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Implementation of Green HRM Practices for sustainable development in Indian Organizations

Prof. Dr. Sachin Bharadwaj

Principal, Mahatma Phule Institute of Management & Computer Studies, Hadapsar, Pune-28

Abstract:

Indian organizations including start-ups to established firms need to focus on sustainable development. These organizations are trying to balance their economical, social and environmental factors for short term and long term perspectives. Green HRM function is motivator, leader and initiator to promote sustainability within organization through its practices and policies. Implementation of Green HRM practices through its policies helps to increase the overall efficiency of the organization, employee engagement rate and retention rate. It also contributes in organizational cost-saving. HR can contribute by applying different ways to promote Go- Green aspect of the organization through implementation of the practices in its various R to R functions (Recruitment to Retirement or Resignation). This research paper focuses on need of Green HRM practices for sustainable development of organizations and also suggestions for taking initiatives to adhere with Go- Green vision. Emphasis of this research paper is on exploring different ideas to reach the green goal or green vision of the organization through implementation of HR policies and HR Practices. Every organization should proudly introduce its HRM as Green HRM. Start-ups also should promote Green HRM from initial stage to get benefits for long term.

Keywords: Sustainable development, Green HRM, Environmental Management, Green HRM practices, Organization, Eco-friendly environment, Go-Green

Introduction:

Nowadays Organizations are facing environmental issues like air pollution, noise pollution, limitations on non-renewable resources, etc. These organizations are mentioning Sustainability in their long term vision. Sustainability means meeting the needs and demands of people today without compromising the ability of future generations to meet their requirement. These organizations are trying to balance social, economical, environmental and resource needs, for present and future generations. They are sincerely working to maintain Go green status with a high quality achievement and environment, locally and globally. They are keenly thinking about sustainable development. Many organizations in India had already started CSR activities to promote Go Green status before the mandatory legislation. HR department has taken active participation in those activities. But the same eco friendly environment should be maintained within organization.

Objectives:

1. Understanding need of Green HRM practices to look forward in sustainable development
2. Study of value addition in sustainable development of organization by implementing Green HRM practices in various HR functions

Emerging Trends in Human Resource Management

Prof. Dr. Sachin Bharadwaj

Principal, Phule Institute of Management & Computer Studies, Hadapsar, Pune-28

ABSTRACT

Human Resource is of paramount importance for the success of any organization. It is a source of strength and aid. In the present complex milieu, organizations are greatly influenced by changes taking place in internal as well as external environment, no business or organization can change or exist or grow without appropriate human resources. Therefore, human resource has become the focus of attention of every progressive organization. In the changing world, the philosophy and perspective of HRM needs to transform and redesign. This paper attempts to spotlight the latest trends in HRM for the present century like employee engagement, Growth of gen Y employees, Work life integration etc.

Key words: Human Resource, Change, environment, progressive, recruiting

Introduction

Human Resource Management (HRM) is a management function that helps manager's recruit, select, train & develops members for an organization. Obviously, HRM is concerned with the people's dimension in organization. Earlier, personnel departments were called "health and happiness" department. The people assigned to deal with personnel issues were of ten individuals who were past their prime. The personnel department was seen as lesser productive and unimportant to the organization. Coming to its composition of the HR department, it may be stated that it depends on the scale of operation and attitude of the top management towards its personnel. However, a globalized HR department is headed by Vice-President, under whom Sr. Manager- Personnel, Sr. Manager- Administration, Sr. Manager- HRD and Sr. Manager- Industrial Relations. The department will grow in size and importance when new demands are placed on it by the top management. The role of the Human Resources Department has changed dramatically over the past 30 years and will become increasingly more strategic in nature in the future. The role of HR manager is shifting from that of a protector and screener to the role of a planner and change agent. Personnel directors are the new corporate heroes. The name of the game today in business is personnel. Nowadays it is not possible to show a good financial or operating report unless your personnel relations are in order. As identified by scholars in the field that several other trends in the industry, as follows: (1) Need for integrated workforce management systems (2) Associations not programs (3) Shift from Work-Life Balance to Work-Life Integration (4) Big data analysis (5) Data driven recruiting (6) SixSigma

