Changing Dimensions of Human Resource Management

DR. LALITA K. SHARMA
Changing Dimensions of Human Resource Management

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ABSTRACT
Banking sector is considered as the backbone of any economy. The performance of this sector influences the performance of the entire economy. With the advancement in information technology and increasing dispersion of mobile in rural and remote areas, Indian banks have reached to the unreached in last few years. Social responsibility is not a novel term for the Indian banking sector. Indian banks have been giving back to the society through various welfare initiatives, donations and in-kind support to charities for decades. Now, Corporate Social responsibility (CSR) has become mandatory for a certain class of companies in India especially after enactment of The Companies Act, 2013. This paper aims to compare the amount of spending of Indian Public and Private sector banks towards CSR activities; so as to know how much they have spent and need to spend further with the mandatory CSR, which has been enforced from 1st April 2014 in India. This will help the bank management to project where they stand when compared to their peers, thereby helping the CSR stakeholders to understand how much Indian banks have been spending on CSR activities, and also further aid banks to plan their future CSR projects implementation. The study is based on secondary data collected from 16 banks; which are further subdivided into 10 public sector banks and 6 private sector banks in India. The CSR spending analysis of the 10 public sector banks selected reveals that these banks are not yet spending 2% of their three- year average net profit spending on CSR projects. Moreover, the private sector banks have overall higher contribution in CSR activities as compared to the public sector banks.

Keywords: CSR, public, private, banks
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ABSTRACT

The concept of CSR bases on the philosophy of give and take. Society gives resources in form of raw materials, labour etc. to companies. This is the responsibility of company that company should also give something back to society. Welfare activities, donations and in-kind support have been done by Indian companies in the form of charities giving back to the society for decades. Now, Corporate Social responsibility (CSR) has become mandatory for a certain class of companies in India especially after enactment of The Companies Act, 2013. This paper aims to compare the amount of spending of maharatan companies towards CSR activities; so as to know how much they have spent and need to spend further with the mandatory CSR, which has been enforced from 1st April 2014 in India. This will help the management of companies to project where they stand when compared to their peers, thereby helping the CSR stakeholders to understand how much Indian companies have been spending on CSR activities, and also further aid companies to plan their future CSR projects implementation. The study is based on secondary data collected from 7 maharatan companies in India. The CSR spending analysis of the 7 companies selected reveals that these companies are not yet spending 2% of their three-year average net profit spending on CSR projects.

Keywords: Average net profit, corporate social responsibility (CSR), Maharatan Companies.

1.0 INTRODUCTION

Business should not only be responsible morally to the stakeholders but also to the society, environment and towards a sustainable planet at large. Companies manage the business processes to create an overall positive impact on the society with the help of CSR.
As per CBCS Syllabus

DATA ANALYSIS

(For Economics Honours 4th Semester Students of Gauhati University and also useful for allied courses of other Universities)

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Quantitative Techniques and Methods

Arun Kumar Singla  Anubhuti Modgil
Sanjay Gupta
QUANTITATIVE TECHNIQUES AND METHODS

(For B.Com 4th Semester Students of Panjab University and also useful for allied courses of other Universities)

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QUANTITATIVE TECHNIQUES
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Dr. Arun Kumar Singla completed Master Degree in Commerce with flying colours from Panjab University, Chandigarh. In the same subject he did M.Phil from H.P. University, Shimla and Doctorate from Punjabi University, Patiala. At present, he is working as an Assistant Professor in Commerce at A.S. College, Khanna. He has been awarded Distinguished Accounts Professor Award by IESA 2020. He has 15 years teaching experience. His area of specialization is Accounting, Taxation and Management. He has authored 9 text books on different areas. He has published 34 research papers in various national and international journals, 6 conference proceedings, 5 chapters in books and 2 edited books. Dr. Singla has attended and presented papers in various National and International Conferences. He is also the life member of Indian Commerce Association and Professional life member of Institute of Scholars.

Dr. Anubhuti Modgii who is currently assistant professor in GHG Khalsa College, has a teaching experience that spans nearly 12 years. She has done M.Com., M.Phil and Ph.D in her academics. She is dedicated to her profession and is involved in lot of college and university activities. A quick learner who can absorb new ideas and adapt to new challenges, her students greatly admire her teaching skills. She is proficient in teaching Accounts & Management. Following her passion for studies she has co-authored two books. Her profound interest in research has made her publish various papers and articles in prestigious National and International journals. She has been appointed as an Editorial Board Member of SKIREC publications and Member of Board of Studies of Commerce and Management in Punjabi University, Chandigarh.

