

## Department of Commerce and Management Report – 2019 -2020

### INDUSTRIAL VISIT

1. Management is all about practical application of theoretical concepts. In lieu of this, students are required to have industrial visits in addition to their classes in order to have a thorough understanding of the industry. With this objective in mind, a One – day Industrial Visit was Organized by “St. Aloysius Degree College SADC” on 2<sup>nd</sup> May 2019 to “Hindustan Coca-Cola Beverage Private Limited” plant in Bangalore, Karnataka.

The visit was planned for the students of I,II and III BBA. The faculty-coordinators were Mr.Robin, Mr.Sathya and Mrs.Anitha S. The bus left the campus at 8:45 am with a total of 35 students. The group reached the plant at 10:30 am. After giving a briefing of the rules and guidelines to be followed, the students were taken to the canteen where we were given a welcome drink.

An introductory session was conducted by Ms.SarikaSaxena (HR Business Partner) who provided very useful information about the Coca-Cola Company such as:

- An insight into the historical background of Coca Cola
- Products offered worldwide i.e. Thumbs Up, Maaza, Sprite, Fanta, Coke and Kinley.
- Quality standards followed
- Various Certifications acquired (ISO 9001,ISO 14000,ISO 50000)
- Details about all the activities happening in the plant like washing of bottles, filling, capping, labeling and packaging

Lastly, she splintered the myths regarding the ill effects of Coca-Cola logically.

After the session, the students were taken to the assembly line and briefed about the processes and operations undertaken by the plant. The curiosity of the students was finally satisfied when a question and answer session was conducted by Ms. Sarika. The students were provided with deep insights into the working of the plant and each and every question was patiently answered by her. The visit finally concluded at around 01:30 pm and the group was offered snacks and refreshing and unlimited cold drinks by the company. The students left the plant at around 01:45 pm. The industrial visit to Coca-Cola was an enriching experience for students in getting an exposure of manufacturing which can help them in their internships and further career enhancements.

2. On 25<sup>th</sup>October 2019, students of III B.B.A. had an industrial visit to NETWORK SERVICES, Chudasandra, Bangalore. We met the founder of Network Services, Mr. David who shared his struggles and experience. It was our great pleasure to meet an entrepreneur who never gave up on challenges, but believed in God and kept moving forward. We thank our Principal for giving us this opportunity and our professor, Fr. John Matthew who accompanied us.

## **ENTREPRENEURSHIP DEVELOPMENT WORKSHOP**

On 27<sup>th</sup> August, 2019 we had an entrepreneurship development workshop in college. We would like to acknowledge our gratitude to SAP and Hope Foundation for organizing this workshop. We were inspired by the session that enhanced our skills. Innovation and teamwork is what we have cultivated. This workshop has enlightened us to become young entrepreneurs in the days to come.

## **EXUBERANCE**

The Department of Commerce and Management conducted an inter-class commerce fest "Exuberance" from 22<sup>nd</sup> to 25<sup>th</sup> June, 2019. There was active participation from all the departments. The following events were conducted: Business Quiz, ADMania, Fifty Ka Funda, Product Launch and Best Manager.

## **FOOD STALL**

The students of III B.B.A. were given an opportunity to put up food stalls by our professor, Fr. John Matthew on 15<sup>th</sup> October 2019. We were divided into 4 teams and each team had to show their entrepreneurship skills. During the competition, we learned team work, cooperation, coordination, stress management, time management etc. We prepared a variety of delicious food like biryani, barbeque chicken, bhelpuri and banana and chocolate shakes. We thank our Principal, Head of Department, Professor Fr. John Matthew and our Mentor Ms. Carol for encouraging and supporting us.

## **SPORTS ACHIEVEMENTS**

1. Arabaz from I B.B.A. was the runner-up in Bangalore North University Bodybuilding Competition at Government First Grade College, Hoskote on 19<sup>th</sup> October, 2019.
2. St. Aloysius Degree College students represented Bangalore University and Bangalore North University in the South Zone University Football Tournament in VIT Vellur, Tamil Nadu on 9<sup>th</sup> December, 2019. The winners are Raju (III B.Com), David (III B.Com), Paul (III B.A.), and Abdul Hussif (II B.Com).
3. Franklin from II B.Com. represented Bangalore North University in the South Zone Cricket Tournament from 2<sup>nd</sup> to 5<sup>th</sup> December, 2019.

