

International Journal of Management and Humanities

ISSN: 2394-0913

Website: www.ijmh.org

Volume-2 Issue-1, December 2015

Published by:

Blue Eyes Intelligence Engineering and Sciences Publication Pvt. Ltd.



Editor In Chief

Dr. Shiv K Sahu

Ph.D. (CSE), M.Tech. (IT, Honors), B.Tech. (IT)

Director, Blue Eyes Intelligence Engineering & Sciences Publication Pvt. Ltd., Bhopal (M.P.), India

Dr. Shachi Sahu

Ph.D. (Chemistry), M.Sc. (Organic Chemistry)

Additional Director, Blue Eyes Intelligence Engineering & Sciences Publication Pvt. Ltd., Bhopal (M.P.), India

Vice Editor In Chief

Prof.(Dr.) Anuranjan Misra

Professor & Head, Computer Science & Engineering and Information Technology & Engineering, Noida International University, Noida (U.P.), India

Dr. Sahab Singh

Assistant Professor, Department of Management Studies, Dronacharya Group of Institutions, Knowledge Park-III, Greater Noida (U.P.), India

Chief Advisory Board

Prof. (Dr.) Hamid Saremi

Vice Chancellor of Islamic Azad University of Iran, Quchan Branch, Quchan-Iran

Dr. Uma Shanker

Professor & Head, Department of Mathematics, CEC, Bilaspur(C.G.), India

Dr. Rama Shanker

Professor & Head, Department of Statistics, Eritrea Institute of Technology, Asmara, Eritrea

Dr. Vinita Kumari

Blue Eyes Intelligence Engineering & Sciences Publication Pvt. Ltd., India

Dr. Kapil Kumar Bansal

Head (Research and Publication), SRM University, Gaziabad (U.P.), India

Dr. Deepak Garg

Professor, Department of Computer Science and Engineering, Thapar University, Patiala (Punjab), India, Senior Member of IEEE, Secretary of IEEE Computer Society (Delhi Section), Life Member of Computer Society of India (CSI), Indian Society of Technical Education (ISTE), Indian Science Congress Association Kolkata.

Dr. Vijay Anant Athavale

Director of SVS Group of Institutions, Mawana, Meerut (U.P.) India/ U.P. Technical University, India

Dr. T.C. Manjunath

Principal & Professor, HKBK College of Engg, Nagawara, Arabic College Road, Bengaluru-560045, Karnataka, India

Dr. Kosta Yogeshwar Prasad

Director, Technical Campus, Marwadi Education Foundation's Group of Institutions, Rajkot-Morbi Highway, Gauridad, Rajkot, Gujarat, India

Dr. Dinesh Varshney

Director of College Development Counseling, Devi Ahilya University, Indore (M.P.), Professor, School of Physics, Devi Ahilya University, Indore (M.P.), and Regional Director, Madhya Pradesh Bhoj (Open) University, Indore (M.P.), India

Dr. P. Dananjayan

Professor, Department of Department of ECE, Pondicherry Engineering College, Pondicherry, India

Dr. Sadhana Vishwakarma

Associate Professor, Department of Engineering Chemistry, Technocrat Institute of Technology, Bhopal(M.P.), India

Dr. Kamal Mehta

Associate Professor, Deptment of Computer Engineering, Institute of Technology, NIRMA University, Ahmedabad (Gujarat), India

Dr. CheeFai Tan

Faculty of Mechanical Engineering, University Technical, Malaysia Melaka, Malaysia

Dr. Suresh Babu Perli

Professor & Head, Department of Electrical and Electronic Engineering, Narasaraopeta Engineering College, Guntur, A.P., INDIA

Dr. Binod Kumar

Associate Professor, School of Engineering and Computer Technology, Faculty of Integrative Sciences and Technology, Quest International University, Ipoh, Perak, Malaysia

Dr. Chiladze George

Professor, Faculty of Law, Akhaltsikhe State University, Tbilisi University, Georgia

Dr. Kavita Khare

Professor, Department of Electronics & Communication Engineering., MANIT, Bhopal (M.P.), INDIA

Dr. C. Saravanan

Associate Professor (System Manager) & Head, Computer Center, NIT, Durgapur, W.B. India

Dr. S. Saravanan

Professor, Department of Electrical and Electronics Engineering, Muthayamal Engineering College, Resipuram, Tamilnadu, India

Dr. Amit Kumar Garg

Professor & Head, Department of Electronics and Communication Engineering, Maharishi Markandeshwar University, Mullana, Ambala (Haryana), India

Dr. T.C.Manjunath

Principal & Professor, HKBK College of Engg, Nagawara, Arabic College Road, Bengaluru-560045, Karnataka, India

Dr. P. Dananjayan

Professor, Department of Department of ECE, Pondicherry Engineering College, Pondicherry, India

Dr. Kamal K Mehta

Associate Professor, Department of Computer Engineering, Institute of Technology, NIRMA University, Ahmedabad (Gujarat), India

Dr. Rajiv Srivastava

Director, Department of Computer Science & Engineering, Sagar Institute of Research & Technology, Bhopal (M.P.), India

Dr. Chakunta Venkata Guru Rao

Professor, Department of Computer Science & Engineering, SR Engineering College, Ananthasagar, Warangal, Andhra Pradesh, India

Dr. Anuranjan Misra

Professor, Department of Computer Science & Engineering, Bhagwant Institute of Technology, NH-24, Jindal Nagar, Ghaziabad, India