IMPLEMENTING AN EFFECTIVE PERFORMANCE MANAGEMENT SYSTEM IN POONA RADIATORS & OIL COOLERS TO ENHANCE PRODUCTIVITY

Dr. Anita Katke

Director

International School of Management and Research

Email: anitakatke7@gmail.com

Ashwini Subas Walhekar

Assistant Professor

PDEA's Mahatma Phule Institute of Management, Hadapsar, Pune

Email: ashwinikakade27@gmail.com

Abstract: *Productivity of workers and its resultant efficiency and effectiveness can only be achieved when organisations have their Performance management system in place. However, performance management has been adjudicated the most difficult task to implement effectively in modern organizations. In this regards, this paper studies and suggested the implementation of an effective performance management system which will ensure workers productivity. Poona Radiators & Oil Coolers is the organization under focus, and the study population comprises all the 170 staff of the organization. Simple random sampling technique is used to draw fifty-one (118) respondents from the population. Structured questionnaire is used as instrument of data collection while frequency distribution and percentages are used in analyzing the data. Major findings of the study show, most employees are not aware about the existing performance management system in the organization. Employees feel that the company's performance management system has failed to give a proper assessment of their contribution to the organization. Workers are generally not satisfied with the staff performance review system of Poona Radiators & Oil Coolers. This study recommends the implementation of complete performance management process to enhance productivity and achieve company objectives.*

Keywords: *Appraisal, Employee Productivity, Performance Management*

1. INTRODUCTION

Performance management (PM); one of the most significant human resource management (HRM) practices and a widely discussed area in management and organizational theory, has received remarkable attention among practitioners and academics over the years. Continuous interest in PM and associated themes – employee appraisal, performance assessment and

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A STUDY OF PERCEPTION OF POLICE PERSONNEL TOWARD WORK AND REWARD POLICY OF POLICE DEPARTMENT.

Dr. Sachin S.Bharadwaj

Officiating Director

PDEA's Mahatma Phule Institute of Management & Computer Studies, Pune
Savitribai Phule Pune University, Pune

Abstract

Nature of work, Reward policy of any organization always have lasting impact on its employees.

Keywords: Seniors, Police, Reward

Introduction-

Police work is considered to be one of the most stressful occupations (Anshel, Robertson, & Caputi, 1997). Police in India are extremely overworked and under resourced. Reward policy is very significant in attracting and retaining personnel. Similarly nature of relations with colleagues, seniors and subordinates determine quality of work life at work place.

Objective

- To examine the perceptions of police sample on variable of Senior & Reward, which tends to capture relationship of police with their senior and peer group, also it reflects their perception on Pay related issue.

Source of data for all these statements is Primary data collected by researcher.

Data collection has been significant stage in the process of research. Primary data was collected from 10 Police stations out of 33 Police stations in Pune City. Care has been taken to ensure that sample represents total population of Pune Police. Total Primary data contain Police men and Police women. Data was collected from 397 Police men and 103 police women called entry Police, from 25 police inspectors, 32 API/PSI male officers and 19 API/PSI female officers. Data collection from 15 IPS officers has been done through discussion of questionnaire with 1 commissioner of Police (Male), 1 Joint commissioner of police (Female), 2 Additional commissioner of Police (Male), 4 Deputy Commissioner of Police (3 male and 1 female), 7 Assistant commissioner of Police (3 male and 4 female) officers.

Introduction-Researcher had selected 10 significant statements of work related stress and captured perception of police personnel. Respondents include following category of Police.

Entry Police-It includes Entry level of police staff which includes police naik, Police constable etc.

Police Inspector-This include Police inspector who is main in charge of Police station.

API/PSI-This means Assistant Police Inspector, Police Sub-Inspector

IPS-This include officers which are recruited through examination conducted by Union Public Service Commission of Indian Police Service.

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An International Open Access, Peer-reviewed, Refereed Journal

A STUDY OF PERCEPTION OF WOMEN POLICE TOWARD WORKCULTURE OF POLICE DEPARTMENT

Dr. Sachin S.Bharadwaj

Officiating Director

PDEA's Mahatma Phule Institute of Management & Computer Studies, Pune

Savitribai Phule Pune University, Pune

Abstract

Women police contribute significantly to maintain law and order of various states in India. It is necessary to study their concern and empower them to discharge their duties to the best of their ability.