4. Prema from II B.Com.was the runner-up in the Bangalore North University Chess Tournament in Krupanidhi College on 4<sup>th</sup> October, 2019.

### **FACULTY PAPER PRESENTATIONS AND PUBLICATIONS**

We encourage our faculty to present papers and attend conferences to enhance their knowledge, build professional competencies and stay updated in their respective fields. Several faculty members of our college have presented and published papers in this quarter:

1. Dr. Ravi Kumar (Department of Commerce) published the following papers:
  - a. "An Empirical Study on Magnitude of Environmental Accounting in India" in the UGC-Approved International Journal of Research and Analytical Reviews (Journal No.: 43602) (E-ISSN No.: 2348-1269) published in June 2019.
  - b. "A Study on Organized Retailing in Bangalore with reference to Vegetables and Food Products" in the Paripex-Indian Journal of Research (ISSN No.: 2250-1991) published in October, 2019.
  - c. "Accounting Information for Appraisal and Control – A Study" in the Global Journal for Research Analysis (ISSN No.: 2277-8160) published in October, 2019.
  - d. "Risk at Value: Parametric and Monte Carlo Simulation" in the Indian Journal of Applied Research (P-ISSN No.: 2249-555X) published in December 2019.
2. Mr. Sathyanarayana R. and Robin Vivian Frank (Department of Commerce & Management) presented and published a research paper on "Perception of Sustainable Development: A Study Among Higher Education Students, Bangalore" with ISSN- 0971-1260 at the International Conference on '*Multidisciplinary Research in Global Challenges and Perspectives of Sustainable Development*' organized by St. Jerome's College, Nagercoil, Tamil Nadu on 21<sup>st</sup> December, 2019. The paper was published in the UGC-Approved Think India Journal.
3. Prof Zeena Lobo has attended One Day National Conference on "Quality Audit in Institutions of Higher learning" 28<sup>th</sup> Jan 2020
4. Assistant Professor Subashini has attended Faculty Development Programme held on 6<sup>th</sup> March 2020 on the Topic "**TOOLS AND TECHNIQUES FOR PROFESSIONAL DEVELOPMENT**" AT Jain College.

**ST. ALOYSIUS DEGREE COLLEGE & CENTRE FOR PG STUDIES**  
**COMMERCE AND MANAGEMENT REPORT FOR THE YEAR 2020 - 2021**

**Report on Webinars conducted by the Department**

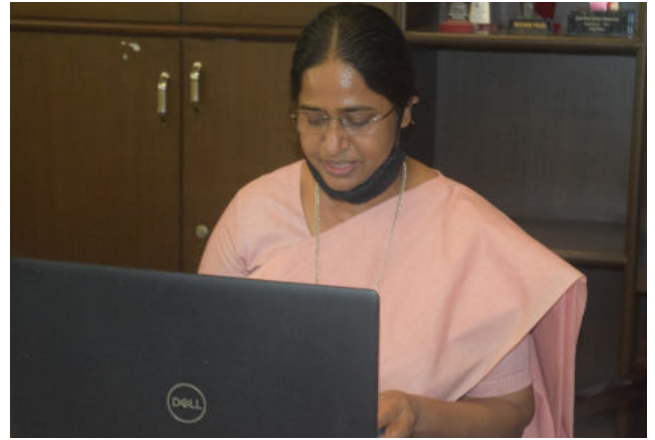
*National Faculty Development Webinar on*  
*“A Radical Overview on Writing Research Papers”*

**(27/10/20)**

St. Aloysius Degree College and Centre for Post Graduate Studies organized a National Level Faculty Development Webinar on 27<sup>th</sup>. October. 2020. The topic was “A Radical Overview on Writing Research Papers.” The resource person for the program was Prof. Brijesh Singh from SJBIT, Bangalore. He is an Associate Professor with a rich teaching and research experience.

The program began with a prayer song followed by an opening prayer by our manager Fr. Prashanth. The Speaker Prof. Brijesh then started to address the participants who comprised of faculty members, research scholars and Post Graduate students. Zoom was the platform used for the webinar. The session started with understanding the challenges that the faculty face in writing research papers. This was followed by a methodological presentation on how to write research papers. Each step in the process was clearly explained by the speaker. He emphasized on writing good quality articles that could be published in recognized journals and also suggested some journals for the participants. The session continued for over 90 minutes and ended with an interaction with the participants. All their questions were answered by Prof. Brijesh. At the end of the session the participants shared a very good feedback. They felt motivated to write good quality research papers. They stated that it was a very informative webinar which gave them new and clear insights on writing research papers.

