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CONTENT

1. The Auditor's Considerations of Internal Control wrt Construing Safeguards for Audit Risk Assessment Analysis

.....**Rajesh Dharawat**

2. Spirituality at an Academic Workplace: Guru-Shishya Tradition

.....**Abhilasha Gupta**

3. Studies on the Beneficial Effects of Certain Antidotes on Arsenic Toxicity in Histophysiology of the Mouse Vital Organs

.....**Dr Gayatri Rajeev Patil**

4. Role of ICT in Empowering the Education of Socially Disadvantaged Adivasi Students in Ashram School in Maharashtra

.....**Dr. Sandhya Milind Khedekar**

5. How the Modi Government along with Raghuram Rajan is seeking to Reshape India's Economy

.....**Prachiti Bhoir**

6. The Relationship between Fringe Benefits and Job Satisfaction

.....**Neha Mehta, Jasleen Kaur Bhaad**

7. Women Empowerment in Tribal Areas

.....**Reshmi Achyuthan**

8. Employees First

.....**Bharatbhushan P. Gupta**

9. Ardhakathanaka (Half-A-Tale): An Autobiography of An Unsuccessful Trader

.....**Pragya Jain**

10. Changing Global Scenerio of Hrm in 21st Century

.....Nilesh Rathod

11. Corporate Social Responsibility by Banks in India

.....Sudha Shukla

12. Hibernate ORM: Implementation and Usage

.....Aditi Chavan

13. An Intertextual Reading of Arvind Adiga's Novel *The White Tiger*

.....Archana Singh

14. Women Workers in Unorganised Sector in India

.....Amita Johnson

15. The Effect of Attributional Style on the Adolescence's Academic Stress

.....Dr Manisha Gawde, Dr. Hemlata Chari

16. Role of Mass Media in Education in India

.....Shweta Jaiprakash Pandey

17. An Overview of Derivatives Market In India

.....Rushika Chavda

18. Effect of Emotional Branding on Consumer's Response of Selective Advertisements

.....Sandipa Chatterjee

19. A Study of The Social Intelligence of STD VIII Students of Kamla High School(Control Group) and Holy Cross High School(Experimental Group)

.....Dr. Radhika Vakharia, Nikhat Humdule

20. Teacher Competence in Higher Education

.....Vijay Baburao Savakare

21. Effective Methods of Vedic Mathematics

..... Sneha Vaidya

22. Application Study of Corporate Skills in Transnational and Multinational Corporations in India: A Future Paradigm Perspective for Sustainability

.....Dr Sujata Dhopte, Meena Sinha

The Auditor's Considerations of Internal Control wrt Construing Safeguards for Audit Risk Assessment Analysis

Rajesh Dharawat

The study observes that the ultimate Audit Risk is a product of Inherent Risk, Control Risk and Detection Risk. The auditor has to weigh all these risks and design his Audit programme accordingly.

To safeguard the interest of the organization's management, the assets of the organization, to ensure the reliability and authenticity of the financial statements and to lend credibility to the auditor's audit report, the researcher has constructed safeguards for audit risk assessment analysis.

The auditor has the freedom to exercise substantive tests or test checks depending on how he perceives the internal control system existing in an organization and the internal checks implemented by the administrative structure of the organization. Much depends on his judgment and the size of the organization, the volume of transactions and the availability of time and the expertise of the staff available at his disposal. Although, he cannot escape or hide under the pretext of non availability of resources, it is his final judgment which would do justice to his work.

Spirituality at an Academic Workplace:

Guru-Shishya Tradition

Abhilasha Gupta

This paper tries to explore at traditional model of ‘Guru-Shishya parampara’ vis a vis the modern academic version ‘Mentor-Disciple’ Approach’.

While Indian teaching has always emphasized on the role, importance and the presence of a guru, it’s relatively recent that the west started using it as Mentor-Disciple relationship.

Traditionally a teacher or a guru was of academic and scholarly orientation, but today this concept is often spoken in the same light as that of a Mentor and disciple and has been stretched to the corporate world.

This paper tries to compare the two approaches by throwing light on who is a real guru or a teacher, as per the Vedic times, and that as per modern management. Understanding this difference will help those who are in this field either as students or as teachers, to become better students and better teachers. Once the difference is known, it doesn’t take much time to choose the right option, Guru-Shishya or Mentor Disciple.