Dr. Robert Brian Smith

International Development Assistance Consultant, Department of AEC Consultants Pty Ltd, AEC Consultants Pty Ltd, Macquarie Centre, North Ryde, New South Wales, Australia

Dr. Saber Mohamed Abd-Allah

Associate Professor, Department of Biochemistry, Shanghai Institute of Biochemistry and Cell Biology, Yue Yang Road, Shanghai, China

Dr. Himani Sharma

Professor & Dean, Department of Electronics & Communication Engineering, MLR Institute of Technology, Laxman Reddy Avenue, Dundigal, Hyderabad, India

Dr. Sahab Singh

Associate Professor, Department of Management Studies, Dronacharya Group of Institutions, Knowledge Park-III, Greater Noida, India

Dr. Umesh Kumar

Principal: Govt Women Poly, Ranchi, India

Dr. Syed Zaheer Hasan

Scientist-G Petroleum Research Wing, Gujarat Energy Research and Management Institute, Energy Building, Pandit Deendayal Petroleum University Campus, Raisan, Gandhinagar-382007, Gujarat, India.

Dr. Jaswant Singh Bhomrah

Director, Department of Profit Oriented Technique, 1 – B Crystal Gold, Vijalpore Road, Navsari 396445, Gujarat. India

Technical Advisory Board

Dr. Mohd. Husain

Director. MG Institute of Management & Technology, Banthara, Lucknow (U.P.), India

Dr. T. Jayanthy

Principal, Panimalar Institute of Technology, Chennai (TN), India

Dr. Umesh A.S.

Director, Technocrats Institute of Technology & Science, Bhopal(M.P.), India

Dr. B. Kanagasabapathi

Infosys Labs, Infosys Limited, Center for Advance Modeling and Simulation, Infosys Labs, Infosys Limited, Electronics City, Bangalore, India

Dr. C.B. Gupta

Professor, Department of Mathematics, Birla Institute of Technology & Sciences, Pilani (Rajasthan), India

Dr. Sunandan Bhunia

Associate Professor & Head,, Dept. of Electronics & Communication Engineering, Haldia Institute of Technology, Haldia, West Bengal, India

Dr. Jaydeb Bhaumik

Associate Professor, Dept. of Electronics & Communication Engineering, Haldia Institute of Technology, Haldia, West Bengal, India

Dr. Rajesh Das

Associate Professor, School of Applied Sciences, Haldia Institute of Technology, Haldia, West Bengal, India

Dr. Mrutyunjaya Panda

Professor & Head, Department of EEE, Gandhi Institute for Technological Development, Bhubaneswar, Odisha, India

Dr. Mohd. Nazri Ismail

Associate Professor, Department of System and Networking, University of Kuala (UniKL), Kuala Lumpur, Malaysia

Dr. Haw Su Cheng

Faculty of Information Technology, Multimedia University (MMU), Jalan Multimedia, 63100 Cyberjaya

Dr. Hossein Rajabalipour Cheshmehgaz

Industrial Modeling and Computing Department, Faculty of Computer Science and Information Systems, Universiti Teknologi Malaysia (UTM) 81310, Skudai, Malaysia

Dr. Sudhinder Singh Chowhan

Associate Professor, Institute of Management and Computer Science, NIMS University, Jaipur (Rajasthan), India

Dr. Neeta Sharma

Professor & Head, Department of Communication Skills, Technocrat Institute of Technology, Bhopal(M.P.), India

Dr. Ashish Rastogi

Associate Professor, Department of CSIT, Guru Ghansi Das University, Bilaspur (C.G.), India

Dr. Santosh Kumar Nanda

Professor, Department of Computer Science and Engineering, Eastern Academy of Science and Technology (EAST), Khurda (Orisa), India

Dr. Hai Shanker Hota

Associate Professor, Department of CSIT, Guru Ghansi Das University, Bilaspur (C.G.), India

Dr. Sunil Kumar Singla

Professor, Department of Electrical and Instrumentation Engineering, Thapar University, Patiala (Punjab), India

Dr. A. K. Verma

Professor, Department of Computer Science and Engineering, Thapar University, Patiala (Punjab), India

Dr. Durgesh Mishra

Chairman, IEEE Computer Society Chapter Bombay Section, Chairman IEEE MP Subsection, Professor & Dean (R&D), Acropolis Institute of Technology, Indore (M.P.), India

Dr. Xiaoguang Yue

Associate Professor, College of Computer and Information, Southwest Forestry University, Kunming (Yunnan), China

Dr. Veronica Mc Gowan

Associate Professor, Department of Computer and Business Information Systems, Delaware Valley College, Doylestown, PA, Allman China

Dr. Mohd. Ali Hussain

Professor, Department of Computer Science and Engineering, Sri Sai Madhavi Institute of Science & Technology, Rajahmundry (A.P.), India

Dr. Mohd. Nazri Ismail

Professor, System and Networking Department, Jalan Sultan Ismail, Kuala Lumpur, MALAYSIA

Dr. Sunil Mishra

Associate Professor, Department of Communication Skills (English), Dronacharya College of Engineering, Farrukhnagar, Gurgaon (Haryana), India

Dr. Labib Francis Gergis Rofaiel

Associate Professor, Department of Digital Communications and Electronics, Misr Academy for Engineering and Technology, Mansoura City, Egypt

Dr. Pavol Tanuska

Associate Professor, Department of Applied Informatics, Automation, and Mathematics, Trnava, Slovakia

