes



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उच्च माध्यमिक स्तर के विद्यार्थियों के आकांक्षा स्तर पर उनके शैक्षिक उपलब्धि स्तर के पड़ने वाले प्रभाव का अध्ययन

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जयपुर

प्रस्तावना -

मनुष्य की अन्तर्निहित पूर्णता को अभिव्यक्त करने की शिक्षा है। शिक्षा शब्द को सभी प्रयोग कक्षों में और उसमें हस्तक्षेप करते हैं। ज्ञानान्य रूप में शिक्षा का विकास की प्रक्रिया मानते हैं और सभी विषयों के अध्ययन व अध्यापन को शिक्षा कहते हैं। परन्तु शिक्षा विकास की प्रक्रिया ही नहीं अपितु इसके अनेक अर्थ हैं और अध्ययन व अध्यापन का एक विषय भी है। भारतीय जनता यह मानते रहे हैं कि मनुष्य के अन्दर ही ज्ञान का भण्डार है तथा शिक्षा के द्वारा उस पर लगे आवरण को हटाकर सनातन ज्ञान भण्डार को बाह्य रूप में प्रकट किया जा सकता है जिससे कि वह पूर्ण मानव बन जाए। प्रत्येक बालक के अन्दर विभिन्न प्रकार की क्षमताएँ मौजूद रहती हैं और शिक्षा का कार्य इन क्षमताओं को अकालित करना है। इस प्रकार बालक शिक्षा के द्वारा विभिन्न प्रकार के अनुभवों को प्राप्त करता है। शिक्षा द्वारा उसमें व्यवहार में भी परिवर्तन आता है। बालक इन प्राप्त ज्ञानों के आधार पर अपने जितने प्रति के दैनिक व्यवहार में भी नियंत्रण करता है।

सनातन शिक्षा बालक के शिक्षा प्रतिमान पर आधारित होती है। इस प्रकार केवल औपचारिक शिक्षा ही न बल्कि बालक का सर्वांगीण विकास है। शिक्षा इस प्रकार के ज्ञान के आधार पर अपने जितने प्रति के दैनिक व्यवहार में भी नियंत्रण करता है।

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किशोरावस्था में होता है और भविष्य के लिये जितने सपने और वर्तमान को जीने के बारे में जितनी अभिलाषाएँ और आकांक्षाएँ इस अवस्था में दिखाई देती हैं वे और किसी जीवन काल में दिखाई नहीं देती। अपनी अभिलाषाओं एवं आकांक्षाओं की पूर्ति के लिये वह अपनी योग्यता एवं क्षमता के अनुसार कठिन परिश्रम करते हैं, इस समय उनको अपने आत्म-सन्तुल्य को सशक्त बनाने की अत्यधिक आवश्यकता होती है जिससे वह अपनी आकांक्षाओं को पूरी कर सकें।

अध्ययन के उद्देश्य -

1. विद्यार्थियों के शैक्षिक उपलब्धि स्तर का उनके आकांक्षा स्तर पर पड़ने वाले प्रभाव का अध्ययन करना।
2. लिंगभेद के आधार पर विद्यार्थियों के शैक्षिक उपलब्धि स्तर का उनके आकांक्षा स्तर पर पड़ने वाले प्रभाव का अध्ययन करना।
3. विद्यार्थियों के आकांक्षा स्तर एवं शैक्षिक उपलब्धि स्तर के मध्य संबंध का अध्ययन करना।

अनुसंधान विधि -

शोधकर्ता ने अपने शोध कार्य के लिये सर्वेक्षण विधि को आधार बनाया है।

चर -

1. स्वतन्त्र चर - शैक्षिक उपलब्धि स्तर
2. आश्रित चर - आकांक्षा स्तर

जयपुर :हर के
नगर कारकारी

विद्यार्थियों 600 विद्यार्थियों 300 विद्यार्थियों
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Transforming our world: The 2030 agenda for sustainable development as a safeguard for human rights.

Mrs. Sonia *

ABSTRACT

It is increasingly recognized that human rights are essential to achieve sustainable development. The 2030 Agenda by sharing the principle of universalism and by concentrating on such fundamental areas as eliminating extreme poverty, ending hunger and highlighting the core issue of sustainability. The human development approach and the 2030 Agenda can be mutually reinforcing by contributing to the narrative of each other, by exploring how human development and Sustainable Development Goal indicators can complement each other and by being a forceful advocacy platform for each other. We have every reason to hope that transformation in human development is possible. What seem to be challenges today can be overcome tomorrow. The world has fewer than 15 years to achieve its bold agenda of leaving no one out. Closing the human development gap is critical, as is ensuring the same, or even better, opportunities for future generations. Human development has to be sustained and sustainable and has to enrich every human life so that we have a world where all people can enjoy peace and prosperity.

THE 2030 AGENDA FOR SUSTAINABLE DEVELOPMENT AND THE SDGS

Transforming our World: the 2030 Agenda for Sustainable Development" including its 17 Sustainable Development Goals (SDGs) and 169 targets was adopted on 25 September 2015 by Heads of State and Government at a special UN summit. The Agenda is a commitment to eradicate poverty and achieve sustainable development by 2030 world-wide, ensuring that no one is left behind. The adoption of the 2030 Agenda was a landmark achievement, providing for a shared global vision towards sustainable development for all. The 2030 Agenda for Sustainable Development is described as 'a plan of action for people, planet and prosperity (that entails) bold and transformative steps which are urgently needed to shift the world onto a sustainable and resilient path. The 2030 Agenda and agreed goals draw on learning from two decades of development practice and 'aim to build on the Millennium Development Goals and complete what they did not achieve'. The 2030 Agenda is based on extensive consultation and negotiation that has been led by member states, facilitated by the United Nations, and has involved broad participation from major development groups, civil society stakeholders, the private sector, academia, the media and individual citizens. This inclusive and highly collaborative process was in contrast to the negotiations of the MDGs, which primarily involved the UN system, governments and major development.

The 2030 Agenda represents a political manifesto for the world over the next 14 years. It sets a clear objective for all people, nations, institutions, organizations, and enterprises: Transform our world to ensure that people and our planet thrive by ending poverty and hunger, reaching the most vulnerable first; by prioritizing human rights, addressing injustice and empowering women; and by building resilience and tackling the impacts of adverse climate events.

It defines the interconnected root of poverty; hunger, pandemics, inequalities, environmental degradation, climate change, forced migration, violence, and extremism. The 17 SDGs oblige developed and developing countries alike. They are truly a blueprint for action across all three pillars of the United Nations' work—peace and security, development, and human rights—integrating the social, economic, and environmental dimensions of sustainable development.

HOW AGENDA 2030 IS SUCCESSFUL FROM THE OTHERS WHAT CAME BEFORE

The 2030 Agenda is grounded in a number of principles that set it apart from what came before. The Agenda is universal - it applies to all countries, regardless of their level of development and irrespective of their political or socioeconomic status.

This sets it apart from the Millennium Development Goals (MDGs), which principally applied to developing countries. The 2030 Agenda sees every country as a developing country, in that every country needs to change the way it operates, considering the wider impact of its policies and actions beyond its own national borders, to contribute toward a sustainable future for the world.

The Agenda is transformative, seeking to end poverty and hunger once and for all, while safeguarding the planet. In its determination to leave no one behind, the Agenda is people-centered, putting human rights and social justice at its core.

It emphasizes that the needs of people who are missed out because they are hard to reach or displaced or because they cannot easily participate in development activities must be specifically targeted. The persistence of armed conflict and its impact on the

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