

VOL. VII, ISSUE I, JANUARY, 2014

The Mediating Effects of Supply Chain Concerns, Competencies and Practices on Organizational Performance

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Abstract

Supply Chain Management is a complex subject, which is an important determinant of success or failure of any manufacturing enterprise. In this scenario manufacturing executives should have profound knowledge on critical component of supply chain management and its impact on organizational performance. While prior studies have examined the relationships between supply chain management and organizational performance, little attention has been paid to the mediating effects. A survey of manufacturing executives was used to collect data about supply chain management and organizational performance of manufacturing firms. The resulting model suggests that a manufacturing firm's supply chain concerns and competencies mediate the relationship between supply chain practices and organizational performance.

Keywords

Supply chain management, Mediating Variable, Organizational performance

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Entrepreneurship Development in Bangladesh: The Role of Commercial Banks

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Abstract

Like other non-bank financial institutions and NGOs, Commercial banks are also extending financial services in terms of loan or credit to entrepreneurship development in Bangladesh. This paper aims at evaluating the impact of the intensity and sources of bank finance on the determinants of entrepreneurship development. To the end, both interview schedule and semi-structured questionnaire were used as instruments of primary data collection from the randomly selected 200 entrepreneurs and 20 officers of the sample two banks respectively. Tables with simple percentage and rank order and the chi-square statistic to test the formulated hypotheses were used in the data processing and analysis. Results of the study claim that commercial bank's finance strongly impact on the entrepreneurship development and the public commercial bank remains the better position in this regard. The study ends with some recommendations which can remove the barriers to entrepreneurship development through bank finance.

Keywords

Bangladesh, Commercial bank, Entrepreneurship development

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Developing the Dimensions of the Effectiveness of Team Building in the Perspective of A Business Organization

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Abstract

A team is defined as a collection of people who rely on group collaboration such that each of its members experiences an optimum of success level reaching of both personal and team based goals. A team can be characterized as a group of people possessing various skills, experience, competencies, and who are jointly responsible for achieving a collective goal. Team structure is defined here as team relationships that determine the allocation of tasks, responsibilities, and authority. Team building can be defined as a long range program for uniting people into shared efforts for improving the effectiveness of a working group. Team development is a process of putting together various members, having them integrate with each other, focusing on a team objective, working together to resolve conflicts, and ultimately working towards a common goal. The past research works on team building suggest that the effectiveness of the process mostly depends on the number of factors such as leadership ability, interpersonal relationship among the members, team objectives, environment etc. The present work has made an effort to identify the factors that are considered important by the team members for the effective team building process in an organization.

Keywords

Team building, Members, Effectiveness

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Information Search and Personality Segment: A Study among Retail Banking Customers in India

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Abstract

Understanding consumer behavior especially information search is a basis of any strategy of retail banker to improve its performance. However, the behavior of consumers is not same and varies from segment to segment. Thus, this study has been conducted among 895 retail customers covering all segments based on personality in Chennai city. It has attempted to find out various sources used by respondents for collecting information regarding banks and usefulness of each source. The outcome of the study shows that the major source of information are advertisement of banks, family and friends, financial advisor, previous dealings and shopping around. Moreover, the levels of utility from these sources are significantly different among personality based segments.

Keywords

Sources of information, Personality, Retail banking, Extrovert, Introvert, Materialistic, Conscientious

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Empirical Study of Consumer Buying Preference towards Established and Emerging Mobile Brands

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Abstract

India since liberalization has been the favorite destination for the telecom service providers and its related companies. This study deals with perception of the consumers emerging and existing mobile brands and tries to find consumer's preferences about different mobile features which influences their buying behavior. The research was analyzed through 120 responses from National Capital Region of India and suggests that the equipment manufacturers need to go on intrinsic details of their product to make them customer specific by understanding their demographic variables like occupation etc. and they need to provide a superior services for creating new customers who are early adopters. There is a significant difference found in the study while developing the perception and buying process of the customers with respect to their demographic profile. The study has unveiled the new areas in the mobile equipment market in India and provides high scope for the further research.

Keywords

Customer service, Mobile sector, Customer satisfaction, Mobile brands, Buying behavior

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The Relationship between National Culture and Perception of Women in Leadership in Swaziland

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Abstract

While a lot of research has been done on individual and organizational barriers to women gaining access to leadership roles less attention has been paid to the influence of cultural practices. Accordingly it has been studied to examine the relationship between national culture and perceptions of women as managers. Geert Hofstede's Value Survey Model (VSM) 08 has been used to measure national culture, while the perceptions of women as managers have been measured by the Women as Managers Scale (WAMS). The findings on this study showed mean scores for females were lower than those of males signifying more favourable attitudes from men as compared to women. Correlations between national culture dimensions and WAMS factors (ability and acceptance) revealed that there was a relationship between the individualism, masculinity, power distance and indulgence.

Keywords

National Culture, Ability, Attitude, Gender

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The Role Stress of Frontline Bank Employees: A Study in Jammu and Kashmir

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Abstract

Comprehending an effective role stress management programme requires an examination of the factors influencing the experience of role stress and its resultant consequences. However, the available framework for comprehending the antecedents and consequences of role stress of frontline employees of commercial banks is inadequate and wanting in the Indian context. Path analysis on the random sample of 501 frontline employees of commercial banks in Jammu and Kashmir State (India) revealed that (a) the perception of unfavorable climate, individual's stress propensity and external locus of control increases the experience of role stress; (b) the role stress so experienced increases the display of behavioural strain; (c) the behavioural strain leads to an increase in the use of avoidance coping style; (d) which leads to a decrease in the reported 'appreciation' received by the individual. The implications of the findings of the study for practitioners and researchers are discussed.

Keywords

Frontline employees, Stress, Path analysis

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