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Urdu To Punjabi Machine Translation System

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Abstract

Machine Translation is a popular area of NLP research field. There are various approaches to develop a machine translation system like Rule-Based, Statistical, Neural and Hybrid. A rule-Based system is based on grammatical rules and uses bilingual lexicons. Statistical and Neural use the large parallel corpus for training the respective models. Where the Hybrid MT system is a mixture of different approaches. In these days the corpus-based machine translation system is quite popular in NLP research area. But these models demands huge parallel corpus. In this research, we have used a hybrid approach to develop Urdu to Punjabi machine translation system. In the developed system, statistical and various sub-system based on the linguistic rule has been used. The system yield 80% accuracy on a different set of the sentence related to domains like Political, Entertainment, Tourism, Sports and Health. The complete system has been developed in a C#.NET programming language.

1. About the system

In this digital era, where different communities across the world are interacting with each other and sharing digital resources. In such kind of digital world natural languages are obstacles in communication. To remove this obstacle from communication, NLP researchers are working to develop Machine Translation systems. These Machine Translation systems can detect various languages and their domains and automatically translate source language text to target-language text. The machine translation system can be developed using various approaches, for example, Rule-Based, Example-Based, Statistical, Neural and various hybrid approaches (Antony P.J 2013). The Rule-based and example-based systems are based on various linguistic rules and a large lexicons dictionaries (Goyal V and G S Lehal 2010). These dictionaries contained parallel word and phrases of source and target language. The statistical system is purely based on some statistical model. These systems required huge parallel corpus to train the model (G S Josan and G S Lehal 2008). The system automatically creates parallel dictionaries and phrase tables from a given parallel corpus (Goyal V and G S Lehal 2010). In this approach researcher’s main task is to create or arrange a parallel corpus. Most of the other work simply was given to the machine-like creating phase table and learning the model etc based on the parallel corpus. The neural machine translation is a trending approach these days. In a neural-based approach, deep learning is fast expanding approach for Machine Translation and many other research areas of computing. This approach required a large parallel corpus to train the system and other tasks like creating and learning the translation rules are automatically handled by training algorithms. The Statistical and Neural Machine Translation system can yield excellent results but required a huge parallel corpus for training (Ajit Kumar and Vishal Goyal
ABOUT THE AUTHOR'S

Dr Manohar Lal is currently working as a Professor and Coordinator, Department of Physical Education, G.H.G Khalsa College GurusarSadhur (Ludhiana), Punjab (India). He has received his doctoral degree (Ph.D) in Physical Education in 2010 from the Himachal Pradesh University, Shimala. He has subject specialization as Research Methodology and Sports Biomechanics, and sports specialization are Athletics and Weight lifting. He has been awarded University Gold medal for his top position in the Master of Arts in Physical Education in 2004. He has supervised research work of Physical Education students for their doctoral and master's degrees; has evaluated research thesis of Ph.D. & M. Phil in Physical Education.His research papers have been published in various international and national reputed journals. He has the credits to present research papers in different national and international conferences and has attended workshops and faculty development programmes in different areas of Physical Education and Research Methodology. He has been three times state Gold medallist in Weight Lifting and participated two times in Sr. National Weight Lifting championship and three times in All India Inter-university championship. He was also declared the best Weight Lifter of Himachal Pradesh for the session 2003-2004. He has been rendering his teaching services in the Physical Education domain in different Universities and Colleges in India for the past fifteen years.

Dr. Sanjay is at present serving as an Assistant Professor in the Department of Physical Education, Himachal Pradesh University, Shimala and is native of small village Khaniyara, a suburb of Dharamshala town, situated in the foothills of Dhauladhar mountains, in Kangra district of Himachal Pradesh. Prior to this appointment he has served as PGT (Physical Education) at MRA DAV Public School, Solan (H.P.) and as PET at Jawahar Navodaya Vidyalaya, Pando (H.P.). After Graduating in BSc (Medical) from Prestigious Government Post Graduate College, Dharamshala, he accomplished his M.A. (Physical Education), MPhil (Physical Education) and PhD in Physical Education from Department of Physical Education, Himachal Pradesh University, Shimala. He is former national level athlete having represented Himachal Pradesh at Nationals in the event of discus throw. Moreover, he has also been the member of state Handball and Basketball teams. A versatile personality, Dr. Sharma has an expertise in the field of Human Anatomy, Exercise Physiology, Sports Medicine and Sports Biomechanics. He has successfully guided 05 PhD and more than 30 MPhil scholars. He has to his credit over 40 research publications published in a range of International and National research journals. He has by now, authored 05 books in the subject of Human Anatomy, Exercise Physiology and Sports Medicine. When he’s not writing or researching, he can be found active in the social work. Currently he lives in Shimala with his wife and two sons.

Dr. Mahak (PhD) presently working as a lecturer, Department of Physical Education, GDC Kathua, Jammu and Kashmir (India). Two scales of psychological variable have published in NPC Agra. 8 research papers have been published at Scopus referred journal and UGC referred Journal.

