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1.	Authors:	Aarti Tolia	
	Paper Title:	Cyber Bullying: An Educational Prospectus Associated With Law	
	<p>Abstract: Cyber bullying has its roots in traditional bullying that takes place face to face in the real world, however cyberspace escalates the swelling thereby creating several challenges. The purpose of this paper is to upsurge the legal responsibilities in primary schools and educational institutes to curb the menace of cyberbullying and deal and heal with the cyberbullying victims. Cyberbullying is a destructive mode of social cruelty disseminated among teens and adolescents adopted due to various reasons. Placing obligation on the schools through emerging laws to abjure cyberbullying can gently instigate an anti-cyberbullying culture and hinder the problem. The core intention of the paper is to provide guidelines to aid educational institutes to embrace a mechanism to protect and minimize cyberbullying. Teens and adolescents are a delicate segment of the society hence rather than criminal liability more focus is placed on the educational institutions' responsibilities.</p> <p>Keywords: cyberbullying, schools and educational institutes</p> <p>References:</p> <ol style="list-style-type: none"> 1. http://stopcyberbullying.org/prevention/schools_role.html 2. 15 Strategies Educators Can Use to Stop Cyberbullying, see - http://www.opencolleges.edu.au/informed/features/15_strategies-educators-can-use-to-stop-cyberbullying/ 3. Cyberbullying Laws and School Policy: A Blessing or Curse? by Justin W. Patchin on September 28, 2010 4. http://www.cyberbullying.us/Bullying_and_Cyberbullying_Laws.pdf 5. NOBullying.com, The movement against bullying. 		1-2
2.	Authors:	Sahab Singh, Lokendra Kumar Yadav	
	Paper Title:	Engineering Education: Indian Perspectives	
	<p>Abstract: More often it has been found that students of engineering do not manage their time more proficiently and effectively in comparison of prior to higher study because all these students were very serious towards making their career in professional world at the time of schooling. Unfortunately they have become habitual of gadgeting these days. The aim of the research was to delineate the actual performance of students by focusing on the result. The situation may also have a little influence but maximum students ignores the dream of their parents and their own in an atmosphere of growing age with increasing maturity. Few may reach on the top in the real life even they were not much brilliant at the time of schooling due to some unavoidable circumstances and vice versa. The person who secured distinction in all mandatory subjects may fail to accomplish the desired goals. Finally, it makes very clear that the students who secure lower grades is not necessary that they are incapable than those who receive higher grades but often their learning abilities may be less effective.</p> <p>Keywords: Academic Performance, Managerial Skills, Time Budgeting</p> <p>References:</p> <ol style="list-style-type: none"> 1. R. Larson and S. Verma, "How children and adolescents spend time across the world: work, play and developmental opportunities", Psychological Bulletin, vol. 125, No. 6 (November 1999), pp. 701-736. 2. K.M. Dwyer and others, "Characteristics of eighth-grade students who initiate self-care in elementary and junior high school", Pediatrics, vol. 86 (1990), pp. 448-454; and G.S. Pettit and others, "Patterns of after-school care in middle childhood: risk factors and developmental outcomes", Merrill-Palmer Quarterly, vol. 43 (1997), pp. 515-538. 3. P.K. Smith and S. Dutton, "Play and training in direct and innovative problem solving", Child Development, vol. 50, pp. 830-836, for example, in R. Larson and S. Verma, op. cit. 4. Approved by the World Leisure Board of Directors in July 2000. The original version of the Charter was adopted by the International Recreation Association in 1970, and subsequently revised by its successor, the World Leisure and Recreation Association, in 1979. 5. J. Falk and L. Dierking, Lessons Without Limits: How Free Choice Learning is Transforming Education (Lanham, Maryland, Altamira Press, 2002). 6. Programming for adolescent health and development: report of the WHO/UNFPA/UNICEF Study Group on Programming for Adolescent Health Published in 1997. 7. United Nations publication, Sales No. E.01.XX.13. 8. M. McLaughlin, Community Counts: How Youth Organizations Matter for Youth Development (Washington, D.C., Public Education Network, 2000 [second printing]). 