Studies on the Beneficial Effects of Certain Antidotes on Arsenic Toxicity in Histophysiology of the Mouse Vital Organs

Dr Gayatri Rajeev Patil

Due to urbanization and industrialization, depletion & degradation of natural resources has taken place. Contamination of ground water in addition to other water bodies has posed a major problem. Chronic exposure of animals & human beings to toxic metals & pesticides is an important global health concern. As per the list of most hazardous xenobiotics in the environment, arsenic is most frequently found toxic substance, affecting millions of people all over the world.

Among the affected countries, high levels of arsenic in groundwater are reported in India & Bangladesh.

There has been considerable research to ameliorate the toxicity profile associated with metals. Chelation therapy with many traditional chelating agents is the currently available treatment against arsenic toxicity, but these agents are compromised with serious drawbacks/side effects. No safe, effective, specific & preventive or therapeutic measures for treating arsenic poisoning are available.

Role of ICT in Empowering the Education of Socially Disadvantaged

Adivasi Students in Ashram School in Maharashtra

Dr. Sandhya Milind Khedekar

Information and communication technology is an increasingly influential factor in education. Computers and mobile phones are used in developed countries both to complement established education practices and develop new ways of learning such as online education. In the present study researcher tried to study the awareness of Information and Communication Technology of Secondary students and to ascertain relationship between awareness of ICT and Academic Performance of Secondary students studying in ashram schools in rural area and students studying in urban area with respect to gender and school types. The present study employed descriptive method of the comparative and correlational type. It aimed at studying and describing the ICT awareness and its perceived impact on Academic Performance of the secondary school students. Data was analyzed using t-test, Coefficient of Co-relation and ANOVA. It was found that there is significant relationship between the awareness of Information and Communication Technology and perceived impact of ICT on Academic Performance of Secondary students with respect to Gender and school type.

Key Words – Awareness, ICT, Academic Performance

How the Modi Government along with Raghuram Rajan is Seeking to Reshape India's Economy

Prachiti Bhoir

This paper focuses on the policies implemented by Prime Minister Mr. Narendra Modi and its impact on Indian Economy. India's economy may be about to turn the corner on the back of robust public spending that's beginning to have an impact on urban consumer's demand, Economist and Government. There have been signs of pickup in investment, sounds industrial growth and robust indirect tax collection etc.

Going ahead, the tailwinds of falling interest rate, big foreign inflows should propel the economy to move forward. Foreign policy appears to clearly be one of the new government's early priorities. Though the structure has been meticulously planned Mr Modi has started to restore India's reputation in International community. The campaign such as "Make in India" to build India's manufacturing sectors and "Digital India" to digitise and connect the country have been started by Mr. Modi to build broader public consensus.

Along with Mr. Modi, RBI governor Mr. Raghuram Rajan advocates giving financial markets a greater role in the economy. He is the man steering the Indian Economy through volatile Indian stock and currency markets.

Key Words - GDP growth, Fiscal deficit, FDI, Jan-Dhan Yojna, Inflation.

The Relationship between Fringe Benefits and Job Satisfaction

Neha Mehta, Jasleen Kaur Bhaad

This study focuses on the fringe benefits and how it motivates the employees to have a better job satisfaction at their work place. The significance of this study is to analyse the correlation between fringe benefits and job satisfaction. We identified that fringe benefits are extra benefits which are provided to the employees in addition to the compensation paid in the form of salary, which boost the earnings of the employees. However, it further encourages them to perform better leading to job satisfaction.

Key Words - Fringe benefits, Compensation, Job satisfaction, Work motivation, Herzberg Two Factor Theory.

Women Empowerment in Tribal Areas

Reshmi Achyuthan

This study is an attempt to look at empowering underprivileged women in tribal as also other areas by way of education and self help strategies. Our focus is on effective empowerment projects undertaken by a charitable trust, the Bridge Public Charitable Trust in 15 tribal villages near Kasara (Shahapur Taluka, Thane district, Maharashtra). The trust was initially providing financial assistance to Voluntary and Non Governmental Organizations to help the underprivileged, after which they took up the development of some of these tribal areas which lacked basic amenities- education, health care, transportation, electricity etc.