Dr. VS Giridhar Akula

Professor, Avanthi's Research & Technological Academy, Gunthapally, Hyderabad, Andhra Pradesh, India

Dr. S. Satyanarayana

Associate Professor, Department of Computer Science and Engineering, KL University, Guntur, Andhra Pradesh, India

Dr. Bhupendra Kumar Sharma

Associate Professor, Department of Mathematics, KL University, BITS, Pilani, India

Dr. Praveen Agarwal

Associate Professor & Head, Department of Mathematics, Anand International College of Engineering, Jaipur (Rajasthan), India

Dr. Manoj Kumar

Professor, Department of Mathematics, Rashtriya Kishan Post Graduate Degree, College, Shamli, Prabh Nagar, (U.P.), India

Dr. Shaikh Abdul Hannan

Associate Professor, Department of Computer Science, Vivekanand Arts Sardar Dalipsing Arts and Science College, Aurangabad (Maharashtra), India

Dr. K.M. Pandey

Professor, Department of Mechanical Engineering, National Institute of Technology, Silchar, India

Prof. Pranav Parashar

Technical Advisor, International Journal of Soft Computing and Engineering (IJSCE), Bhopal (M.P.), India

Dr. Biswajit Chakraborty

MECON Limited, Research and Development Division (A Govt. of India Enterprise), Ranchi-834002, Jharkhand, India

Dr. D.V. Ashoka

Professor & Head, Department of Information Science & Engineering, SJB Institute of Technology, Kengeri, Bangalore, India

Dr. Sasidhar Babu Suvanam

Professor & Academic Coordinator, Department of Computer Science & Engineering, Sree Narayana Gurukulam College of Engineering, Kadayiuruppu, Kolenchery, Kerala, India

Dr. C. Venkatesh

Professor & Dean, Faculty of Engineering, EBET Group of Institutions, Kangayam, Erode, Caimbatore (Tamil Nadu), India

Dr. Nilay Khare

Assoc. Professor & Head, Department of Computer Science, MANIT, Bhopal (M.P.), India

Dr. Sandra De Iaco

Professor, Dip.to Di Scienze Dell'Economia-Sez. Matematico-Statistica, Italy

Dr. Yaduvir Singh

Associate Professor, Department of Computer Science & Engineering, Ideal Institute of Technology, Govindpuram Ghaziabad, Lucknow (U.P.), India

Dr. Angela Amphawan

Head of Optical Technology, School of Computing, School Of Computing, Universiti Utara Malaysia, 06010 Sintok, Kedah, Malaysia

Dr. Ashwini Kumar Arya

Associate Professor, Department of Electronics & Communication Engineering, Faculty of Engineering and Technology, Graphic Era University, Dehradun (U.K.), India

Dr. Yash Pal Singh

Professor, Department of Electronics & Communication Engg, Director, KLS Institute Of Engg.& Technology, Director, KLSIET, Chandok, Bijnor, (U.P.), India

Dr. Ashish Jain

Associate Professor, Department of Computer Science & Engineering, Accurate Institute of Management & Technology, Gr. Noida (U.P.), India

Dr. Abhay Saxena

Associate Professor&Head, Department. of Computer Science, Dev Sanskriti University, Haridwar, Uttrakhand, India

Dr. Judy. M.V

Associate Professor, Head of the Department CS &IT, Amrita School of Arts and Sciences, Amrita Vishwa Vidyapeetham, Brahmasthanam, Edapally, Cochin, Kerala, India

Dr. Sangkyun Kim

Professor, Department of Industrial Engineering, Kangwon National University, Hyoja 2 dong, Chunche0nsi, Gangwondo, Korea

Dr. Sanjay M. Gulhane

Professor, Department of Electronics & Telecommunication Engineering, Jawaharlal Darda Institute of Engineering & Technology, Yavatmal, Maharastra, India

Dr. K.K. Thyagarajan

Principal & Professor, Department of Informational Technology, RMK College of Engineering & Technology, RSM Nagar, Thiruyallur, Tamil Nadu, India

Dr. P. Subashini

Assoc. Professor, Department of Computer Science, Coimbatore, India

Dr. G. Srinivasrao

Professor, Department of Mechanical Engineering, RVR & JC, College of Engineering, Chowdavaram, Guntur, India

Dr. Rajesh Verma

Professor, Department of Computer Science & Engg. and Deptt. of Information Technology, Kurukshetra Institute of Technology & Management, Bhor Sadian, Pehowa, Kurukshetra (Haryana), India

Dr. Pawan Kumar Shukla

Associate Professor, Satya College of Engineering & Technology, Haryana, India

Dr. U C Srivastava

Associate Professor, Department of Applied Physics, Amity Institute of Applied Sciences, Amity University, Noida, India

Dr. Reena Dadhich

Prof. & Head, Department of Computer Science and Informatics, MBS MArg, Near Kabir Circle, University of Kota, Rajasthan, India

Dr. Aashis. S. Roy

Department of Materials Engineering, Indian Institute of Science, Bangalore Karnataka, India

Dr. Sudhir Nigam

Professor Department of Civil Engineering, Principal, Lakshmi Narain College of Technology and Science, Raisen, Road, Bhopal, (M.P.), India

Dr. S. Senthil Kumar

Doctorate, Department of Center for Advanced Image and Information Technology, Division of Computer Science and Engineering, Graduate School of Electronics and Information Engineering, Chon Buk National University Deok Jin-Dong, Jeonju, Chon Buk, 561-756, South Korea Tamilnadu, India