9. J.P. Connell, M.A. Gambone and T.J. Smith, Youth Development in Community Settings: Challenges to Our Field and Our Approach (Community Action for Youth Project, May 2000). 10. Forum for Youth Investment, "Inputs for learning environments: consistencies across the education and youth development research" (Takoma Park, Maryland, Forum for Youth Investment, 2001, available at www.forumforyouthinvestment.org). 11. J. Eccles and J.A. Gootman, eds., Community Programs to Promote Youth Development, Committee on Community-Level Programs for Youth, Board on Children, Youth, and Families, Division of Behavioral and Social Sciences and Education, National Research Council and Institute of Medicine (Washington, D.C., National Academy Press, 2002). 12. R. Larson, "Globalization, societal change, and new technologies: what they mean for the future of adolescence", Journal of Research on Adolescence, vol. 12, No. 1 (2002), pp. 1-30. 13. Chomal Vikas Sitaram and Saini Jatinder Kumar R. (2013), "A study and analysis of paradigm shifts in education triggered by technology", International Journal of Research in Economics & Social Sciences, volume 3, issue 1, page number 14-28. 14. Mohanty Atasi (2012), "Managing Diversity in Education Sector", Knowledge globalization conference, page number 		3-10

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3.	Authors:	Surjit Singha, Karthigai Prakasam
	Paper Title:	Exploring the Factors That Facilitate Workforce Diversity Management in ITES Organizations
	<p>Abstract: Managing the Diversity is a technique, planned to create and sustain a work environment of positive in nature and the differences and similarities that exists in an individual remain cherished, which will help every individual to attain their maximum potential so that they can contribute for the organizations planed objectives and goals. (Patrick & Kumar, 2012). Several research works have already been conducted on diverse workforce, which are western oriented. In view of the Indian context there is very less research, and moreover the western concept cannot be implemented in the Indian management because of the cultural and demographic variations of India. There is a wide research gap from Indian prospective and the factors that facilitates the workforce diversity in ITES organizations in context to Bangalore.</p> <p>Keywords: Diversity management, Workforce diversity, facilitating factors of workforce diversity, ITES</p> <p>References:</p> <ol style="list-style-type: none"> 1. Jackson, S. E., May, K. E., & Whitney, K. (1995). Understanding the dynamics of diversity in decision-making teams. (R. A. Guzzo, E. Salas, & Associates, Eds.) Team Effectiveness in Decision Making in, pp. 204-261. 2. Patrick, H. A., & Kumar, V. R. (2012, April 25). Managing Workplace Diversity:Issues and Challenges. Sage Publication, 1-15. doi:10.1177/2158244012444615 3. Shaw, J. B., & Power, E. B. (1998). The Effects of Diversity on Small Work Group Processes and Performance. Human Relations, 51(10), 1307-1325. 4. Virmani, B. R. (2002). Management in India - The Cultural Dilemmas. In B. R. Virmani, Managing People in Organisations - The challenges of change (Second Printing 2002 ed., pp. 22-23). New Delhi, India: Tejeshwar Singh for Response Books. 	11-15
4.	Authors:	Augustine Dele Domingo, Somanadevi Thiagarajan
	Paper Title:	A Study of Credit Risk in Credit Unions in Belize
	<p>Abstract: Credit Unions play an important role in providing loans to the weaker sections of the society and hence contribute to the economic development of a nation. The purpose of this study was to examine the credit risk associated with the select credit unions in Belize. The study included a survey of members of credit unions and loan officers of major credit unions in Belize. Primary data were collected using Questionnaires, secondary were collected from the audited annual reports of credit unions and the Statistical Institute of Belize. The data were analyzed using SPSS software. The analysis showed that the credit unions exercise due care in approving loans to borrowers. The credit management system used by the credit unions includes investigation of the employment status of borrowers, identities of borrowers, legal contract to surrender salaries and other benefits against the loan, monitoring of the use of loans for the purposes being approved for and the use of shares as collateral for loans. These measures lead to the conclusion that the credit risk management policies of the selected credit unions are adequate for effective risk management. Based on these findings, recommendations were made to further tighten the credit policies of the credit unions and to increase their asset base so that they can continue to contribute to the economic development of Belize.