Employees First

Bharatbhushan P. Gupta

Traditionally it was considered that the business revolved around its customers. The employees were given least importance. However can you think back to the last unpleasant experience with an employee of an organisation where you went as a customer? What impact that unpleasant experience had on you? You must have made a mental note of not to return to such a place of business where you were mistreated or at least you will not recommend such an organisation to any body where you were not treated properly by its employees. On the other hand, recall a positive experience which becomes memorable for you as a customer which makes you to return to such an organisation again and again and you always recommend such a place to your friends.

It clearly brings out that though customers are very important for any business, employees are also not less important and ignoring them or mis treating them can be suicidal for any organisation. In this context, we can recall the Bombay's (now Mumbai) famous Textile Mills workers unrest. All mills were at the peak of their business when the workers of all the mills went on strike on January 18, 1982 under under trade union leader Dutta Samant. Due to employees' dissatisfaction; all the flourishing mills are now finished. Hence Customer and Employees both are two sides of a coin and any one cannot be ignored.

Ardhakathanaka (Half-A-Tale):

An Autobiography of an Unsuccessful Trader

Pragya Jain

This paper discusses an autobiography written in verse in 1698, originally in a dialect of Hindi, translated in English and being taught in several universities as a text of philosophy. The author of this work is Pt. Banarasidas who very craftily wove the time and manners of seventeenth century in telling the incidents of his life. It is an attempt to analyse the work with the dimensions of literature and philosophy as well as the substance of the text which elaborates the poet's life as a reflection for the historians upon the medieval period.

Key Words- Pt. Banarasidas, seventeenth century, autobiography

Changing Global Scenario of HRM in 21st Century

Nilesh Rathod

It is very encouraging to note that due recognition has been given to human resource management in 21st century in India.

The functions and principles of Human Resource Management (HRM) have been undergoing a sea change since the announcement of economic liberalizations in the country in 1991. The concept of global Human Resource Management is increasingly becoming a most vital functions of a modern management due to developments in communication technology, E-HRM transportation of manpower from one country to another, banking systems, and positive role of World Trade Organisation (WTO).

Human Resources take active role in the modern economic scenario of any country. The abundant physical resources alone cannot benefit the growth of the country without human resources in to productive resources.

The concept of Human Resources Development (HRD) assumes immense importance as HRD plays vital role in meeting the challenging requirements if highly skilled and competent human resources due to globalization.

Corporate Social Responsibility by Banks in India

Sudha Shukla

Indian banks are making efforts in the CSR areas but still there is a requirement of more emphasis on CSR. There are some banks which are not even meeting the regulatory requirement of Priority sector lending and rural branch expansion. Even after the RBI guidelines for financial literacy programs the banks have not taken substantial steps in this direction. The banks have focused on the community welfare and farmer's welfare programs but the efforts for women welfare and education are not sizeable. Moreover, the public sector banks have overall high contribution in CSR activities

Banks in the 21st century have no choice but to implement CSR. The concept of CSR has failed to take a deep root in India due to lack of cooperation between banks, government and non- government organization. CSR should not be just a statement made compulsory for all the banks in India. Further an appropriate authority should ensure that a certain specific percentage of net profit is allocated for pursuing CSR every year. Banks should be also asked to publish CSR report annually in a specific format designed by the regulator. While designing the CRS format the regulator should ensure that principles of CRS are kept in mind such as care for all the stakeholders, respect for workers right and welfare, ethical functioning, respect for human right, respect for environment, and activities for social and inclusive growth.

There is a need to promote a drive in banking companies for greater CSR accountability. Moreover to have an impact on CRS spending and utilization of allocated budge, there should be a system of periodic monitoring and reporting to the board of directors.

Hibernate ORM: Implementation and Usage

Aditi Chavan

This paper discusses hibernate technology as a novel and efficient means to access huge databases and also focuses on how to implement features in object-oriented system through it. It discusses currently available hibernate mapping framework in detail. Hibernate provides support for collections, object relations, as well as complex and composite types. In addition to persisting objects, hibernate also provides a rich query language to retrieve objects from the database, along with an efficient caching layer and Java Management Extensions (JMX) support. Hibernate is powerful, high-performance, feature-rich and very popular ORM solution for Java. Hibernate facilitates development of persistent objects based on the common Java object model to mirror the underlying database structure. This approach progresses the business performance to some extent, advances development efficiency exceedingly and obtains preferable economical efficiency and practicability. In addition to, it compares and analyzes the database access efficiency resulted from two mechanisms based on Hibernate and JDBC. This paper offers insight into hibernate technology its implementation and usage.