Dr. Gufran Ahmad Ansari

Associate Professor, Department of Information Technology, College of Computer, Qassim University, Al-Qassim, Kingdom of Saudi Arabia (KSA)

Dr. R. Navaneetha krishnan

Associate Professor, Department of MCA, Bharathiyar College of Engg & Tech, Karaikal Puducherry, India

Dr. Hossein Rajabalipour Cheshmejjaz

Industrial Modeling and Computing Department, Faculty of Computer Science and Information Systems, Universiti Teknologi Skudai, Malaysia

Dr. Veronica McGowan

Associate Professor, Department of Computer and Business Information Systems, Delaware Valley College, Doylestown, PA, Allman China

Dr. Sanjay Sharma

Associate Professor, Department of Mathematics, Bhilai Institute of Technology, Durg, Chhattisgarh, India

Dr. Taghreed Hashim Al-Noor

Professor, Department of Chemistry, Ibn-Al-Haitham Education for pure Science College, University of Baghdad, Iraq

Dr. Madhumita Dash

Professor, Department of Electronics & Telecommunication, Orissa Engineering College, Bhubaneswar, Odisha, India

Dr. Anita Sagadevan Ethiraj

Associate Professor, Department of Centre for Nanotechnology Research (CNR), School of Electronics Engineering (Sense), Vellore Institute of Technology (VIT) University, Tamilnadu, India

Dr. Sibasis Acharya

Project Consultant, Department of Metallurgy & Mineral Processing, Midas Tech International, 30 Mukin Street, Jindalee-4074, Queensland, Australia

Dr. Neelam Ruhil

Professor, Department of Electronics & Computer Engineering, Dronacharya College of Engineering, Gurgaon, Haryana, India

Dr. Faizullah Mahar

Professor, Department of Electrical Engineering, Balochistan University of Engineering and Technology, Pakistan

Dr. K. Selvaraju

Head, PG & Research, Department of Physics, Kandaswami Kandars College (Govt. Aided), Velur (PO), Namakkal DT. Tamil Nadu, India

Dr. M. K. Bhanarkar

Associate Professor, Department of Electronics, Shivaji University, Kolhapur, Maharashtra, India

Dr. Sanjay Hari Sawant

Professor, Department of Mechanical Engineering, Dr. J. J. Magdum College of Engineering, Jaysingpur, India

Dr. Arindam Ghosal

Professor, Department of Mechanical Engineering, Dronacharya Group of Institutions, B-27, Part-III, Knowledge Park, Greater Noida, India

Dr. M. Chithirai Pon Selvan

Associate Professor, Department of Mechanical Engineering, School of Engineering & Information Technology Manipal University, Dubai, UAE

Dr. S. Sambhu Prasad

Professor & Principal, Department of Mechanical Engineering, Pragati College of Engineering, Andhra Pradesh, India.

Dr. Muhammad Attique Khan Shahid

Professor of Physics & Chairman, Department of Physics, Advisor (SAAP) at Government Post Graduate College of Science, Faisalabad.

Dr. Kuldeep Pareta

Professor & Head, Department of Remote Sensing/GIS & NRM, B-30 Kailash Colony, New Delhi 110 048, India

Dr. Th. Kiranbala Devi

Associate Professor, Department of Civil Engineering, Manipur Institute of Technology, Takyelpat, Imphal, Manipur, India

Dr. Nirmala Mungamuru

Associate Professor, Department of Computing, School of Engineering, Adama Science and Technology University, Ethiopia

Dr. Srilalitha Giriya Kumari Sagi

Associate Professor, Department of Management, Gandhi Institute of Technology and Management, India

Dr. Vishnu Narayan Mishra

Associate Professor, Department of Mathematics, Sardar Vallabhbhai National Institute of Technology, Ichchhanath Mahadev Dumas Road, Surat (Gujarat), India

Dr. Yash Pal Singh

Director/Principal, Somany (P.G.) Institute of Technology & Management, Garhi Bolni Road , Rewari Haryana, India.

Dr. Sripada Rama Sree

Vice Principal, Associate Professor, Department of Computer Science and Engineering, Aditya Engineering College, Surampalem, Andhra Pradesh. India.

Dr. Rustom Mamlook

Associate Professor, Department of Electrical and Computer Engineering, Dhofar University, Salalah, Oman. Middle East.

Managing Editor

Mr. Jitendra Kumar Sen

International Journal of Management and Humanities (IJMH), India

Dr. Vikas Maheshwari

Associate Professor, Department of Electrical Communication Engineering, Amity University Madhya-Pradesh Gwalior, M.P., India

Dr. Sudhakara A

Associate Professor, Department of Chemistry, Jain Institute of Technology Davanagere, Karnataka, India

Dr. Jammi Ashok

Associate Professor, Department of Electrical and Computer Engineering, Hawassa University, Hawassa.(East Africa)

Dr. Mohamed Ashabrawy

Associate Professor, Department of Computer Science, Salman bin Abdulaziz University Kingdom, Saudi Arabia

Dr. Omer Muhammad Ayoub

Associate Professor, Department of Computer Science, Punjab University Affected Center Abdullah Sulayman Road, Al-Fayyaz, Jeddah, KSA Saudi Arabia

Dr. M. Seenivasan

Associate Professor, Department of Mathematics, Annamalai University Annamalinagar, Tamil Nadu, India

Dr. S.V.G.V.A. Prasad

Associate Professor, Department of Physics, Ideal College of Arts & Sciences, Kakinada, A.P, India.

