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INTERNATIONAL HUMANITARIAN LAW AND THE ROLE OF THE ICRC



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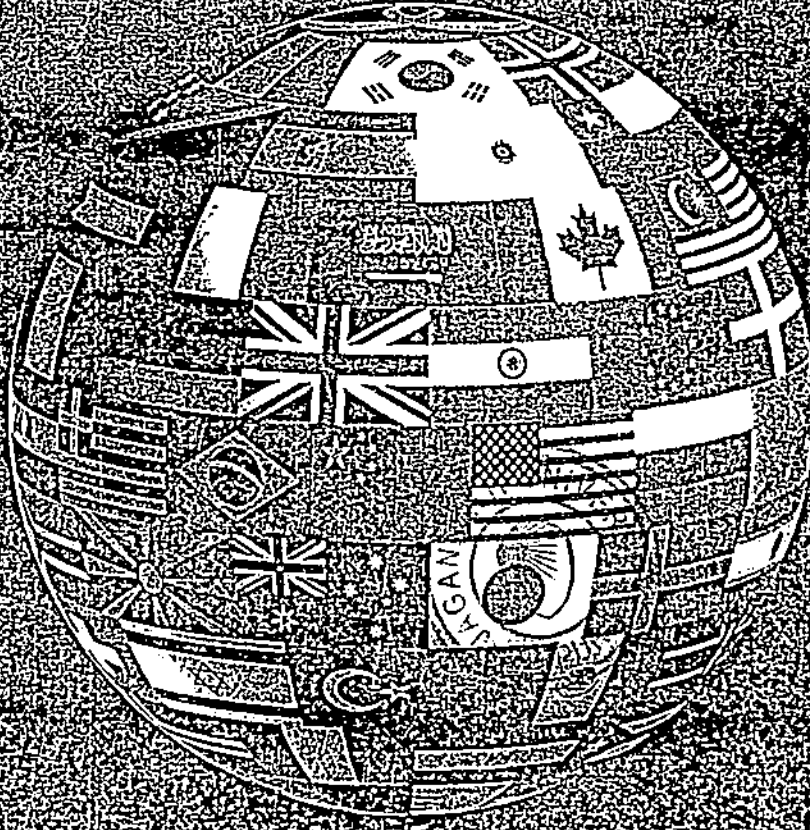
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AN EMPIRICAL STUDY ON IMPACT OF ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE

Dr. Kapil Khattar
Dr. Shweta Pradip Bhatia
Ms. Subodh Rathore

ABSTRACT

Culture may have a huge impact on the performance of all organizations around the world. The study on this exploration work is to access analytically the effect of organizational culture on worker/employee performance utilizing some selected advanced education institutes in southern Rajasthan as case study. The investigation secured on the objective to decide the effect of organization culture on employee performance and to find out the components that impact the employee performance in view of organizational performance.

Keywords: Organizational Culture, Employee Performance, Productive Workplace Environment.

Introduction

Organizational culture alludes to the beliefs (convictions) and values that have existed in an organization for a long-lasting duration, the convictions of the staff and the predicted estimation of their work that will impact their attitudes and behaviour. Organizational culture serves as a control system to channel behaviours toward wanted behaviours and far from undesired practices. Enhancing employee performance has been on the highest point of the organizational agenda. The work culture of an organization is resulting from the organization's vital purpose and qualities. The employees and administration are the key factors in making a productive workplace. Before choosing a job an imminent employee normally investigates the work culture of an organization with a view to all the more likely adjust him to it. It further helps in additionally characterizing his part in the organization and relations with the administration. To study about the effect of organizational culture on employee performance, it is fundamental to comprehend the organizational culture and distinctive parts of employee performance.

Literature Review

Organizational culture is the environment that infests the interior of an organization or association. Organizational culture was likewise recognized as what was passed on to the people within the organization, what they experienced, believed, and illustrated (Nadler M and Nadler D., 1998).