Our Principal Dr. Sr. Sagaya Mary then addressed all the participants. She highlighted the significance of research. This ended the program which was a fruitful learning for all the participants.



### **Report on National Webinar on “Financial Reporting –COVID 19 & Beyond”**

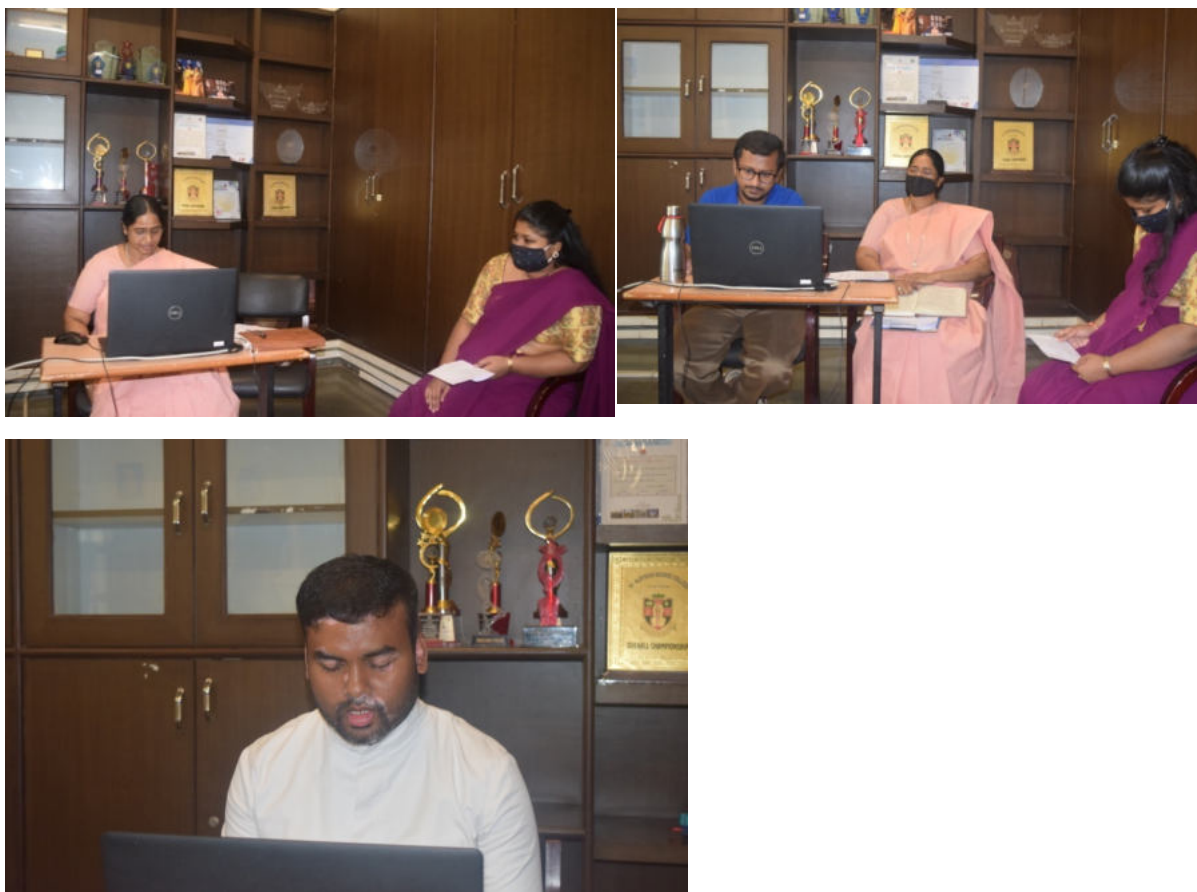
Covid 19 outbreak caused enormous effects on different economies. As the businesses are still facing the storm of this crisis, it is important to understand and evaluate the impact of this pandemic on financial reporting. Quantifying the effect of this crisis in a financial statement is a critical task because uncertainty such as this would require revision of estimates on revenues, expenses and other aspects of business.

Taking the current scenario into consideration ‘St Aloysius Degree College & Centre for PG Studies’, Department of Commerce & Management organised a Webinar on “Financial Reporting –COVID 19 & Beyond” on 29th July 2020, from 10:30 pm to 12:30pm. The resource person for the webinar was Mr. Milind Date, FCMA, CMA (US), Dip in IFRS (ACCA,UK), Certified Independent Director, Member of IOD. He covered the following points in the webinar.