Dr. S. Omkumar

Associate Professor, Department of Electronics and Communication Engineering, SCSVMV University, Enathur, Kanchipuram – 631 561. Tamilnadu, India.

Dr. Yousef FARHAOUI

Associate Professor, Department of Computer Science, Faculty of Sciences and Technic, Moulay Ismail University, B.P 509, Boutalamine, Errachidia, Morocco.

Dr. Gutta Sridevi

Associate Professor, Department of Computer Science & Engineering, K L University, Vaddeswaram, Guntur (DT) Andhra Pradesh. India.

Dr. Debmalya Bhattacharya

Associate Professor, Department of Electronics & Communication Engineering, University of Technology & Management, Bawri Mansion, Dhankheti, Shillong-793003, Meghalaya, India.

Dr. K. Harinadha Reddy

Associate Professor, Department of Electrical and Electronics Engineering, L B R College of Engineering, Mylavaram, Krishna District, Andhra Pradesh State - 5 21 230, India.

Dr. C. Gajendran

Associate Professor, Department of Civil Engineering, School of Civil Engineering, Karunya Nagar, Karunya University, Coimbatore – 641114, Tamil Nadu, India.

Dr. Dibya Prakash Rai

Assistant Professor, Department of Physics, College of Aizawl, Pachhunga University, Mizoram, India.

Dr. Sreenivasa Reddy

Associate Professor, Department of Chemistry, Sri Krishnadevaraya University, Anantapur-515003, A.P., India.

Dr. P. K. Dhal

Associate Professor, Department of Electrical and Electronics Engineering, Vel Tech, Dr. RR & Dr. SR Technical University, Chennai, India.

Dr. M. A. Ashabrawy

Associate Professor, Department of Computer Science, Atomic Energy Authority, Salman bin Abdulaziz University, Al Kharj Saudi Arabia.

Dr. K. Meenakshi Sundaram

Professor & Head, Department of Computer Science, Agnel Institute of Technology and Design, Assagao - Bardez, Goa. India.

Dr. Persis Voola

Associate Professor, Department of Computer Science and Engineering, Adikavi Nannaya University, Rajah Narendra Nagar, Rajahmundry-533296 Andhra Pradesh, India.

Dr. Abhijit Banerjee

Associate Professor, Department of Electronics and Instrumentation Engineering, Academy of Technology, Hooghly, Grand Trunk Rd, Adisaptagram, Aedconagar, West Bengal, India.

Dr. D. Amaranatha Reddy

Associate Professor, Department of Chemistry, Pusan National University, Busan, South Korea.

Dr. A. Heidari

Associate Professor, Department of Chemistry, Postdoctoral Research Fellow, California South University (CSU), Irvine, California, USA

Dr. Ashwani Kumar Aggarwal

Assistant Professor, Department of Electrical and Instrumentation Engineering, Sant Longowal Institute of Engineering and Technology, Longowal, Punjab, India.

Dr. P. Srinivas

Assistant Professor, Department of Electrical Engineering, University College of Engineering Osmania University, Hyderabad-500007, Telangana, India.

Dr. Sandeep Chettri

DST-SERB, Young Scientist, Department of Physics, Mizoram University, Tanhril, Aizawl, Mizoram 796004, India.

Dr. Elsanosy M. Elamin

Assistant Professor, Department of Electrical and Electronic Engineering, Faculty of Engineering, University of Kordofan B.O.Box: 160 Elobeid, (Sudan). North Africa.

Dr. Porag Kalita

Professor & Head, Department of Automobile Engineering, Jorhat, Assam, India.

Dr. T. A. Ashok Kumar

Associate Professor, Department of Computer Science, Christ University, Bengaluru, Karnataka, India.

Dr. Malini M Patil

Associate Professor, Department of Information Science and Engineering, JSS Academy of Technical Education, JSS Campus, Bangalore-560060, Karnataka, India.

Dr. V. Selvan

Associate Professor, Department of Civil Engineering, Sri Ramakrishna Engineering College, Vattamalaipalayam, Coimbatore, Tamil Nadu, India.

Dr. Syed Umar

Associate Professor, Department of Computer Science and Engineering, Koneru Lakshmaiah University, Vaddeswaram, Guntur, Andhra Pradesh, India.