As per Ojo (2008) in spite of the abundant studies on organizational culture over the most recent couple of decades, the experimental evidence rising up out of different investigations about the impact of organizational culture on performance have so far yielded blended outcomes that are uncertain and conflicting. He additionally expresses that researchers agree on the way that there is no agreement on the exact idea of the connection between organizational culture and performance.

Organizational culture has the capacity to upgrade organizational performance, employee work satisfaction, and the feeling of certainty about critical thinking (Kotter, 2012). On the off chance that an organizational culture ends up incongruent with the changing desires for inner as well as outer stakeholders, the organization's effectiveness can decline as has happened with a few organizations (Emst, 2001).

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Kapil

Empirical Analysis of CAPM in determining Stock Valuation

Dr. Kapil Khatter, Jagannath University, Jaipur, India
 Dr. Nidhi Kalra, Jagannath University, Jaipur, India

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Abstract

Investment theory is based upon the relationship between risk and return. Capital Asset Pricing Model calculates the expected return of an asset above the risk-free rate and concludes that it is linear to the systematic risk which is known as beta (β). The objective of the research paper is to examine the application of CAPM by evaluating if the risk of the stock is related to expected return and to gather evidence of stock valuation through SML of top 5 companies by market capitalization on National Stock Exchange, India.

Key Words: CAPM, Stock Valuation, Asset Pricing, Arbitrage, risk, return.

JEL Codes: D81, G32

Introduction

Asset pricing is the hub of interest for researcher scholars related to finance. There have been continuous researchers on pricing of an asset to discover the key factors that best establish the asset price. Many models for pricing of an asset have been introduced to lead investors to build financing decisions and investments more efficient. Most prevalent models to price an asset are Capital Asset Pricing Model known as CAPM, Arbitrage Pricing theory and Fama and French three factor model. The most renowned of these models is the Capital Asset Pricing Model given its numerous testable inferences and supremacy in the finance literature. CAPM was introduced by Sharpe & Lintner in the year 1964 and it was built on the Markowitz model of portfolio (1958). Almost 55 years later, the Capital Asset Pricing Model is yet extensively utilized in applications and practical scenario, i.e. estimation of cost of equity and evaluation of the portfolio performance.

There are 2 elements of risk, one is systematic risk and other one is unsystematic risk. Systematic risk is the part of risk that is originated by the change in market environment and also influences the securities available in the market. Non-systematic risk is the part of risk that is not occurred because of the market risk and comprises security specific and hence distinctive to that security. Non-systematic risk might be minimized by opting proper mix of portfolio; the systematic risk is non-diversifiable and can't be removed by diversification.

Outline of CAPM

Capital Asset Pricing Model offers an effective analytical mechanism with problems related to capital budgeting, portfolio selection and relation between risk and return. This model is applied to review the risk and returns relationship of an asset. The model helps in establishing relationship between the expected risk premium on an asset and its systematic risk. This model is based on below assumptions:

- Investors are likely to take decision based on sole assessments of risk-return
- The buy and sell transaction is undertaken in infinitely divisible units
- Investor can sell short whichever number of shares without threshold
- Market is in perfect competition and single investor cannot influence prices, with no transaction cost
- Personal income tax is assumed as zero
- Investors can borrow the desired funds at risk-less rates

The CAPM relationship states that the estimated surplus return on every asset is directly relative to the systematic risk involved. The 'surplus returns' in excess of the returns yield from the risk free assets deicits in the centre phase. A risk free asset means an asset which has zero variations. These assets must have zero correlation with any other asset. The returns generated from risk free asset are the liberated returns and there is no involvement of uncertainty. Systematic risk of an asset (β) is defined as:

$$\beta = \text{COV}_{i,m} / \sigma^2_m$$

Where, $\text{COV}_{i,m}$: Covariance between Security Return and Market Return



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AN EMPIRICAL STUDY ON IMPACT OF ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE

Dr. Kapil Khatter*
Dr. Shweta Pradip Bhatia**
Ms. Subodh Rathore***

ABSTRACT

Culture may have a huge impact on the performance of all organizations around the world. The study on this exploration work is to access analytically the effect of organizational culture on worker/employee performance utilizing some selected advanced education institutes in southern Rajasthan as case study. The investigation secured on the objective to decide the effect of organization culture on employee performance and to find out the components that impact the employee performance in view of organizational performance.

