Greenhouse Gas Emissions from Small Industries

Haradhan Kumar Mohajan

ABSTRACT

This paper discusses mathematical calculations of the greenhouse gas emissions from small industries which cause the global warming in the atmosphere. Due to global warming the ocean levels are increasing, it is estimated that most of the coastal areas of the world will be submerged by 2050, and some insects and animals will be extinct. Very simple calculations are presented here to estimate three greenhouse gases, carbon dioxide, methane, and nitrous oxide emissions from small industry. The emissions from fossil fuels in a small mill are given with mathematical calculations. Emissions from combined heat and power plants are allocated in this paper by using ‘The World Resources Institute and World Business Council for Sustainable Development Efficiency’ method.

Keywords: Greenhouse gas emissions, Biomass, Fossil fuels, Kyoto Protocol 1997, Small industries. Author's History

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Human Rights in Bangladesh: Stresses on the Period of 2009 to 2012

Haradhan Kumar Mohajan

ABSTRACT

This paper is about human rights in Bangladesh and stresses on the period of 2009 to 2012. Bangladesh is a Parliamentary Democratic and densely populated country in the South Asia. Human rights are parts and parcel in a democratic country. In a country if human rights are violated then the country cannot be developed and the democracy of that country becomes weak. Human rights are violated in every country of the world. But extrajudicial killings like crossfire and death in custody, abduction, child labor, violence of workers’ rights, violence of women rights, women and child trafficking, public lynching, death penalty and discriminations on religion minorities and indigenous people are alarming in Bangladesh. This paper also discusses civil and political rights, social and economic rights and violation of these rights in Bangladesh

Keywords: Crossfire, Death Penalty, Democracy, Extrajudicial Killings, Human rights

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Human Resource Planning and Competitive Advantage: Investigating the Relationship

A.K.M. Mominul Haque Talukder¹ and Md. Irfanuzzaman Khan²

ABSTRACT

The research examines various determinants of human resource (HR) planning affecting competitive advantage in a manufacturing firm. Some of such considerations are future orientation, goal orientation, strategic staffing, training, compensation, labor market condition, and performance management. Data were collected from 100 employees based on structured questionnaire. The study harnessed reliability test, regression analyses and Pearson’s correlations for data analysis. Results showed that goal orientation, labor market condition, performance management and training were significantly related to competitive advantage. In contrast, future orientation, strategic staffing and compensation were unrelated to the firm’s competitive advantage. Findings suggest that considering these determinants prior to human resource planning might contribute manufacturing firm to attain competitive advantage.

Keywords: Competitive advantage, HR planning, future orientation, strategic staffing

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Human Resource Consultancy and Organizational Growth: Exploring the Relationship

A.K.M. Mominul Haque Talukder

ABSTRACT

This study gives an insight about the Human Resource (HR) Management practices by HR consultancy firms. The study strives to find out how the HR consultancy firms are implementing HR practices and how much they follow HR policies to deal clients for daily operations. A survey was done with 100 employees from 12 leading HR consultancy firms in Bangladesh to learn the significance of strategic human resource management (SHRM) required for organizational growth. The result suggests that HR consultancy firms consider several dimensions while designing their SHRM planning needed for organizational growth. The consultancy firms also acknowledge that to insure increased level of organizational growth, the urgency of human resource development, proper HR policies, strategic recruitment and training programs are significant.

Keywords: HR consultancy, Organizational growth, SHRM

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Analysis of Solar Powered Water Purification in Palestine

Hassam ur Rehman, Ecole des mines de Nantes, Andrea Ranzanici and Tristan Lehari

ABSTRACT

The main goal of this project is to proceed with an overall optimization of the installed prototype water treatment plant in terms of size, simplicity, cost, and effectiveness, focusing especially on the RO treatment unit and reducing the energy consumption. Nevertheless, other parts of the system have been analyzed and compared with other existing technologies in order to find the best solution according the criterions defined in the following sections.

Introduction

The failure to provide safe drinking water and adequate sanitation services to all people is perhaps the greatest development failure of the 20th century. The most egregious consequence of not having achieved this objective is the high rate of mortality among young children from preventable water-related diseases. We designed a project to provide safe and clean drinking water facility at a remote area in state of Palestine using solar energy and reverse osmosis process to make the project sustainable.

Literature Review

Different literatures were reviewed during the project, using science direct and other resource, similarly guidance was taken from the papers written by our professor who taught us the desalination process.