S. No	Volume-2 Issue-1, December 2015, ISSN: 2394-0913 (Online) Published By: Blue Eyes Intelligence Engineering & Sciences Publication Pvt. Ltd.		Page No.
1.	Authors:	Regina Okyere-Dankwa, Smile Gavua Dzisi, Seth Okyere-Dankwa	
	Paper Title:	Impact of Socio-Cultural Factors on Growth of Women-Owned Small and Medium Size Enterprises in Eastern Region, Ghana	
	<p>Abstract: All over the world entrepreneurship has emerged as gainful employment and a means of helping women to improve their economic and social status and also to assert themselves in the business world. This paper ascertains the implications of socio-cultural factors on growth of women owned small and medium size enterprises (SMEs) in Eastern Region. Growth of small and medium size enterprise depicts increase in sales, profits, employees, production and service lines. The study used descriptive survey as the research design involving a target population of 390 women owned micro and small entrepreneurs drawn from manufacturing, agriculture, commerce and services sectors in Eastern Region. Proportionate stratified sampling was used to form a sample of 194 women entrepreneurs. Simple random sampling was applied on the sample to select the respondents from each sector. Questionnaires and observation guide were used to collect data which was analyzed using descriptive and inferential statistics. The results suggested that socio-cultural factors positively influenced the growth of women-owned SMEs. The study recommended for the government continuously review laws pertaining to women's rights, efforts to be made to educate both women and men on their respective rights while ensuring full implementation of the new bills to empower women. Special programmes to train, build capacity and mentor women particularly in entrepreneurship should be put in place to change women's mindset to make enterprises owned by women more competitive while the government should continuously work towards providing conducive business environment.</p> <p>Keywords: Entrepreneurship, Eastern Region, Small Medium Size Enterprise, Socio-cultural.</p> <p>References:</p> <ol style="list-style-type: none"> Affholder, J., & Box, D.M. (2004). Struggles of Female Entrepreneurs .Allied Academics International Conference. Proceedings of the Academy of Entrepreneurship, 10(1):102-150. Arora, A., &Arora, F. (2003). Licensing the market for technology, Journal of Economic. Behavior and organization 72(1), 274-289. Carter, N. (2003). The Career Reasons of Nascent Entrepreneurs. Journal of Business Venturing, 7 (18): 13- 39.Chowdhury. A. (2011). Socio-Economic Impact of Women Entrepreneurship in Sylhet City. Bangladesh. Shahjalal University of Science and Technology. Cromie, S. and Birley, S. (1992). Networking by Female Business Owners in Northern Ireland. Journal of Business Venturing, May 1992, 7(3): 237-251. Dovi, E. (2006). Tapping women's entrepreneurship in Ghana: Access to credit, technology vital for breaking into manufacturing. Africa Renewal: Washington. Fening, F. A (2012). Impact of Quality Management Practices on the performance and Growth of Small and Medium Size Enterprises (SMEs) in Ghana. International Journal of Business and Social Sciences, 3, (13), 1-13 Fening, F. A., Pesakovic, G. & Amania, P. (2008). Relationship between Quality Management Practices and the Performance of Small and Medium Size Enterprises In Ghana. International Journal of Quality and Reliability Management 7 (25),694- 708 Ghana Statistical Service (2008), Ghana Living Standards Survey: Report of 5th round (GLSS 5) Harris, M., Grubb, W. L. & Mackenzie, W. I. (2006). Business students' perception of Employment in small and medium scale enterprises verses multinational Cooperation. Investigating the moderating effects of academic major, gender and Personality. In Toombs, I.A. (ed) Joint conference proceedings, January 12-15. Tucson: USASBE/SBI Heyzer, N. (2010). Making the Links: Women's Rights and Empowerment are Key to Achieving the Millennium Development Goals, Gender and Development, 13 (1): 9-12 Isatou C. (2011). Challenges faced by female entrepreneurs within Small and Medium-Scale Enterprises (SMEs): A study of the saloon business in Ghana. Accra: Federich Ebert Foundation ILO (2008), Global Employment Trends for Women. ILO, Geneva Kothari C.R. (2004). Research Methodology; Methods and Techniques. (2nd. Ed.). New Delhi: New Age International. Muriungi. F.M. (2012). The Challenges Facing Small-Scale Women Entrepreneur. Case of Kenya. Ngige. F. (2005). Mother operates her Boda boda Taxi with zeal.' Daily Nation, January 17th 2005. International Journal of Business Administration. 3 (2): 112- 114 Nunnally, J. & Bernstein, I. (2004).Psychometric Theory. (3rd Ed.). New York: McGraw Hill. Orwa, H., & Tiagha, E. (2012). Women Entrepreneurship in Kenya's Firms: A Demographic Perspective. New York: Lambert Academic. Pelham, A. M. (2000). Market Orientation and Other Potential Influences on Performance in Small and Medium-sized Manufacturing Firms. Journal of Small Business Management, January 2000. Robert, D. H., & Michael P. (2002). Entrepreneurship: Starting, Developing and Managing a New Enterprise. Boston: Irwin. Saunders, M. Lewis, P., & Thornhill, A. (2007). Research Methods for Business Students (4th Ed.). Harlow: Financial Times Prentice Hall. Sexton, D. L. (1997). Entrepreneurship research needs and issues. New York: McGraw-Hill/Irwin. Van de Ven, A.H. (1993). The Development of an Infrastructure for Entrepreneurship. Journal of Business Venturing. 15 (3): 197–218. Wessel, G. & Burcher, P. (2004). Six sigma for Small and Medium Size Enterprises. TheTOM Magazine, Bedford 16 (4). 		1-7
2.	Authors:	Regina Okyere-Dankwa, Smile Gavua Dzisi, Seth Okyere-Dankwa	
	Paper Title:	Examining the Effect of Ghanaian Women in Leadership Positions	
	<p>Abstract: Ghanaian women have increased their presence in management positions. However, there is still a gender gap. This research has considered as main referent the studies of 9 countries in Latin America, France and United States of America about aspirations, barriers, challenges, family-work balance and other aspects of women in managerial positions. The researcher adopted descriptive survey with quantitative approach. The sample is composed of 120 women. Most of the participants identified reaching a balance between work, personal life and family as their principal challenge as in Latin America. Some of Ghanaian women also admitted they have encountered difficulties in their careers, including: wage discrimination, gender discrimination, and schedule inflexibility. The result presents other similarities and differences when comparing results with those in Latin America. Both women from Latin America and Ghana have challenge of reaching a balance between work, personal life and family. Consequently, Ghanaian women are more incline to managerial positions because they tend to have fewer children than their counterparts in Latin America.</p>		8-13