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Introduction

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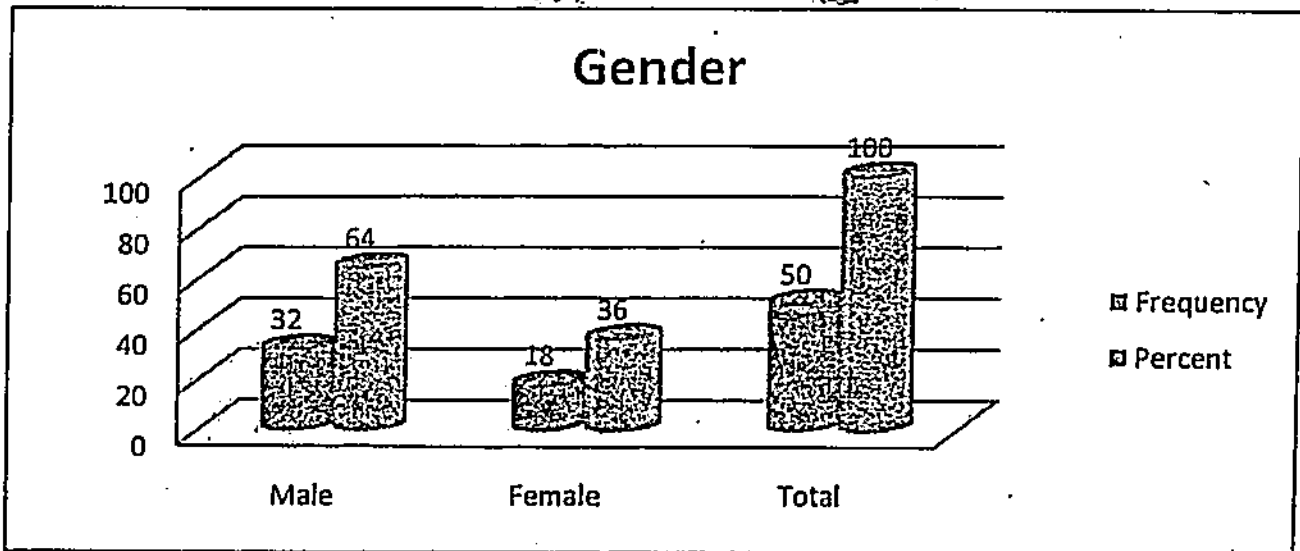
Organizational culture has the capacity to upgrade organizational performance, employee work satisfaction, and the feeling of certainty about critical thinking (Kotter, 2012). On the off chance that an organizational culture ends up incongruent with the changing desires for inner as well as outer stakeholders, the organization's effectiveness can decline as has happened with a few organizations (Ernst, 2001).

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Graph 1: Frequency Graph of Gender Class of Respondents