Keyword- Hibernate, HQL, ORM, Database, SQL.

An Intertextual Reading of Arvind Adiga's Novel the *White Tiger*

Archana Singh

Intertextuality is a radical concept that interrogates the notions of originality and creativity of a work of art or for that matter, the very process of thinking itself. A concept developed by the French critic and semiotician Julia Kristeva, it reads in texts the influences, allusions, calques, plagiarisms, quotations, pastiche and parody from other texts which may have directly or indirectly influenced the writer. The concept is an extension of the philosophical ideas of the Russian thinker Mikhail Bakhtin who had argued that there are “no virgin words after Adam” and that all words carry in them intonations of earlier usage. Intertextuality is a literary device that adds depth to a work and generates an interrelationship between texts and generates related understanding in separate works (“Intertextuality”, 2015). Kristeva calls a text as ‘mosaic of quotations’. Such allusions reverberate and echo in a work, shape the understanding of the reader and add density to the work based on the prior knowledge of the reader. Intertextuality can be defined as the influence and the presence of other texts in the construction of any text. The borrowings (conscious or unconscious) by a writer from various other works and the transformations that a writer may induce creates in the text a complex web of quotations that makes the work deeply allusive and pulsate with new energy. Many times it is a discourse strategy used by writers to convey complex emotions and perceptions. It is important to remember that this concept does not use quotation marks, citing or other punctuation devices to show a borrowed idea and could in the old sense be confused with copying or even plagiarism. Intertextuality could be intentional or obligatory or accidental and many a times it is difficult to decipher which kind is operational. This immensely exciting study leads critics to understand the complexity and multiple layers of a

text. This paper attempts at discerning some of the internal texts that may have gone in the formation of the novel *The White Tiger* by Arvind Adiga. Adiga's novel uses narrative in layered form. The accumulation of allusions that one could read into it could help to uncover the menacing and the dark quality of the novel which comes from this complex use of other texts. The novel which won the Man Booker Prize for 2008, for its disturbingly accurate & ominous portrayal of the underbelly of the vast central plains of India, derives a lot of its complexities and layering to intertextuality. The paper attempts to read the many interconnections of the novel seem to have with large number of other texts. The paper studies the allusions and the influences that may have gone in the making of the novel. These include literary works like *The Invisible Man* by Ralph Ellison, *Crime and Punishment* by Fyodor Dostoevsky, *Autobiography of an Unknown Indian* by Nirad Chaudhari, Aesop's Fables among others. Intertextuality is inherently multi-disciplinary in nature and such influences can be thus read discipline of literature. The influences of other media in the form of films, newspapers, advertising and so on are traced in the paper. The novel finds its resonance with television campaigns, advertisements and so on. The novel is thus in a continuous and continual dialogue with other authors and other works of literature and other texts to generate multiple meanings. The paper by doing so locates the novel in a socially dynamic and vibrant setting where there is a free flow and a give and take of ideas and images. This intertextual reading reveals the multi-layered nature of the novel.

Key Words - Postmodernism, modernism, intertextuality, dialogue, allusions, intertextual awareness and reading, films and cinema, fables, pastiche, confessional literature

Women Workers in Unorganised Sector in India

Amita Johnson

In past few decades and with the new reforms of Liberalization, Privatization and Globalization there has been informalisation and feminization of work. Women form almost 94% of total workforce in unorganized/informal sector. About 50% are the sole breadwinner in their families. Most of these women are poor, illiterate, ignorant, weak and have no proper training. They are the victims of social exclusion and gender discrimination. They have very few choices of gainful employment. This paper tries to highlight and bring an understanding of the problems faced by women workers in different categories of employment in unorganized sector and the need for their economic and social security and their upliftment and empowerment. This study is based on the secondary data collected from various books, journals etc. for its source of information. It includes a case study of stone breaking activity of women in Patiala.