	<p>Keywords: management, women, leadership, gender,</p> <p>References:</p> <ol style="list-style-type: none"> Bennet, R. (2002).Cracking the glass ceiling: factors affecting women's advancement into upper management. <i>Academy of Management Executive</i>, 16(1), 157 -160. Cardenas, M.(2014). <i>Gender in Management: An International Journal</i>, 29 (1), 2-24 Emerald Group Publishing Limited. Catalyst (2004), <i>Women and Men in US Corporate Leadership: Same Workplace Different Realities</i>, Catalyst,New York, NY, available at: http://catalyst.org/file/74/women%20and%20men%20in20u.s.%20corporate%20leadership%20same%20workplace,%20different%20realities.pdf Cusack, K. & Manuh, T. (2009). The architecture for violence against women in Ghana. <i>Gender Studies and human rights documentation centre</i>. Accra. Ghana Eagly, A.H. and Carli, L.L. (2007), <i>Through the Labyrinth: The Truth About How Women Become Leaders</i>, Harvard Business School Press, Boston, MA. Fierman, J. (1990). Why women still don't hit the top, <i>Fortune</i>, 122(3), 40-62. Ghana Ststistical Service (2008). <i>Ghana Living Standards Survey: Report of the 5th Round (GLSS 5)</i> Hewlett, S.A. (2002). Executive woman and the myth of having it all. <i>Harvard Business Review</i>, 8 (4), 66- 74. Maxfield,S. (2005) <i>Women on the verge of corporate power in Latin America</i>. Osto, MA: Center for Gender in Organizations, Simmons College. Miller, G. (2002). The Frontier Entrepreneurialism, and Engineers: Women Coping with a Web of Masculinities in an Organizational Culture. <i>Culture and Organization</i>, 8 (2). Nickie,C. Y Davies,C.(2000). Cultural stereotypes and gendering of senior management. <i>Sociological Review</i>,48 (4), 1 – 19. Okyere-Dankwa, R. (2015). <i>Empowering Women through Adult literacy</i>. Unpublished Doctorial Thesis. University of Education, Winneba, Ghana Orsen, B (1992). Academic attainment, assimilation and feminism in Canadian schools of business. <i>Women in Management Review</i>, 7 (3), 5-13. Sen, a. K., & Metzger, j. E. (2010). Women Leadership and Global Power: Evidence from the United States and Latin America. <i>International Journal of Management & Marketing Research (IJMMR)</i>, 3(2), 75-84. Tang, A. (1999, November, 17). Executive Women at the top: still a very lonely club, <i>New York Times</i>, United States. G1. Unterhalter, E. (2008). Global values and gender equity in education, needs, rights and Capabilities. In S. Fennel & M.Arnot (eds), <i>Gender education and equality in a globalContext</i>. Oxon.Routhedge pp.19-34 World Bank (2010). <i>World Bank Development Report 2010. Equity and development</i>. Washington: World Bank. World Bank Report (2009). <i>Regional inequality in secondary school education in Ghana: Policy Brief No. 1</i>,ODI Zabludovsky, G. (2001).Women managers and diversity programs in Mexico. <i>Journal of Management Development</i>, 20(4). 					
3.	<table border="1"> <tr> <td data-bbox="124 907 343 952">Authors:</td> <td data-bbox="343 907 1412 952">Ritty Francis, Reena R</td> </tr> <tr> <td data-bbox="124 952 343 996">Paper Title:</td> <td data-bbox="343 952 1412 996">Employee Engagement- the Driving Force Behind Every Vibrant Organization</td> </tr> </table> <p>Abstract: Employee engagement is a yardstickto measure the degree of association between an employee and his organization. Engaged employees, give more importance to achievement of organizational goals without giving much weightage to remuneration and incentives. Percentages of fully engaged employees in most of the companies are very less. Companies have to rethink that by providing all facilities, it is not necessary for an employee to be fully engaged. Since employee engagement is the internal motivation of an employee, so companies should have equal concern for the entire employee regarding their job and future. Nowadays most of the companies are adopting innovative methods to reduce the attrition level. Our paper is a modest attempt to reveal the importance of employee engagement in corporate world. The engagement levels of various countries have also been included so as to provide insights about engaged employees and disengaged employees and how far disengaged employees indirectly affect the success of an organization.</p> <p>Keywords: Employee engagement, disengaged employees, internal motivation, commitment, performance.</p> <p>References:</p> <ol style="list-style-type: none"> Baumruk, R. (2004) 'The missing link: the role of employee engagement in business success', <i>Workspan</i>, Vol 47, pp48-52. Cooper. R. (1997) 'Applying Emotional Intelligence in the workplace', <i>Training and Development</i>, Vol 51 No 12, pp31-38. Crabtree, S. (2005) 'Engagement keeps the doctor away; A happy employee is a healthy employee, according to a GMJ survey', <i>Gallup Management Journal</i>, 13th January. Available at: http://gmj.gallup.com/content/default.aspx?ci=14500&pg=1 [Accessed 4th July] Cufaude, J. (2004) in Lanphear, S. (2004). 'Are Your Employees Highly Engaged?' <i>Credit Union Executive Newsletter</i>, 19, 1-2. Credit Union National Association, US. Frank, F.D., Finnegan, R.P. and Taylor, C.R. (2004) 'The race for talent: retaining and engaging workers in the 21st century', <i>Human Resource Planning</i>, Vol 27, No 3, pp12-25. Freud, S. (1922) in Ferguson, A. (2007) 'Employee engagement: Does it exist, and if so, how does it relate to performance, other constructs and individual differences?' [online] Available at: http://www.lifethatworks.com/Employee-Engagement.prn.pdf [Accessed 20th June 2007] Gubman, E. (2004) 'From engagement to passion for work: The search for the missing person', <i>Human Resources Planning</i>, pp42-46. Kahn, W.A. (1990) 'Psychological conditions of personal engagement and disengagement at work', <i>Academy of Management Journal</i>, Vol 33, pp692-724. Lloyd, J. (2004) 'Offer empowerment to encourage engagement', <i>Triangle Business Journal</i>, Vol 15, No 1. Richman, A. (2006) 'Everyone wants an engaged workforce how can you create it?' <i>Workspan</i>, Vol 49, pp36-39. Robinson, D., Perryman, S. and Hayday, S. (2004) <i>The Drivers of Employee Engagement</i>. Brighton, Institute for Employment Studies. Seijts, G.H and Crim, D. (2006) 'What engages employees the most or, the ten C's of employee engagement', <i>Ivey Business Journal</i>, March/April, pp1-5. 	Authors:	Ritty Francis, Reena R	Paper Title:	Employee Engagement- the Driving Force Behind Every Vibrant Organization	14-18
Authors:	Ritty Francis, Reena R					
Paper Title:	Employee Engagement- the Driving Force Behind Every Vibrant Organization					
4.	<table border="1"> <tr> <td data-bbox="124 1904 343 1948">Authors:</td> <td data-bbox="343 1904 1412 1948">J. Thirumaran, V.T Dhanaraj</td> </tr> <tr> <td data-bbox="124 1948 343 2004">Paper Title:</td> <td data-bbox="343 1948 1412 2004">Effective Implementation of Green Supply Chain Management (GSCM) Practices in Three Southern States Manufacturing Companies in India</td> </tr> </table> <p>Abstract: The green supply chain management consists of those activities associated with manufacturing from raw material acquisition to final product delivery. The recently changed environmental requirements that affect manufacturing operations selling and distribution and transportation systems, growing attention is given to the development of environment management strategies for supply chains. A green supply chain aims at confining the wastes within the industrial system so as to conserve energy and prevent the dissipation of harmful materials into the</p>	Authors:	J. Thirumaran, V.T Dhanaraj	Paper Title:	Effective Implementation of Green Supply Chain Management (GSCM) Practices in Three Southern States Manufacturing Companies in India	19-22
Authors:	J. Thirumaran, V.T Dhanaraj					
Paper Title:	Effective Implementation of Green Supply Chain Management (GSCM) Practices in Three Southern States Manufacturing Companies in India					