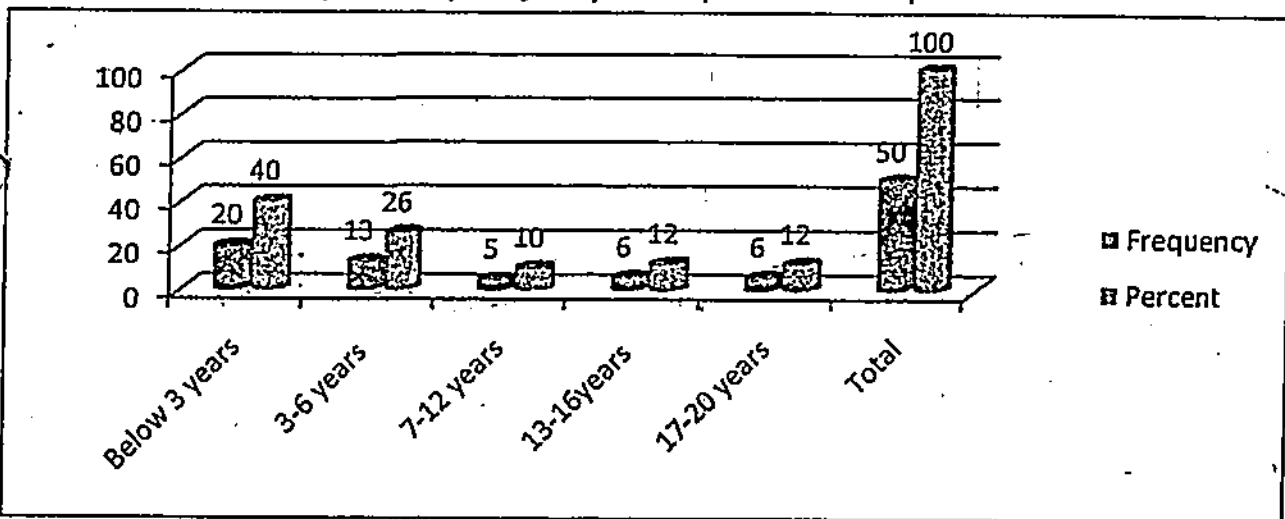


When Gender of the respondents was enquired, the results from the table and graph above clearly demonstrates that out of total 100 respondents 32 (64%) of the respondents are male while 18(36%) of the respondents are female. This displays that companies selected for analysis possess a considerable amount of female employees implying a greater gender balance in the workplace.

Table 2: Frequency Table of Experience of Respondents

		Experience			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Below 3 years	20	40	40	40
	3-6 years	13	26	26	66
	7-12 years	5	10	10	76
	13-16years	6	12	12	88
	17-20 years	6	12	12	100
Total		50	100	100	

Graph 2: Frequency Graph of Experience of Respondents



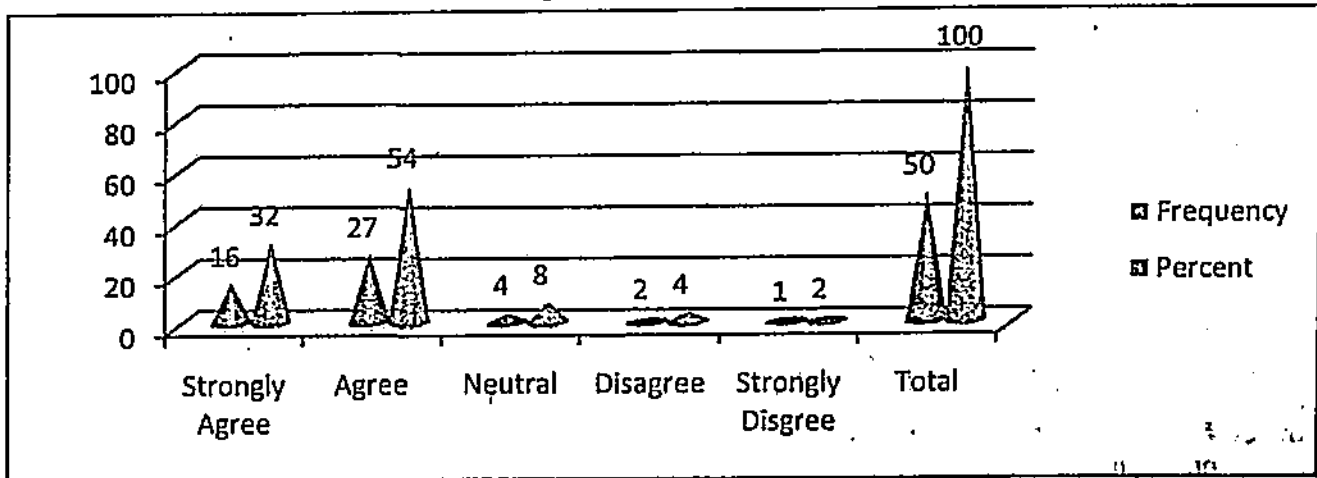
Respondents were asked about their total working experience in the organization. Results were then plotted in table 2 and graph 2. From this table it is clear that 40.0% of the respondents have worked in the organization for less than 3 years while 26.0% of the respondents have worked in the organization for 3-6yrs, 10% have worked in the organization for 7-12yrs, 12% are worked in an organization for 13-16 years and the remaining 12% of the respondents have worked in the organization for 17-20 yrs. From