The Report of National Commission on Enterprises for Unorganized Sector (NCEUS) highlights the existence and qualification of unorganized or informal workers defined as those who do not have employment security, work security and social security. The categories of women workers found in the unorganized sector are Construction workers, Domestic workers, Garment workers, Vendor, Sales girls, Rag Pickers etc. The common problems faced by them are no regularity or security of job, no paid leave, no increment in wages, ill treatment or harassment at the hands of contractors, lack of welfare benefits, no fixed hours of work, absence of proper facilities at work place etc.

The mere framing of policies and Acts do not help the women workers but work needs to be done at grass root level. To uplift their economic and social status and empower them they require quantitative and qualitative support from government, NGO's and elite group with philanthropic attitude in the form of education, training and skilled employment opportunities. Thus there is a need of creating an effective network between micro financial institutions like, Self Help Groups, banks, NGOs, academicians, individuals with philanthropy, employers and women workers as beneficiary and government at large to create effective legislation.

Key Words - Unorganised / informal Sector, Social Security benefits

The Effect of Attributional Style on the Adolescence's Academic Stress

Dr. Manisha Gawde , Dr. Hemlata Chari

The present article discusses about a study of the effect of attributional style on the adolescence's academic stress. The sample was selected using random sampling techniques. The total sample size was 821 students studying in std. XI (HSC, Maharashtra State Board) Junior College of Greater Mumbai. The sample included 389 boys and 432 girls' students of Std XI. Findings indicated that: The significant relationship was found in attributional styles of students with their academic stress. At the end some suggestions are given to parents, teachers, educators and counselors based on the present study.

Role of Mass Media in Education in India

Shweta Jaiprakash Pandey

Mass media have proved to help in classifying concepts, stimulating group and individual activities, developing a collective critical awareness, changing attitudes, imposing a new structure or organisation on certain subjects and encouraging originality and creativeness. Therefore, teachers have to be properly motivated and made interested in the use of such materials. They have also to be trained and oriented in the adequate use and maintenance of the materials.

As we know, good teachers are not born, they are made. Training in the methods, techniques, use of various means and media help a teacher to be good and efficient. All illustrative materials will be “aids” to his teaching. His educational outputs will be optimized through judicious uses of modern methods, techniques, means and mass media Educational research has also proved that instruction can be greatly improved through the wise selection and utilization of modern media of communication.

An Overview of Derivatives Market in India

Rushika Chavda

A derivative is a financial instrument whose value is derived from the value of an underlying asset. The underlying asset can be currency, bonds, stocks or commodity. This study is about the overview of derivatives market in India. This market comprises of four major types of financial derivatives contracts which are used i.e. forwards, futures, options and swaps. Broadly derivatives can be classified as equity derivatives and currency derivatives. This study also includes the importance of the derivatives market in the Indian financial system.

Derivatives are becoming increasingly important to world markets as a tool for risk management. They are used to separate the risks and transfer them to parties willing to bear these risks. Thus it is found that the existence of derivative markets leads to lower volatility due to better price discovery and broader investor base.

Key Words - Derivatives market, Equity derivatives, Currency Derivatives, Forward contract, Future contract, Options contract.

Effect of Emotional Branding on Consumer's Response of Selective Advertisements

Sandipa Chatterjee

Human Emotions are central to any marketing process. The marketing process involves persuading about the product to the consumer. Advertising is the tool to persuade consumers about the product. Advertisements which use emotional branding have benefited in appealing to human feelings which associate to the brands image. The effect of emotional feelings during advertisement exposure on brand image is considered in this study. A comparison between the three advertising appeals has conducted by showing three different ads using each appeal of the same brand. The outcome of this study suggests that emotional appeal in advertisements create an emotional connection with the brand create the willingness to know more about the brand leading to more brand awareness.