Keywords: Women Police

Introduction

Women police perform duty at par with their male counterparts. They perform key role in handling crimes related to women and children. They have to face many challenges at workplace viz: routine Bandobust, Arresting and handling criminals, Handling court matters. They have to pay equal attention at domestic front as that of their workplace. Treatment at workplace impacts their job satisfaction as well as their preference to work as police. Fair treatment at workplace and proper recognition of her work would promote their self respect which would enable them to contribute effectively in every role they play. Stree studies using clinical survey instruments consistently show that females report significantly higher levels of Psychological and Physical stress than their male counterparts. (For review of literature, see Derogatis and Savitz, 1999) Data had been collected from 127 women police having different Rank from Police Naik, Police constable, Police Sub Inspector, Asst. Police Inspector, Assistant Commissioner of Police, Deputy Commissioner of Police.

1) I find my gender has no relation to kind of work I do.

Respondents	Strongly Disagree%	Disagree %	Neutral%	Agree %	Strongly Agree %	Mean	S.D.	CV %
Entry Police	03.90	16.50	22.30	21.10	28.20	3.61	1.17	30.00
API/PSI	00.00	00.00	21.10	52.60	26.30	4.05	0.70	17.00
IPS	20.00	40.00	40.00	00.00	00.00	2.20	0.84	36.00

(source-Primary Data)

Interpretation -From the above table it can be seen that out of 103 Entry Police 3.9% strongly disagree, 16.5% Disagree, 22.3% have neutral opinion, 29.1 % said they agree, 28.2 % said they

“A study Of Performance Management System that Makes the Difference”

Ashwini Suhas Walhekar
Assistant Professor
PDEA's Mahatma Phule Institute of Management, Hadapsar, Pune
Email: ashwinikakade27@gmail.com

Dr. Anita Katke
Director
Jaywantrao Sawant Institute of Management and Research, Hadapsar
Email: anitakatke7@gmail.com

ABSTRACT

Now a days, in any industry whether small or big, human resource management not just play its traditional role as such but it has expanded its dimensions to assess its employees' performance and manage it with a new system which has evolved due to new developments in the field of HRM known as Performance Management System (PMS). This paper Provides guidance for designing and implementing effective performance management practices, with an emphasis on medium and small organizations. This study begins with a discussion about why performance management efforts often fail, describes why good performance management is important, and continues with guidance for designing and implementing an effective performance Management Practices

Keywords: HRM, Performance, Performance Management Practices

Introduction:

Performance management is fundamentally about aligning individual effort to support organizational priorities. It includes setting individual expectations tied to organizational goals, providing coaching and feedback that helps employees improve, and measuring and evaluating employee performance to take talent decisions.

Although employees and managers often think of performance appraisal as synonymous with performance management, the two are not the same. Performance management is the broad

**A STUDY OF EMPLOYEES ATTITUDE TOWARDS PERFORMANCE
MANAGEMENT SYSTEM**

Ashwini Suhas Walhekar
Assistant Professor

PDEA's Mahatma Phule Institute of Management, Hadapsar, Pune
Email: ashwinikakade27@gmail.com

Dr. Anita Khatke
Director

International School of Management and Research
Email: anitakhatke7@gmail.com

ABSTRACT:

Productivity of workers and its resultant efficiency and effectiveness can only be achieved when organisations have their Performance management system in place. Success of performance management system mainly depends on employee's positive attitude towards PMS.

This paper highlights the employee's attitude towards present performance management system. In this paper, authors also describe the changing motivational level through PMS. Rise & Shine Biotech Pvt. Ltd. is the organization under focus, and the study population comprises of the 61 staff of the organization. Sample size of the study is 50 employees structured questionnaire is used as instrument of data collection while frequency distribution and percentages are used in analysing the data. Major findings of the study show, Majority of respondents are satisfied with current performance management system. They believe that current performance management system improves their performance. PMS is having "developmental focus" with appropriate training system.