- Brief introduction of IFRS and its background with important definition
- Integration of IFRS with Indian accounting standards as IND AS
- Conceptual framework with accounting elements
- New normal in reporting financial statements for instance,
  - Is “going concern” status doubtful?
  - Are balance sheet asset values recoverable?
  - Are all liabilities appropriately disclosed & included?
- Discussion on various standards role in reporting pandemic crises in financial statements

The webinar came to an end with positive outcomes as various faculty from different colleges had the opportunity to update their knowledge in the subject (IFRS). This in turn would benefit the student community to understand the subject (IFRS) with real life scenarios.





### **National Faculty Development Webinar on “BUILDING TEACHERS’ COMPETENCY THROUGH SENSITIZING ON E-RESOURCES”**

St. Aloysius Degree College and Centre for Post Graduate Studies (M.Com ) Department. organized a National Level Faculty Development Webinar on 13<sup>th</sup> and 14<sup>th</sup> August 2020. The topic was “BUILDING TEACHERS’ COMPETENCY THROUGH SENSITIZING ON E-RESOURCES.” The resource person for the program was Day 1: Building Teachers’ Competency 13th August 2020 10:00am to 11:00am by Dr. K. Ramachandra Maharanis Cluster University, Bangalore Professor with a rich teaching and research experience. Day 2: Framework for Effective Integration of e-resources 14th August 2020, 10:00am to 11:00am Resource Person: Dr. Yogesh Velankar Former Adjunct Faculty, IIT (BHU) The program began with a Prof. Ravikumar K address the participants who comprised of faculty members, research scholars and Post Graduate students. Zoom was the platform used for the webinar. The session started with understanding the Building Teachers’ Competency in present context. Each step in the process was clearly explained by the speaker. He emphasized on Competency among the participants. The session continued for over 90 minutes and ended with an interaction with the participants. All their questions were answered by Prof. Ramachandra. At the end of the session the participants shared a very good feedback. They felt motivated to write good quality research papers. They stated that it was a very informative webinar which gave them new and clear insights on writing research papers. On day 2: Framework for Effective Integration of e-resources 14th August 2020, 10:00am to 11:00am Resource Person: Dr. Yogesh Velankar Former Adjunct Faculty, IIT (BHU)he has stressed on the topic. It was an interactive session, focussing on how to utilise e- resources for academic, publication and for research etc... Dr. Ravikumar K then addressed all the participants. he highlighted the significance of competency and e resources. The program was fruitful learning experience for all the participants.

## Faculty Publications/Seminars, Workshop attended/Faculties as Resource Persons

### WEBINAR IN MOUNT CARMEL COLLEGE, AUTONOMOUS, BANGALORE

1. Ms Carol Fortunata .D was the resource person for a webinar organized for the final year B.Com students of Mount Carmel College on 29<sup>th</sup>. October.2020. The topic for the webinar was ‘Mentoring 4.0’. The significance of mentoring amidst the changes of the fourth industrial revolution was highlighted. The students also got a good understanding of the basic concepts related to mentoring and industry 4.0.

MOUNT CARMEL COLLEGE, AUTONOMOUS  
(AFFILIATED TO BENGALURU CENTRAL  
UNIVERSITY)  
#58, PALACE ROAD, BENGALURU- 560052

Department of Commerce  
Organizes  
a Webinar for  
B.Com Final Year HR Elective students

On  
**MENTORING 4.0**

  
Ms. Carol Fortunata.D,  
M.Com,PGDHRM,PGDBA, (Ph.D)  
Assitant Professor,  
St.Aloysius Degree College, Bangalore

**29.10.2020 | 2 pm to 3 pm**  
Platform- MS Teams

Organized by  
Ms. Candida Smitha  
Ms. Prema Latha V

Made with PosterMyWall.com

2. Mr. Hemanth Published a paper on “**A Study on Quality of Work Life of Employees: An Empirical Study**” – (SJCC Management Research Review, Print ISSN-2249-4359, Volume 10(1), June 2020. Page No 66 – 79)
3. Mr. Hemanth Participated in 5-day International Virtual FDP on **Building Competency in ICT Based Teaching Using Spread Sheet and Sustainability Strategies during COVID 19 Pandemic** from 20/07/2020 – 24/07/2020 organized by IQAC – St Paul College, Bangalore
4. Mr. Hemanth Participated in 1 day in National FDP on **Emotional Intelligence – A gateway to Success** organized by Department of Commerce and Management, Gupta College, Bangalore on 21/07/2020