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Graph 4: Frequency Graph of Factors that Influence Employee Performance Based on Organizational Culture



From the table above, 54% of the respondents agree, 32% of the respondents strongly agree, 8% of the respondents are neutral, 4% of the respondents disagree and 2% of the respondents strongly disagree that there are no factors that influence employee's job performance based on culture.

To find out whether OC put an impact on employee performance or not following hypothesis has been formulated and evaluated with the help of chi-square test;

H₀₀: There is no significant impact of organizational culture on employee performance.

H₁₁: There is a significant impact of organizational culture on employee performance.

Table 5: Test of Hypothesis One

Options	Frequency	(Observed-Expected)	(Observed-Expected) ²	(Observed-Expected) ² /e
Strongly Agree	27	17	289	28.9
Agree	19	9	81	8.1
Neutral	2	-8	64	6.4
Disagree	1	-9	81	8.1
Strongly Disagree	1	-9	81	8.1
Total	50			59.6

Expected frequency = 50/5=10

$$\text{chi square} = \sum \frac{|\text{observed-expected}|^2}{\text{Expected}} = 59.6$$

Degree of freedom = (r-1) * (c-1)

Here from the analysis we have the df is 4 = 9.488, thus the calculated value is higher than the table value. Hence, H₀ i.e. null hypothesis is rejected and the alternate hypothesis is accepted. This implies that there is a significant impact of organizational culture on employee performance.

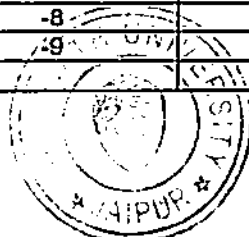
Further to find out that factors of OC that influence employees performance exist or not following hypothesis has been formulated and evaluated with the help of chi-square test;

H₀₂: There is no factor of organizational culture that influences employee performance

H₂₂: There are some Factors of organizational culture influence employee performance.

Table 6: Test of Hypothesis Two

options	Frequency	(observed-expected)	(observed-expected) ²	(observed-expected) ² /e
Strongly Agree	16	6	36	3.6
Agree	27	17	289	28.9
Neutral	4	-6	36	3.6
Disagree	2	-8	64	6.4
Strongly Disagree	1	-9	81	8.1
Total	50			50.6



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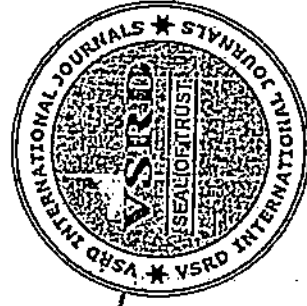
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RESEARCH PAPER

FACTORS AFFECTING CONSUMERS' ATTITUDE TOWARDS ORGANIC FOOD PRODUCTS

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ABSTRACT

In today's industrialized world there is a growing concern among consumers over how food products are being produced. This concern with how the food products are produced has increased consumers' interest towards 'natural' production methods. Organic food serves as a promising alternative for the population concerned about the consequences of high amounts of chemical infusions in food items – both in terms of self - consumption as well as the ill impact on the environment. This research paper is an attempt to gain knowledge about factors affecting consumers' attitude towards organic food products in Delhi-NCR. The author aims to investigate factors that might influence the consumer's attitude towards organic products in Delhi. Respondents were selected through purposive sampling method. A well-structured, self-administered questionnaire was prepared to record respondent's perception. A factor analysis along with structural equation model technique was conducted on the responses received. The study identified four indicators of attitude namely Health Consciousness, Environmental friendly concern, Subjective Norms and Willingness to Pay. This study can be useful for understanding the attitude of consumers towards organic food which will help the government, farmers, bossiness in formulating their plan and policies.