Key words: Productivity, PMS, Motivation level

**A STUDY OF PERCEPTION OF FARMERS TOWARDS SPECIAL
ECONOMIC ZONES AND THE PACKAGE OFFERED BY THE
DEVELOPER WITH REFERENCE TO KHED-SHIRUR SEZ
PROJECT.**

Prof. Santosh Balasahab Khairat

E-mail: santosbbkhalair@gmail.com

Institute: PDEA's Mahatma Phule Institute of Management and Computer
Studies, Hadapsar, Pune-411028, India

ABSTRACT:

The SEZ's can categorically improve the economic activity in the country, make the country's export competitive and noticeable globally, help in net foreign exchange earnings and provide immense employment opportunity. But this should not be done at the expense of decreasing the agricultural activities. Land grabbing and real estate mafia should be properly regulated so that the common man is not the sufferer in the bargain. As in the case with China, where majority of the SEZ's were set up by the government, similar policy should be adopted in India, if not fully it should be a public-private partnership and regulatory bodies should be properly managed to weed out fallacies. To be economically viable, SEZ's should be approved over a particular land area (greater than 1000 acres) for rapid economic growth in the area and for it to be profitable and self sustainable. Relaxed Tax norms, Labor laws and DTA regulations will surely attract foreign investment and major industries to set up industries in the SEZ's making it profitable and achieving the desired results!

This paper attempt to analysis the study of perception of farmers towards Special Economic Zones, the package offered by the developer, impacts of the SEZ's on the farmers.

Keywords- Special Economic Zones (SEZ's), FDI, Labour Laws, Developer.

1. Introduction

The policy of Liberalization, Privatization and Globalization adopted by Government of India has made tremendous change from traditional market to a global free market. These reforms were launched in 1991. Thereafter the Government also introduced reforms in respect of Rainbow revolution, financial reforms and promotion of special economic zones. In the past few years, India has been gradually liberalizing its various policies. One such significant development is the setting up of Special Economic Zones (SEZs). A defining characteristic feature of these SEZs is that they are mostly related to IT and ITES promotion. The recent successes of the BPO companies and the IT boom have guided the objective of setting up of these independent units.

During the past few years, discussion has been going on 'Special Economic Zones' through newspapers, magazines and other media because of the acquisition of land from farmers, riots in West Bengal, Maharashtra, Gujarat, Uttar Pradesh and other parts of the country, political interference as well as opposition to SEZ and the impact of SEZ on economic development of the country and on agriculture sector of the country.

A Study on Non- Performing Assets of Nationalised Banks in India

Prof. Santosh Balasaheb Khalate

Assistant Professor

PDEA's Mahatma Phule Institute of Management and Computer Studies

Hadapsar, Pune-411028.

Mobile: 9763439775

Email: santoshbkhate@gmail.com

Abstract:

A strong banking sector is important for flourishing economy. The crash of the banking sector may have an unfavorable blow on other sectors. Non-performing assets are one of the major concerns for banks in India. Non-performing assets, also called non-performing loans, are loans, made by a bank or finance company, on which repayments or interest payments are not being made on time. A high level of NPAs suggests high probability of a large number of credit defaults that affect the profitability and net-worth of banks and also erodes the value of the asset. The problem of NPAs, which was ignored till recently, has been given considerable attention after liberalization of the financial sector in India. At present NPA in the banking sector is increasing year by year particularly in nationalized banks. NPA is becoming the bane of nationalized banks. The prime aim of this paper is to give brief idea about the concepts of Non Performing Assets and trends of NPA in nationalized banks in India.

Keywords: NPA, Loans, Banking Sector

Introduction:

Banking essentially involves intermediation - acceptance of deposits and grants the loans and advances. Since the deposits received from the depositors have to be repaid to them by the bank, they are known as banks' 'Liabilities' and as the loan given to the borrowers are to be received back from them, they are termed as banks' 'Assets' so assets are banks' loans and advances.

In the traditional banking business of lending financed by deposits from customers, Commercial Banks are faced with the risk of default by the borrower in the payment of either principal or interest. This risk in banking parlance is termed as 'Credit Risk' and accounts where payment of interest and /or repayment of principal are not forthcoming are treated as Non-Performing Assets, as per the Reserve Bank of India, an asset, including a leased asset, becomes non-Performing when it ceases to generate income for the bank. Existence of Non-Performing Asset is an integral part of banking and every bank has some Non-Performing Assets in its advance portfolio.