5. Mr. Hemanth Participated in 1 day in National webinar on **Quality Enhancement Techniques in Higher Education: A NAAC Perspective** organized by IQAC, St. Paul's College, Bangalore on 04/06/2021

#### SADC PLACEMENT CELL REPORT 2020-2021

Date	Event/Activity	Event Organizer	Associated Company/Firm
July 18 2020	Entrepreneurship Webinar	Mr Robin Frank, Placement officer, coordinated the session with Mr Manikanta Reddy Sr. Divisional VP, KOTAK Life, Mr Robin Pavan Divisional VP, KOTAK Life and Mr Sandeep, Coordinator, KOTAK Life.	KOTAK Life Insurance
Aug 8 2020	Current Job Markets and how to face the challenges Webinar	Mr Robin Frank, placement officer coordinated the session with the three speakers. The first speaker was Mr Manjunath, Assistant Manager-HR The second speaker was Mr Prakash, Manager-HR The third speaker was Mr Bibin, Team Lead-HR	NA
Oct 13 2020	Campus Placement Drive	Mrs Vinitha Vincent, Mr Robin Frank and Mr Sathya- Placement Coordinators HR Consulting Agencies • Bienvenue Talents LLP. • TEAMROLL Inc. • Sri Rajarajeswari & Co	Multiple
Feb 20 2021	Orientation on career opportunities in the Aviation, Hospitality, Retail, Travel and Tourism sectors	Mr Robin Frank, Placement officer, coordinated the session with Mr Karan Alistair, Dept. of English and APTECH Aviation Academy	APTECH Aviation Academy
Feb 23 2021	Orientation on Campus to Corporate	Mr Robin Frank, placement officer coordinated the session with Mr Balakrishna- ANO, Mr Karan Alistair- Dept. of English, Mr Saravanan and Mr Md Elias from LEARNEAZY Mrs Priyanka was the trainer and the main speaker for the orientation.	LearnEasy- Training agency
Feb 25 2021	Off Campus Placement - Interview	Mr Robin Frank, Placement officer, coordinated scheduling of the off-campus interviews with ALLEGIS Group for the 2020 passed out batch of students	ALLEGIS Group
Apr 13 2021	Off Campus Placement - Interview	Mr Robin Frank, Placement officer, coordinated scheduling of the off-campus interviews with JOULES to	JOULES to WATTS



		WATTS for the 2020 passed out batch of students	
Apr 13 2021	Off Campus Placement - Interview	Mr Robin Frank, Placement officer, coordinated scheduling of the off-campus interviews with GS India Pvt Limited for the 2020 passed out batch of students	GS India Pvt Ltd
Apr 14 2021	Off Campus Placement - Interview	Mr Robin Frank, Placement officer, coordinated scheduling of the off-campus interviews with ALLEGIS Group for the 2020 passed out batch of students	ALLEGIS Group
Jun 19, 20 2021	Mock Interviews- Campus Placement	Placement Coordinators Mrs Vinitha and Mr Robin Frank, coordinated and conducted Mock Interviews and internal screening rounds in view of the campus interviews with AffirmData for the 2021 final year students	SADC Placement Cell
Jun 20- 25 2021	Campus Placement	Placement Coordinators Mrs Vinitha and Mr Robin Frank, coordinated scheduling of the campus interviews with AffirmData for the 2021 final year students	Affirm Data Services Pvt Ltd
Jun 23 2021	Webinar Career Guidance Talk on the Pathway to Certified Public Accountant (CPA) for B.Com, BBA and M.Com 2021 final years	Mr Robin Frank, Placement officer, coordinated the session with Mr Manjunath N - CPA and MD Tax Wallet Consultants who was the speaker for the event	SADC Placement Cell Mr Manjunath N - CPA and MD Tax Wallet Consultants

## **REPORT OF DEPARTMENT OF COMMERCE AND MANAGEMENT**

**2021-2022**

The Commerce and Management Department of the college is the largest department with over 250 students. The B.Com, BBA students are encouraged to actively participate in co-curricular and extracurricular activities. We strive to focus on their overall development, building their leadership/managerial skills and at the same time emphasize on them being socially conscious citizens. Despite the challenges and obstacles created by the pandemic we have been able to organize several programs for the benefit of our students.