KEYWORDS

Health Consciousness, Environmental Friendly Concern, Subjective Norms and Willingness To Pay.



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CONSUMER BEHAVIOR TOWARDS PLASTIC MONEY : SPECIAL REFERENCE HARYANA STATE

VIPIN MITTAL*
Dr. Shweta Bhatia**

Abstract :

The financial advancement of a nation relies on the crucial pretended by the financial part. The development of private/new age banks has changed the financial tasks by utilizing most recent and complex innovations like Debit and Credit cards, and so on. These administrations have made banking available 24x7 around the world in this way defeating time and space hindrances. The expanding use of charge cards can be owed to the way that buyers are getting progressively slanted towards the utilization of plastic cash over conveying money, to evade burglaries and increment simplicity of taking care of. The credit idea depends on the guideline of "purchase currently pay later". It is a record that can be utilized for acquisition of products and ventures the whole way across the globe.

The reason for the examination was to research purchaser demeanor towards the utilization of electronic satchels, in Haryana State. For examination, connection and T-test has been applied to contemplate the connection between administrations offered and client decision of a Mastercard and to look at a noteworthy distinction in the decision of Mastercards between male and females. Since the specialist has received a self-planned poll as the essential apparatus to gather information, hence, dependability testing was done to quantify the exactness/legitimacy of the announcements chose. The consequences of the investigation mirrored a reasonable connection between administrations offered and client decision of a Visa and accentuated the way that there is no critical contrast in the decision of Visas across sexual orientations anyway the quantity of cards possessed and recurrence of utilization is more in guys. The examination infers that there is a requirement for the card holders to see how better to use a charge card successfully and mindfully. The examination uncovered that client will go for creative offices just in the event that they are sufficiently inspired and served better in a less expensive manner. Their trust in the office and in the specialist organization, the moderateness and openness of the office are for the most part that matters.

Keywords : Banks, Plastic Money, Consumer Attitude, Haryana State, Credit Cards.

1. Introduction

Evolution of banking has been a long way from the days of the medieval money lenders counting coins on the bench to the present, where it is hard to trace the trail of money from the beginning to the end. The trail starts right from the small saver leaving a few rupees in his local bank to the billions of rupee loans raised by financial institutions, capable of financing projects in any country in the world. Still, the dependability of these banking majors on their retail home base of savers and borrowers continued. In the late seventies and eighties, most of the bankers began focusing on this retail market segment with the intensification of the global competition.

Banks plays a vital role in the economic development of a country. A sound and effective banking system is the backbone of any economy. The emergence of private/new generation banks has changed the banking operations by employing latest & sophisticated technologies like EFT, Debit & Credit cards, Mobile Banking etc. These services have made banking accessible 24x7 around the globe thus overcoming time & space barriers. Credit cards, one of the banking products that cater products to the needs of retail segment has seen its number grow in geometric progression in past few years. This growth has been strongly supported by the development in the

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An Analytical study of Factors Effecting Job Satisfaction Level of Employees: A Case Study of ICICI Bank in Rajasthan

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Abstract: From the past few decades the importance of manpower in the organization has increased. Human Resource is treated as the most important asset. Organizations, in the changing world, understand that the key to increase productivity is to keep the workers happy. As a positive relationship has been observed between productivity and job satisfaction, the organizations are trying to ensure employee job satisfaction in the organizations. Job satisfaction is defined as a positive feeling towards one's job. When an employee leaves the job, it indicates that he/she values the job and feels satisfied. Employee job satisfaction in the organization has been considered as a key factor to motivate them to work harder. Banks are no exception in this regards. Banks are adopting several strategies to increase the level of job satisfaction. Through this paper effort has been made to study the concept and its impact on the employees. The main purpose of the study is to identify the levels of job satisfaction of ICICI Bank in Rajasthan and the factors contributing to job satisfaction mainly on the Middle level managers, as they form a delicate link between top level managers and thus plays a significant role in the overall working of the Bank.