NPAs reflect the performance of banks. A high level of NPAs suggests high probability of a large number of credit defaults that affect the profitability and net-worth of banks and also erodes the value of the asset. The NPA growth involves the necessity of provisions, which reduces the overall profits and shareholders value. The issue of Non Performing Assets has been discussed at length for financial system all over the world. The problem of NPAs is not only affecting the banks but also the whole economy. In fact high level of NPAs in Indian banks is nothing but a reflection of the state of health of the industry and trade.

Objectives of the Paper:

The present paper is based upon the study on Non Performing Assets within the Nationalized Banks in India. Specifically the objectives of the study are:

1. To discuss the conceptual framework of Non Performing Asset in banking.
2. To study the Trends of NPA in nationalized banks in India

SWOT ANALYSIS ON INDIAN IT AND ITES SECTOR

Prof. Khalate Santosh Balasheb

Email: santoshkhalate@gmail.com

Mobile: 9763439775

Institute: PDEA's Mahatma Phule Institute of Management,
Hadapsar, Pune-28(INDIA)

Abstract:

Now-a-days, India has come up in the fields of IT and ITES. Information technology refers to a broad term spectrum comprising of new communication and computing technologies. The Indian IT and ITES sector has weathered this storm as well. It is indeed creditable that the IT industry in India has continued its healthy growth since 1998. In 1984, under the rule of Prime Minister Rajiv Gandhi, various efforts were made to develop IT industry in India. NASSCOM provides facts and figures about the growth of the IT and ITES industry in India and to facilitate the business and trade in software and services. The share of IT and ITES industry is 5.5 percent of gross domestic product (GDP) in Indian economy according to NASSCOM. The prime aim of this paper is to analyse the growth and performance of IT and ITES industry in India and SWOT analysis of IT and ITES industry in India.

Key Words: Information Technology, ITES, Industry, SWOT analysis.

Introduction :

SWOT analysis is a strategic planning method used to evaluate the Strengths, Weaknesses, Opportunities and Threats involved in a project in a business venture. It involves specifying the objectives of the business venture or project, and identifying the internal and external factors that are favorable and unfavorable to achieve those objectives. A SWOT analysis helps elucidate strategic advantages. Strengths are attributes of the person or company helpful in achieving the objective(s), while weaknesses are attributes of a person or company, harmful in achieving the objective(s). Opportunities are the external conditions, helpful in achieving the objective(s) and threats are external conditions which could do damage in the objective(s).

India being one of the world's most populous countries naturally has a large pool of human resources. Government's continued investment in higher education since independence in terms of establishment of educational institutes as well as subsidization of

A Study on Stress Management for primary teacher

Prof. ShitalDilipSonawane

Email: shitalsonawane795@gmail.com

Mobile: 7447494305

Pune District Education Association's Mahatma Phule Institute of Management and computer studies

Hadapsar Pune

Abstract:

Higher Education and Higher Education Research

Longterm social and personal costs, particularly those related to mental

health and health behaviors. Difficult behavior management is a cause of stress and burnout among teachers, ultimately leading to the resignation of many teachers. Interventions to improve parenting are not easily transferable to classroom issues, and most affected parents are not vulnerable to these interventions.

Therefore, respecting teachers' ability to manage behavior and promoting social-emotional skills can improve the mental health and well-

being of children and adolescents and benefit any child who is subsequently trained by an accepted teacher. for training.

Methods/Design: The Magic Years Teacher Classroom Management (TCM) Curriculum, A Cluster Randomized Controlled Trial (RCT) of Combined Economic and Process Evaluation.

One teacher of children aged 4-

9 from 80 schools in the South West Peninsula will be selected from either TCM (intervention group) or 'normal teaching' (control group). The primary measure will be the total difficulty score of the Quality and Distress Questionnaire (SDQ) completed by the current home teacher before randomization and at 9, 18, and 30 months and added by the Parent SDQ. Secondary measures include academic achievement (teacher feedback through direct assessment in the model), children's enjoyment of school, teacher-reported self-efficacy, burnout, and stress levels from a sample questionnaire of classroom teachers on cognitive skills.

Cost information for financial assessment will be based on parent's knowledge of services received