➤ **Events conducted by the department:**

1. Department of Commerce & Management organized a industrial visit for BBA & M. Com Students on 8<sup>th</sup> March 2022 eStores Global hosted an industrial visit for St. Aloysius Degree College to Channapatna Toy Park and Ramanagara, the silk city. The journey began at 8:45 AM, from Cox Town where third year BBA and final year M.Com students accompanied by faculty members Mr. John Mathew and Ms. Zeena Lobo alongside members of eStores Global.
2. Department of Commerce & Management organized Inter-Class fest “Exuberance” 24<sup>th</sup> October 2021
3. The Department organized “ORIENTATION ON CAREER GUIDANCE AND STOCK MARKET” for all the final year students on 27<sup>th</sup> May 2022
4. The Department organized Exhibition on 26<sup>th</sup> August 2022 in which students displayed the models made by them in various topics related to their subjects.

We aim at strengthening the research culture among our students and making them professionally competent. We have been consistent with our results and secured 100% in most of the subjects. We aspire our students to be innovators, entrepreneurs and most importantly responsible citizens.

### **Industrial visit for BBA & M. Com Students on 8<sup>th</sup> March 2022**



## Inter-Class fest “Exuberance” 24<sup>th</sup> October 2021

The talent and enthusiasm of young and active minds was brought to light by the business fest EXUBEARENCE. The intellects of our generation congregated at St. Aloysius Degree College from 24<sup>th</sup> October 2021. To take part in various business-related competitions. Five events were held Ad-mania, Business Quiz, Fifty ka Funda, Best Manager, best financial analyst, Marketing Mayhem. The winners of the inter class fest are sent to various inter colligate fests to represent our college. The following students are the winners of the events.

<b>BEST MANAGER</b>		
<b>Name</b>	<b>Class</b>	<b>Result</b>
Mohammed Khurram	II BCA	1st Prize
<b>MARKETING MAYHEM</b>		
<b>Name</b>	<b>Class</b>	<b>Result</b>
Stanley David	1st B. Com	1st Prize
Mohammed Khurram	II BCA	2nd Prize
David Wilson	II BCA	3rd Prize
<b>AD-MANIA</b>		
<b>Class</b>		<b>Result</b>
1st BBA	Amman and Team	1st Prize
3rd BBA		2nd Prize
1st BCA		3rd Prize
<b>FIFTY KA FUNDA</b>		
<b>Name</b>	<b>Class</b>	<b>Result</b>
Nidha and Fathima	2 <sup>nd</sup> M. Com	1 <sup>st</sup> Prize
Deepika and Jyothika	3 <sup>rd</sup> B.com	2nd Prize
Tharun and Sr. Anjera	2 <sup>nd</sup> BA	3 <sup>rd</sup> Prize
<b>BEST ACCOUNTENT</b>		
<b>Name</b>	<b>Class</b>	<b>Result</b>
Benny & Shihab	2 <sup>nd</sup>	1 <sup>st</sup> Prize
Mohammed Azeem & Mohammed Zain	3 <sup>rd</sup> B.com	2nd Prize
Daniel James & Alwin	2 <sup>nd</sup> B.Com	3 <sup>rd</sup> Prize
<b>BIZ O FEASTA</b>		
<b>Name</b>	<b>Class</b>	<b>Result</b>
Musaddikh & Teja	1st BCA	1 <sup>st</sup> Prize
Ayan Hussain & Khurram	2nd BCA	2nd Prize
Daniel James & Alwin	2 <sup>nd</sup> B.Com	3 <sup>rd</sup> Prize

**ORIENTATION ON CAREER GUIDANCE AND STOCK MARKET for  
all the final year students on 27<sup>th</sup> May 2022**



The poster features the Stockbyte logo at the top, which includes a crest and the text 'stockbyte® LEARN · SIMULATE · TRADE'. Below the logo is a graphic of a hand holding a candlestick chart. The main text reads 'LEARN LIMITLESS'. It then states 'St. Aloysius Degree College IN ASSOCIATION WITH STOCKBYTE'. A section titled 'Offers unlimited access to' lists several benefits: learning how to trade and invest, courses on capital markets, banking, finance, mutual funds, investment banking, and crypto; sector analysis, IPO outlook, and stock dictionary; weekly live market sessions; courses of NISM, ACCA, CMT, CIB, CIMA, and more; and live sessions on fintech, crypto, cyber security, algo trading, NIFT, and Metaverse. It offers 'FOR 1 YEAR FREE ACCESS' and provides download links for the Stockbyte App on the App Store and Google Play, along with QR codes. At the bottom, it instructs users to 'Use Referral code LV3562'.