Keywords: Employee Job satisfaction, Productivity, Strategies.

1. INTRODUCTION

Most of their life working. They join organizations and institutions for the purpose of ascertaining better economic position for themselves and job security. People engage themselves in jobs not just to fulfill their economic needs but also psychological and social needs. It has always been a subject of interest to study and identify how he/she gets satisfaction out of his/her job. Job satisfaction is a state of mind; management has to keep a constant watch on an individual's job satisfaction and gets affected by any factor in the organization. Job satisfaction is a state of emotions towards one's job. Job satisfaction can be achieved when an employee expects from his/ her job and what he/she is getting from the job.

The banking scenario has changed tremendously. This drastic change has affected the bank employees (both physically and mentally). Keeping in mind the changing scenario, banks to a large extent depends on the effective coordination, management and motivation of the bank employees and the banking management, it is necessary to study job satisfaction and identify which factors contribute to job satisfaction.

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Empirical Analysis of CAPM in determining Stock Valuation

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Abstract

Investment theory is based upon the relationship between risk and return. Capital Asset Pricing Model calculates the expected return of an asset above the risk-free rate and concludes that it is linear to the systematic risk which is known as beta (β). The objective of the research paper is to examine the application of CAPM by evaluating if the risk of the stock is related to expected return and to gather evidence of stock valuation through SML of top 5 companies by market capitalization on National Stock Exchange, India.

Key Words: CAPM, Stock Valuation, Asset Pricing, Arbitrage, risk, return.

JEL Codes: D81, G32.

Introduction

Asset pricing is the hub of interest for researcher scholars related to finance. There have been continuous researchers on pricing of an asset to discover the key factors that best establish the asset price. Many models for pricing of an asset have been introduced to lead investors to build financing decisions and investments more efficient. Most prevalent models to price an asset are Capital Asset Pricing Model known as CAPM, Arbitrage Pricing theory and Fama and French three factor model. The most renowned of these models is the Capital Asset Pricing Model given its numerous testable inferences and supremacy in the finance literature. CAPM was introduced by Sharpe & Lintner in the year 1964 and it was built on the Markowitz model of portfolio (1958). Almost 55 years later, the Capital Asset Pricing Model is yet extensively utilized in applications and practical scenario, i.e. estimation of cost of equity and evaluation of the portfolio performance.

There are 2 elements of risk, one is systematic risk and other one is unsystematic risk. Systematic risk is the part of risk that is originated by the change in market environment and also influences the securities available in the market. Non-systematic risk is the part of risk that is not occurred because of the market risk and comprises security specific and hence distinctive to that security. Non-systematic risk might be minimized by opting proper mix of portfolio; the systematic risk is non-diversifiable and can't be removed by diversification.

Outline of CAPM

Capital Asset Pricing Model offers an effective analytical mechanism with problems related to capital budgeting, portfolio selection and relation between risk and return. This model is applied to review the risk and returns relationship of an asset. The model helps in establishing relationship between the expected risk premium on an asset and its systematic risk. This model is based on below assumptions:

- Investors are likely to take decision based on sole assessments of risk-return
- The buy and sell transaction is undertaken in infinitely divisible units
- Investor can sell short whichever number of shares without threshold
- Market is in perfect competition and single investor cannot influence prices, with no transaction cost
- Personal income tax is assumed as zero
- Investors can borrow the desired funds at risk-less rates

