

# 5S METHODOLOGY IN HIGHER EDUCATIONAL LIBRARIES OF INDIA: A DESCRIPTIVE STUDY

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## ABSTRACT

*Libraries are continuously measuring growth and advancement in any of the institutions whether they are govt. agencies, academic or private organizations. It's continuously growing in both quality and quantity mode which aims to serve the patrons and users of an institutions. With quality and quantity approach the librarians ensure to serve the relevant information and meets to the important facts and data to library patrons. The aim of the study is to determine ready facts and possibilities for implementation of 5s Methodologies in libraries. 5s is the systematic method which allows you to control and maintain quality, productivity, quality and staff motivation etc. The library users if often see dust, untidy collection then to some extent issue can be minimized, but if daily they find these problems in libraries then it may emphasis library patrons/users do not visit the library again. This objective to write this paper is to highlights the 5s Methodology approach and its implementation in libraries. And parallel to discussion on how to implement 5s Methodology so that we can able to offer reduction of wastages time, improving safety at workplace, employees health, and cleanliness in the premises of a particular indoor location.*

*Key Words- 5s Methodology, TQM, Service Quality, Management, PDCA, Libraries*

**IMPACT OF HRM POLICIES ON OPERATIONAL AND FINANCIAL  
PERFORMANCE IN PUBLIC SECTOR ENTERPRISES IN INDIA  
(A CASE OF PASHCHIMANCHAL VIDYUT VITARAN NIGAM  
LIMITED)**

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**ABSTRACT**

*Organizational effectiveness depends on having the right people in the right jobs at the right time to meet required global environment and changing the organizational requirements. Uncertain environment creates negativity at workplace, worker will never respond and their efficiency will be less, which can be measured on productivity. The aim of this research paper is to analyze the impact of HRM policies on operational performance and financial performance.*

*This empirical research has been conducted in 2019-20 in one of the power distribution company in Uttar Pradesh, India. The data was collected from 480 participants, who work in Power Distribution Company. As the research results proves that human resource management policies have an effect on operational performance and organizational financial performance both singly and systematically. After some limitations the findings will open new horizons in electricity distribution sector in India.*

*Key Words: Operational environment, Theft prevention schemes, Transmission & Distribution Losses*

# **AN EXPERIMENTAL STUDY ON PARTIAL REPLACEMENT OF SAND BY SHREDDED PIECES OF PET PLASTIC AND CEMENT BY METAKAOLIN**

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## **ABSTRACT**

*Using Metakaolin and PET plastic with varied ratios in concrete is the focus for this study, which aims to decrease the use of naturally accessible building materials and make concrete more cost-effective with desired qualities. There are three distinct percentages of Polyethylene Terephthalate (PET) (15, 20, 25%) and 5 percent metakaolin in the fine aggregate and cement accordingly. Concrete containing 5% metakaolin and 20% PET has a stronger compressive strength than regular concrete, according to the results. Replacement of 5 percent metakaolin with 20 percent PET plastic results in a 35.71 percent flexural strength and 27.27 percent split tensile strength replacement in concrete.*

**Key Words: - Polyethylene terephthalate, PET, Metakaolin, Compressive Strength, Split Tensile, Flexural Strength, Fine Aggregate, Cement**

# FINANCIAL LITERACY AMONG INVESTORS: CRITICAL REVIEW OF LITERATURE

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## ABSTRACT

*The financial system plays a vital role in the growth and development of the economy. The evolution of financial market economies has been dramatically broadening the opportunities to consumers and investors, business houses, policymakers and the economy of a country. Financial literacy is now considered as a key pillar for the development of the financial system of a country.*

*A literature review needs to draw on and evaluate a range of different types of sources including academic and professional journal articles, books, and web-based resources. This study precisely aimed to collect the literature on financial literacy among investors from multiple perspectives. The study concludes that though the existing literature on financial literacy has been critically reviewed and analysed on various bases, the topic holds many unexplored dimensions for future research.*

*Key Words: Financial literacy, financial education, and personal finance*

# PROFITABILITY ANALYSIS OF SELECTED INDIAN FMCG COMPANIES – A STUDY

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## ABSTRACT

*FMCG companies play a very important role in our daily life. Indian FMCG companies also extend its business in Asia, Africa and also in Latin America. Indian FMCG industry contributes a significant portion in GDP. FMCG companies are famous for food products, education and stationery products, personal care, chocolates, milk, toiletries, cosmetics etc. In our study purposive sampling technique has been used to select 7 FMCG companies such as Britannia, Dabur, Godrej, HUL, ITC, Marico and Nestle. Different ratios like net profit margin, assets turnover ratio, equity multiplier, operating profit margin, tax retention rate and interest expense ratios have been computed and considered the joint effect of these ratios using Du Pont analysis (3 points and 5 points model) on ROE. Godrej is the best profitable company from shareholders view point of the selected companies*

*Keywords: ROE, Tax Retention Rate, Equity Multiplier, Interest Expense Rate, Du Pont 3 & 5 points Analysis, Financial ratios*

# DEVELOPING SCALE FOR SOCIAL IMPLICATIONS OF COVID-19: SPECIAL REFERENCE TO COMMUNITY ENGAGEMENT IN INDIA

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## ABSTRACT

*Under the prevailing circumstances consequent to COVID-19, citizens during lockdown and later underwent several psychological changes. Due to the quarantine of the populace in their gated abodes, people with weak willpower are likely to feel depressed due to stigma, fears of disease, inadequate supplies etc. However, government and social community's attempts to positively engage citizens are expected to moderate the associated ill-effects. In this study, we plan to analyze the citizen's perception of citizen-centric campaigns by government and communities aimed at engaging them positively for fighting pandemic situations together. We interviewed Indian citizens, specifically lower middle-class families who faced severe financial problems due to mass lay-off and pay-cuts, to develop scales for the relevant constructs explored during the primary survey and proposed a research model for the future research.*

*Our objective is to understand citizens' needs during a Pandemic situation and devise strategies to cope with it*

*Key Words: COVID-19, Community Engagement (CE), Scale development, Lockdown, Psychological Effect, India.*

# ASSESMEMT OF MUNICIPAL SOLID WASTE MANAGEMENT IN DINANAGAR CITY OF PUNJAB, INDIA

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## ABSTRACT

*Unscientific waste management is increasingly becoming a major reason for environmental issues in Indian cities. Examine the factors responsible for the dysfunction of the municipal corporation of Dinanagar (MCD) city of Punjab (India). To fulfill the research objectives, primary and secondary data are collected from various sources for qualitative and quantitative analysis. The internal consistency and validity are measured using Cronbach's alpha. The importance-performance analysis and Strengths, Weak-nesses, Opportunities, Threats analysis is performed to conclude the present scenario of MCD. This study is eventually concluded with some suggestions to waste managing authorities and researchers for contribution in improvement of current system.*

*Keywords: Waste generation, Sources, Characterization, Treatment techniques.*