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- Sector Analysis, IPO outlook, Stock Dictionary
- Weekly Live Market Sessions
- Courses of NISM, ACCA, CMT, CIB, CIMA & more
- Live session on fintech, Crypto, cyber security, Algo Trading, NIFT, Metaverse & more

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**Exhibition on 26<sup>th</sup> August 2022 in which students displayed the models made by them in various topics related to their subjects.**



## Department of Commerce and Management Report for the year 2022-23

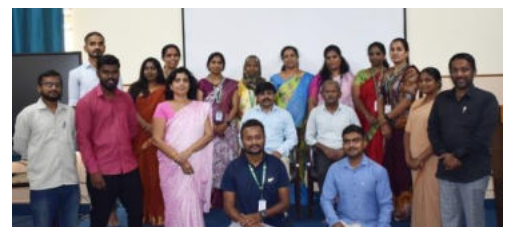


On 13<sup>th</sup> February 2023 Seminar on Budget analysis was conducted. The Resource person was **Mr. Vincent Paul**.



The Faculty development program was Conducted on “Re-Discovering teaching reflective practice” was held on the 13<sup>th</sup> of march 2023. The resource person for the day was **Dr. Philcy antony** associate professor from Jyothi Nivas College Autonomous, Bengaluru.

On 15<sup>th</sup> March 2023, Faculty development program was conducted on “Systematic Review of literature” from **Dr. Sridhar L.S** Associate professor St. Joseph’s College of Commerce, Autonomous.



The talent and enthusiasm of young and active minds was brought to light by the business fests “EXUBERENCE” conducted in the month of July the is on 27/06/2023 to 30/06/2023. Events conducted Business Quiz, Financial Analyst, Marketing Mayhem, Best Manager, AD- Menia, 50- ka- Fund

On the 13<sup>th</sup> July 2023 Business Exhibition was held. It was Inaugurated by Principal **Dr. Sr. Sagayamary**.





On 2<sup>nd</sup> August 2023 Industrial Visit to **Domaine Sula** was organized by the team of **STORE GLOBAL** for the B.Com & BBA students of St. Aloysius Degree College.



On 17<sup>th</sup> August 2023 Faculty skill Development program on “Optimal Research and Publication Avenues- Summary” The resource person was for the day **Assistant Prof. Syed Salman**.



### **Seminar/ Workshops/Publications of Research paper**

#### **Mrs. Zeena Lobo Published and Presented following research papers**

- Scope, opportunities and challenges of digital marketing in Indian context.
- Participated and presented a paper “ Sustainability: Plastic Waste to Fuel –A conceptual study” at the National Conference on “ Sustainable Development Challenges and Strategies for Indian Economy and Business” held on 29<sup>th</sup> July 2023
- Participated and Presented paper titled “ Plastic waste management”, in international conference on “Data Driven sustainable Business practices during turbulent times” held on 4<sup>th</sup> August 2023
- Significant insights and Importance of Shopping habits Generation Z Consumers with reference to Online Businesses in Present Context.

#### **Mr. Syed salman Published following research papers**

- Artificial intelligence and its application on Banking and financial services in India.
- Present state of Artificial Intelligence in the Indian Legal System and its Monitoring.
- A study on linkage Between age and Education leads in adoption of Artificial Intelligence by Banking Customers in Bengaluru.
- Mr. Syed salman Presented a paper on “A study on customer perception towards the use of Artificial Intelligence in Banking Special reforms to Bengaluru at International Conference, Don Basco College, TC Palya, Bengaluru,

- Human Resource Development in Enhancing the Quality of Education in Higher Education Institutions in Benagluru.

**Ms. Immaculate Published following research papers**

- Modular learning on the skill enhancement course on the basis of NEP.
- Loan Disbursement and Recovery system in banking sector.

**Mr. Hemanth published following research articles**

- An analytical study on the impact of child labor legislations in revisiting child labor in India
- Human Resource Development in Enhancing the Quality of Education in Higher Education Institutions in Benagluru.

**Mrs. Shyamala Published following research paper**

- A study on the significance of job satisfaction a review in the present context.