</p> <p>Keywords: Credit Risk, Credit Unions, Economic Development, Risk management.</p> <p>References:</p> <ol style="list-style-type: none"> 1. Caprio, G. & Klingebiel, D. (2003). "Episodes of Systemic and Borderline Financial Crises," World Bank Research Dataset. 2. Chasan, E. & Maler S. (2008). "WaMu files bankruptcy petition in Delaware." Retrieved September 3, 2013, from http://www.reuters.com/article/2008/09/27/financial-washingtonmutual-bankruptcy 3. Kaupelyte, D. & McCarthy, O. (2006). Risk Management in Lithuanian and Irish Credit Unions: Trends and Impacts on Credit unions Development. Journal of Rural Cooperation, 34(2) 2006: 179- 196. ISSN 0377-7480 4. Levisauskaite, K. & Kaupelyte, D. (2005). Risk Management in Credit Unions: Tendencies and Impact on the Sector's Development in Lithuania. ISSN 1392-1142 Organizacija Vadyba: Sisteminiai Tyrimai: 2005.33 5. Nemcova, L. (2004). The Collapse of the Czech Credit Cooperatives-Lack of Confidence: Case Study from the period 1990-2003/ICA International research Conference "The future of Cooperatives in a Growing Europe." Segorbe/Valencia, Spain. 6. Rajan, R.G. (1994). Why banks credit policies fluctuate? A theory and some evidence, Quarterly Journal of Economics, 109, 399-441. 7. Sullivan, A. & Sheffrin S.M. (2003). Economics: Principles in action. 8. Upper Saddle River, New Jersey 07458: Pearson Prentice Hall.p. 511. ISBN 0-13-063085-3. 9. Statistical Institute of Belize, (2010). Population and Housing CensusesReport 2010, P. 6. 10. Statistical Institute of Belize, (2012). Belize Labor Force Survey, April 2012 Summary Findings. P. 8 11. Thiagarajan, S. (2013). Determinants of Credit risk in the Commercial Banking Sector of Belize. Research Journal of social Science and Management , 3(4):84 12. Vodová, P. (2003). 'Causes of the Banking Crises', The paper Prepared for the Fifth International Conference Aidea Giovani, Milan, July 3-4. 	16-19
5.	Authors:	W. A. D. S. Wijetunge
	Paper Title:	Are Small and Medium Scale Enterprises (SMEs) in Sri Lanka Entrepreneurially Oriented? : Evidence from Manufacturing SMEs in Western Province

<p>Abstract: It is evidenced that the economic growth of developing countries can be sustained by the expansion of private sector, as they are the engine of growth. In that private sector small business are playing a vital role becoming a part of the economic growth. However, it is important to ensure the sustainability of these small businesses. Amongst the different factors, many scholars have argued that Entrepreneurial Orientation is one of the salient factors which contribute to the performance of SMEs. However, the recent literature provides contradictory findings about the relationship between Entrepreneurial Orientation and performance. Accordingly this study aimed at investigating the level of Entrepreneurial Orientation (EO) of owner(s)/manager(s) of SMEs and the relationship between EO and business performance of manufacturing SMEs in Western province. This study adopted deductive approach and used both descriptive and inferential statistical tools in analyzing the collected data. Findings revealed that the Entrepreneurial Orientation (EO) among owner/managers of manufacturing SMEs in Western province is at high level. Among the dimensions of EO, innovativeness shows high influence on business performance.</p> <p>Keywords: Business Performance, Entrepreneurial Orientation, Economic Growth, innovativeness, SMEs</p> <p>References:</p> <ol style="list-style-type: none">1. Fairouz, F.M., Hirobumi, T. and Tanaka, Y. (2010). Entrepreneurial Orientation and Business Performance of Small and Medium scale Enterprises of Hambantota District Sri Lanka. <i>Journal of Asian Social Science</i>.6 (3), 34-46.2. Gamage, A.S. (2003). Small and Medium Enterprise Development in Sri Lanka: A Review. [On line] Available from http://202.11.2.113/SEBM/ronso/no3_4/aruna.pdf [Accessed 01.06.2012]3. Hui Li, Y., Wen Huang, J. and Tien Tsai, M. (2008). Entrepreneurial orientation and Firm Performance: The role of Knowledge Creation Process. <i>Industrial Management Journal</i>. http://www.sciencedirect.com/science/article/pii/S0019850108000266.4. Islam, A., Khan, M.A., Obaidullah, A. Z. M. & Alam, M. S. (2011). Effect of Entrepreneur and Firm Characteristics on the Business Success of Small and Medium Enterprises (SMEs) in Bangladesh, <i>International Journal of Business and Management</i>.6 (3).5. Kiriri, P.N. (2005). Small and medium enterprises planning: evidence from Australia. [On line] Available from http://www.sbaer.uca.edu/research/icsb/2005/paper112.pdf [Accessed 08.06.2012]6. Koufopoulos, D.N., Gkiliatis, I.P., Argyropoulou, M. and Zoumbos, V. (2010). Strategic Planning Approaches in Greek SMEs. Working paper. [On line] Available at SSRN: http://ssrn.com/abstract=1619872 or http://dx.doi.org/10.2139/ssrn.1619872. [Accessed 10.10.2012]7. Lim, S. (2008). Entrepreneurial Orientation and the Performance of Service Business. [On line] Available from http://www.decisionscience.org/Proceedings/DSI2008/docs/392-9586.pdf [Accessed 10.08.2012] Lumpkin, G.T and Dess, G.G. (1996). Clarifying the entrepreneurial construct and linking it to performance. <i>Academy of Management Review</i>. 