environment. The aim of this research paper is to examining the Green practices in the selected Three Southern States Indian Manufacturing Companies. The main objectives of this paper are to examine the impact of GSCM Practices in south Indian small medium and large scale manufacturing industry in southern industry in India. To find out the green factors influences the GSCM using in south Indian small medium and large scale manufacturing industry in southern industry in India and To identify the various indicators of GSCM Practices in south Indian small medium and large scale manufacturing industry in southern industry in India.

Keywords: GSCM, Industry, Management, Associated, Changed Environmental, Indian Manufacturing Companies,

References:

1. Qinghua Zhu, Joseph Sarkis & Kee-hung Lai, "Green Supply Chain Management: Pressures, Practices and Performance within the Chinese Automobile Industry," (2006).
2. Chung-Hsiao, "The Green supply Chain Management in the Electronic Industry" (2008).
3. Fengfei Zhou, "Study on the Implementation of Green Supply Chain Management in Textile Enterprises," (2009).
4. Ninlawan & Tossapol, "The Implementation of Green Supply Chain Management Practices in Electronics Industry" (2010).
5. Robert & Benjamin, "Introducing Green Transportation Costs in Supply Chain Modeling". (2010).
6. Scupola, A. (2003).The Adoption of Internet Commerce by SMEs in the South of Italy: An Environmental, Technological and Organizational Perspective. *Journal of Global Information Technology Management*, 6(1), 52-71.
7. Singh, M.D., and Kant, R. (2008). Knowledge management barriers: An Interpretive Structural Modeling Approach. *International Journal of Management Science and Engineering Management*, 3(2), 141-150. ISSN 1750-9653, available at: <http://www.jstor.org/stable/257085>.
8. Solvang, W.D, Deng, Z., and Solvang B. (2007). A Closed-loop Supply Chain model for managing overall optimization of Eco-efficiency. POMS 18th Annual Conference Dallas, Texas USA, May 4 to May7, 2007.
9. Srivastva, S. (2007). Green Supply State of the art Literature Review. *International Journal of Management Review*, 9(1), 53-80. Doi: 10.1111/j.1468-2370.2007.00202.x
10. Sarkis, J., Hasan, M.A., Shankar, R. (2007).Evaluating Environmentally Conscious Manufacturing barriers with Interpretive Structural Modeling. Electronic copy of this paper is available at: <http://ssrn.com/abstract=956954>.doi: 10.1016/j.jclepro.2010.01.16