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मैं गृह उत्पा घर्षण : मीम चीर्ना व निवड र चीर्ना
(राट मीम’ के बिंदुओं में निवड रखने विश्वसनीय)

उन्होंने मायाकाल गृह उत्पा घर्षण नी दी दिखत मे माया भबन्धु प्रेरणाक (1975) के है वे गृह उत्पा मध्य पत्ता मध्यप्रदेश (2020) ज्ञान भीतरे दे नीतितव मध्यपुलिंग राज महिना गृहस्था ताज़ा रंग में नीला के भवन रैंड-रैंड महिना देश-रैंड रत्नवाला इंद्र बीडी सा चूलेंगे है। वर्तमान डा. उपच्चोत माध्यम रैंड रत्न ‘निर्मल की स्थापन’, निवड माध्यम से रत्न ‘बुध लूटे है जहाँ “बलकी इंद्र’, डा. माध्यम से रत्न ‘मीम चीर्ना व निवड र चीर्ना’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी इंद्र है’, निवड माध्यम रैंड रत्न ‘निर्मल की स्थापन’, बलकी इंद्र है जहाँ “बुध लूटे है” बताते माध्यम से रत्न ‘बलकी
दो मिनट का मौन

डॉ. राजेंद्र सिंह ‘साहिल’
ਨੀ ਮੌਲ ਤੇਖ ਜਾਣੇ
ਪੰਜਾਬੀ ਦੇ ਮੰਗ੍ਰਾਬ ਦਾ ਗੀਤਕਾ

ਪ੍ਰਧਾਨ ਸਂਪਰਕ
ਡਰ. ਭਰਚਾਲ ਸਿੰਘ

ਸਂਪਰਕ
ਡਰ. ਆਦਾਮ ਸਿੰਘ ਬੰਦਰ
ਡਰ. ਪਲਿਕਰਜਨ ਸਿੰਘ

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दक्षाभास पर्वतश्रेण

*म. अशुभिन्न सिंह विद्याकर*

पंजा दिवाकरपा द्वारा तिथं तिलावण, तिमतं भाके तिलावण का
पूजाब भै। श्रीपति पद्यीः भारती हृदय अहरूता रहते खंडां ते अहर हङ्गाम अटाई चिंता।
अभिज्ञ वहाँ घट्ट भाईपा तत्कथा वह तत्कथा लीभों ते मर्नें वसली
अन्तर तो हुई। मरमा ते चीसीं मालगे ते अंधे विविध खा गाय। तवें पहाँ
चढ़ते को भव प्रस्ताव दर्शे खंडां लीभों उदें वर्षे मिधाि ता उठे।
पद्यी सागरीता हृदय पून घाट मरीता दे ता ती जग उग भाली। वेदना
पद्यी 'दे ता ही सरीव धुकैं चपू सीभों पेंगा ते तिमान तवाल नवीसे
लिंग पूव वर्ष चापीभों उदें अभित्त ता उठे। वृंद घटाव मरीता हृदय
पत्ते दे ताल वन्दन्यात मरीता दिये उलटी सिंग देखा चनां तो
विवर तुलन भाला डिल्ला: विवरत वन्ते, समम नगे दे खङ्ग डम्ब। विवरत दे तुलम
दे धिम माकेत अंती वचन नामा दे हेनी वाणिज ते वहाँ। वृंद घटाव मरीता
पत्ते दे सम्बाल वाभू माहा दे हेनी वाणिज ते वहाँ। वृंद घटाव मरीता
दे सम्बाल चापी बैठे हूँ माहा दी गुड़ी देंकी। धिम मे भस्मीं परानी
धारे ती धिमी पराए 'ते भिंती भिंती। मृणा अवसी दी टांगी सिंग अभ भेड़गी
दा अङ्ग बृंद मरीता दी चिंता दा चिंता भी। चंद्रशीरा दा तू पूर्ण वर्ष
मरीता दी वर्मानी ती तूं उकमभार ती नबाह ती। पक्ष दे भविष्याते हृदय को तिमाना:

आमूंध पूर्ण बृंद अङ्ग बृंद ती नबाह अङ्ग बृंद।
देखिय देखिया वत रचना भृली कीड़िया भृली।
बुफा रक्षा चिंतन भृली ठीक निःशुल घटाव।
पत्ते पत्ते भृली सबली भृली चेसी भृली भृली।

सम उम्मीं मृंगदान रेंजे ता पक्ष तू बृंद ते भविष्याते पक्ष ते मरीता
तुलने 'ते बृंद भव ती वर्मानीं, हमारिईं ते अन्तपरिवर्त तों दी
पें लांटर्ग खायें उग। बृंद मरीता दे 'ता वेंटी दिली 'ते पालमभागत' दे पूर्णु।

*म. अशुभिन्न सिंह विद्याकर*

बृंद उज्ज वर्षापंच नी दी प्रकाशत दी दक्षाभास पर्वतश्रेण