21 (1), 135-172.8. Ministry of Finance and Planning. 2005-2011. Annual Reports Philip, M. (2010). Factors affecting business success of small & medium enterprises (SMEs), International Research & Educational Consortium http://www.skirec.com, APJRB Volume 1, Issue 29. Prasad, V. N. (2004). Strengthening policies through international cooperation. Sweden: IKED/INSME International Roundtable.10. Quince, T. and Whittaker, H. (2003). Entrepreneurial Orientation and Entrepreneurs' Intentions and objectives. [On line] Available from http://www.cbr.cam.ac.uk/pdf/wp271.pdf [Accessed 20.07.2012]11. Samarakoon, S.M.A.K. and Jasek, R. (2011). Entrepreneurial Orientation and Business Performance of Small and Medium Size Enterprises in Sri Lanka.17th International Business Information Management Association Conference, November 14-15, Milan, Italy.p.1398-1408, ISBN:978-0-9821489-6-6.12. Stokes, D. (2003). <i>Small Business Management</i>. 4th ed. London: Thomson Learning.13. Wijewardena, H., De Zoysa, A., Fonseka, T. and Perera, B. (2004). The impact of planning and control sophistication on performance of small and medium-sized enterprises: evidence from Sri Lanka. <i>Journal of Small Business Management</i>. 42 (2), 209-217.14. Zainol, F.A. and Ayadurai, S. (2011). Entrepreneurial Orientation and Firm Performance: The Role of Personality Traits in Malay Family Firms in Malaysia. <i>International Journal of Business and Social Science</i>.2 (1), 59-71.	20-27	
Authors:	C. Lakshmi Nath, T. Subba Rayudu	
Paper Title:	Corporate Entrepreneurship: A Strategic and Structural Perspective	
<p>Abstract: Corporate Entrepreneurship has been recognized as a potentially viable means for promoting and sustaining organizational performance, renewal and corporate competitiveness over the past three decades. The entrepreneurial activities help companies to develop new businesses that create revenue streams. Corporate Entrepreneurship activities also enhance a company's success by promoting product and process innovations. Corporate Entrepreneurship is embodying risk taking, pro-activeness and radical product innovations. These Corporate Entrepreneurship activities can improve organizational growth and profitability and, depending on the company's competitive environment, their impact may increase over time. The empirical evidence is compelling that Corporate Entrepreneurship improves company performance by increasing the firm's pro-activeness and willingness to take risks, and by pioneering the development of new products, process and services through enriching its competitiveness. However, the creation of corporate activity is difficult since, it involves radically changing internal organizational behaviour patterns. Many studies have attempted to understand the factors that accelerate or impede Corporate Entrepreneurship, which examined the effect of a firm's strategy, organization and external environment. It appears that the environment plays a profound role and influencing. There is consensus that the external environment is an important antecedent of Corporate Entrepreneurship. Focus on the environment, the literature highlights two fire-burning questions that deserve examination. First, how do firms that compete in different environments vary in the Corporate Entrepreneurship activities? Second, which Corporate Entrepreneurship activities are philosophicative, processicative and conductive to superior</p>		

performance in different environments? In this backdrop, the present paper develops a theoretical foundation of these questions and emphasizing on the perceptual mapping between Corporate Entrepreneurship and strategic management in a integrating model of Corporate Entrepreneurship, giving special and unique attention to the strategic behaviour, corporate context and organizational types.

6. Keywords: Corporate Entrepreneurship, Organizational Growth, Profitability, Competitive environment.

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