The CAPM relationship states that the estimated surplus return on every asset is directly relative to the systematic risk involved. The 'surplus returns' in excess of the returns yield from the risk free assets deverts in the centre phase. A risk free asset means an asset which has zero variations. These assets must have zero correlation with any other asset. The returns generated from risk free asset are the liberated returns and there is no involvement of uncertainty. Systematic risk of an asset (β) is defined as:

$$\beta = \text{COV}_{l,m} / \sigma^2_m$$

Where, $\text{COV}_{l,m}$: Covariance between Security Return and Market Return



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Consumer Buying Behaviour towards Organic Fruits and Vegetables

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Abstract

In this era of globalisation, as economic growth is taking place, it has brought some negative impacts on individuals and society as a whole. Individuals are nowadays becoming aware of the environmental pollution and are getting health consciousness. The developed worlds of Europe and North America have started giving back to nature by demanding organic fruits and vegetables. The fast emerging economies of Asia like China and India are also joining this league (TechSci, 2013). But, the tendency of an individual to consume organic fruits and vegetables depends on a number of factors, such as knowledge and awareness, animal welfare, trust and visual appearance. The determination and understanding of these factors help in understanding consumer's needs, wants and demands. A lot of research has been conducted throughout the world to identify the main characteristics of the organic food consumers, their perceptions, knowledge and awareness, motivations to buy and also the factors impeding the purchase of organic food products. The aim of the present study was to know the factors that influence the buying behaviour of consumers towards organic fruits and vegetables. Structural Equation Modelling was applied to the factors explored and confirmed via exploratory and confirmatory factor analysis. The results of the study indicate that though all the factors have significant effect on buying behaviour of consumers towards organic fruits and vegetables but all the significant level of Animal Welfare is highest and the significance level of Trust on buying behaviour of consumer is lowest.



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RESEARCH PAPER

CONSUMER FOOD CHOICES: A PARADIGM SHIFT IN COOKING FOOD

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ABSTRACT

The aim of this study is to provide an understanding of consumer buying behavior with respect to Ready To Cook (RTC) food such as Instant mixes, Ready made sauces, Mc Cain's food products, MTR food products, frozen and chopped vegetables etc. Exploratory study has been used to systematically review the previous relevant studies done in this niche area of research. Automated insights from Qualitative Data Analysis software NVivo 11Plus have been used for analysis of literature. Apart from academic relevance, understanding of factors affecting behavior of consumers is also important for practitioners so that prudent strategic decisions to influence consumers could be made efficiently.

KEYWORDS

Processed Food, Ready To Cook Food, Convenience Orientation, Subjective Norms, Perceived Behavioral Control.



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MEDIA INTRUDING RIGHT TO PRIVACY - A REALITY

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Introduction:

"Press is the watchdog to see that every trial is conducted fairly, openly and above board, but the watchdog may sometimes break loose and has to be punished for misbehavior."

-Lord Denning³

Intrusion upon privacy is gradually becoming the order of the day. It has therefore become a matter of great concern. Innovation has overwhelmed us. Industry has overcome us. We find ourselves helpless by latent invasions of our privacy and overt intrusion of our personhood. The law of privacy is recognition of the individual's natural right which is to be let alone and to have his personal space inviolate. The need for privacy and its recognition as a right is a modern phenomenon. Human urge is to keep things, which are private, away from the public gaze. *Edward Coke* long ago recognized that "a man's house is his castle." 'Thus, with the passage of time, 'right to privacy' or 'right to be let alone' has emerged as a cherished natural right.

Concept of Privacy:

The concept of privacy is relatively, a new development in realm of law, and the stream of its development is still flowing. In 1890, two Boston lawyers *Samuel Warren and Louis D. Brandies* who later went on to become Justice Brandies of the United State Supreme Court wrote an article entitled "Right to Privacy." They argued in their article that privacy ought not to be dependent on private property entirely. Instead, they wrote, it should be grounded on the concept of the "inviolable personality-right to be let alone." Today privacy is first and foremost, a

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