A Study of the Social Intelligence of STD VIII Students of Kamla High School(Control Group) and Holy Cross High School(Experimental Group)

Dr. Radhika Vakharia, Nikhat Humdule

Intelligence, or I.Q is largely what you are born with, here genetics play a larger role whereas Social Intelligence, on the other hand is mostly learned from experience with people and learning from success and failures from social environment. Key elements of S.I (Social Intelligence) are Verbal Fluency, Knowledge of Social Roles, Effective Listening Skills and Social Self-Efficacy etc which is lacking in today's world. So, to make it more effective ,I undertook the research on "Study of Social Intelligence of STD VIII students of Kamla High School & Holy Cross High School through an Experiential Module" under the guidance of Dr. Radhika Vakharia it consisted of 5 sessions which included FISH POND, INTERPRETATION OF VISUAL CLUES, LESSON IN GRATITUDE, and ROLE PLAY & EFFECTS OF ADS. The research design was POST-TEST only which consisted of EXPERIMENTAL GROUP (on whom the sessions were conducted) & CONTROLLED GROUP (sessions were not conducted) after each session the students were asked to fill Reflection Sheets so as to understand their Social Ability & Adaptability. The tool used is 'TROMSO-SOCIAL INTELLIGENCE SCALE' after collecting data from the students Inferential Analysis was done using T-Test() which concluded that there is no significant difference in the S.I of the students of Kamla High School(Controlled Group) and Holy Cross High School(Experimental Group).

Key Words-Social Intelligence, Social Self-Efficacy, Social Ability & Adaptability

Teacher Competence in Higher Education

Vijay Baburao Savakare

This article defining teacher competencies and presents the concepts of teaching and teacher competencies at the tertiary level. We then identify the different areas of classroom instructions where teacher competencies can be developed. I glanced over the repertoire of instructional methods, techniques and strategies, which you may use as inputs in an instructional system. I focussed on the competencies and skills that a teacher should have in order to operate instructional inputs.

Here I have tried to present you with the skills of lecturing, conducting interaction sessions and using communicational aids which help a teacher in the transaction of teaching and learning

Effective Methods of Vedic Mathematics

Sneha Vaidya

Vedic Mathematics is applied to all branches of mathematics. The Sutras and Sub-Sutras apply to and cover almost every branch of Mathematics including Arithmetic, Algebra, Geometry, -Plane and Solid, Trigonometry, -Plane and Spherical, conics-Geometrical and Analytical, Astronomy, Calculus- Differential and Integral etc. For finding square of numbers, the Sub-sutra Yavadunam TavaduniKrtya Vargan ca Yojayet is used. The person is required to know the square upto 5 only. By using Vertically and Crosswise Sutra of Ancient Indian Vedic Mathematics even five digit multiplication can be done in a single step and in less time. In this paper multiplication of a large number by a large number is explained by using the Vedic Mathematics Sutra Vertically and Crosswise. It explains how multiplication is done by using sutra and answer can be written in single line instead of so many steps. There are different methods of multiplication using Vertically and Crosswise Sutra.

Key Words - Vedic Sutra, Sub-sutra, Yavadunam TavaduniKrtya Vargan ca Yojayet, Vertically and Crosswise.

Application Study of Corporate Skills in Transnational and Multinational Corporations in India: A Future Paradigm Perspective for Sustainability

Dr Sujata Dhopte, Meena Sinha

This paper examines the current thinking on the processes of corporate learning systems and explores the issues of sustainability in learning. New research shows how the big corporations in the globalised world can achieve sustainable results by adopting new corporate philosophy which requires re-structuring around human workforce, it's continuous and time- bound learning in organizations. Sustainable value framework can be created by building enhanced utility and greater profitability. Big corporations can ensure excellence not only by building quality in products but also by standardising the processes through training their people. Highly skilled global workforce is the solution to our planet where we are looking for global economy. Resource optimisation- both in natural and human would help us sustain this planet.

This research aims at examining 'The application of corporate skills in future in the Indian MNCs and TNCs' and proposes to recommend the perspective from Indian context. This research will take up the analytical aspects of corporate skills existing and the future trends. The learning is significant because it addresses a real problem, and it is meaningful because it leads to a solution that includes the learner's talent. Sustainability in learning is achievable by causing the learner to sustain the knowledge longer and at a deeper level. Renewability in learning is obtained by aiming the conceptual base of the learning. Once trained, a learner can solve new problems of a similar nature by using the analysis and assessment methods applied to the original problem using corporate skills.

Key Words- Corporate Skills, Learning Systems, Sustainability, Human Capital, Value-based Profitability.