Methods

As mentioned before, the situation of the two villages of Al Jiftlik and Zbeidat presents a distinct lack of potable water. However, it is possible for them to access a considerable amount of brackish water with a salinity grade in the range of 2000 to 4000 ppm, primarily thanks to the presence of a deep well. Yet up until now the inhabitants of these areas particularly affected have obtained their drinking water via transportation through trucks and tractor, due to the impossibility of treating the well water and make it drinkable. These areas also have high solar energy potential. They enjoy over 3000 hours of sunshine every year and an annual average daily solar radiation intensity amounting to 5.4 kWh/m2/day, with a maximum of 6.9 kwh/m2/day during the period of March to September. Therefore, for this particular project, an integrated system for water desalination through the use of Reverse Osmosis (RO) membranes, together with photovoltaic panels (PV), has been investigated. The need for investigating technologies arose from the consideration that such a low level of salinity (in the range of 2000-4000 ppm) could potentially be treated with many different systems, such as Nanofiltration membranes and Anodic Oxidation (AO). In order to guarantee an optimized system, these alternatives have to be investigated taking into account many different aspects, such as composition of the feed-in water to be treated, operating costs, etc. For the purposes of this study, the analytical focus will be mainly directed towards membrane filtration technologies, considered nowadays as one of the most reliable options for this purpose. In order to conduct an effective system analysis and optimization, water treatment simulations will be conducted using ROSA (Reverse Osmosis System Analysis) software alongside the appropriate research in this field. Data was collected by the local university who was looking after this project in Palestine.

Conclusion

This analysis has shown how a nanofiltration system can be an effective alternative to the more sophisticated reverse osmosis system. The total cost of the system was reduced by $38,000 USD together with the power consumptions of the system. Both NF90 and BW30 systems were able to fully comply with the WHO Standards based on the feed-in water provided, which is the main constraint and objective of this project. Nevertheless, the BW30 is suitable in any situation where desalination through membranes is required, NF membranes can optimally operate only in
certain conditions, and therefore a detailed case-by-case study has to be performed. In this context, desalination through membranes can become the key player and one of the most promising technologies in the following years, putting together high performances in terms of water treatment and capacity to perform in situations where connections to electrical grids is not available. The Prepaid Water Tap add-on can be seen as one of the potential future integrations for the proposed system. It uses prepaid cards and a special tap with a transponder to distribute the purified water either by volume or time. It ensures safety and accountability of water usage.

**Keywords:** Optimization, Solar Powered, Water Purification, Palestine

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Population, Technology and Social Inequality: The Impact of the Dynamic trio on Climate Change and Sustainable Development in Nigeria

John Lekan Oyefara

ABSTRACT

The issues around climate change have remained at the centre of developmental discourse most especially in the past two decades for obvious reasons. Human activities such as burning of fossil fuels, coal and various energy-related emissions from bush burning, cooking and usage of various machines that produce smoke result in the building up of greenhouse gases (GHGs), such as carbon dioxide, nitrous oxide, chlorofluorocarbon and methane in the atmosphere, lead to global warming of the earth surface and rising sea levels with devastating consequences that threaten the existence of humanity and earth. The paper examines the nexus between population, technology, social inequality and climate change in Nigeria. To achieve these objectives, eclectic research methodology was adopted using documentary secondary data. The theoretical underpinning of the paper was derived from the integration of biological, economic and social models as explanatory tools. The paper observed and posited that the interactions between population growth rate and size with evolution and diffusion of technology across cultures and entrenched social inequalities are major factors responsible for rapid climate change and its associated consequences. In Nigeria, the effects of climate change are already being felt with unprecedented floods, rendering many people homeless, devastating massive farmlands and population dislocation. Using the UNFPA’s framework of agenda, the paper suggests that the current Nigerian national population growth rate should be contained, the lifestyles most especially the adoption and utilization of technology should be modified, social inequality should be reduced, while various laws on environmental sustainability should be strictly enforced.

Key words: Population, Technology, Social Inequality, Climate Change, Nigeria.
About the Author

Dr. John Lekan Oyefara has a B.Sc in Demography and Social Statistics from Obafemi Awolowo University, Ile-Ife, Nigeria. In addition, he obtained a M.Sc and PhD in Sociology from the University of Ibadan, Nigeria. He specializes in Demography and Population Studies. His areas of research include fertility, mortality, migration, nuptiality, family planning, gender studies, public and reproductive health including HIV/AIDS. He has worked for over fifteen years in the development sector with local and international organizations in Nigeria. He is currently a senior lecturer in the Department of Sociology, Faculty of Social Sciences, University of Lagos, Nigeria.

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Shamim Soomro¹ and Badar uddin Soomro²

ABSTRACT

This paper discusses the problem of drug addiction in Pakistan. In the beginning, the paper introduces the issue of drug addiction in a global and national context. It then defines the terms "drug abuse" and "drug addiction" in detail and lists down and explains the various classifications and types of drugs found in the world. The paper then proceeds to outline the reasons behind the ever-growing problem of drug addiction in Pakistan and highlights the present situation in Pakistan and the severity of the problem with the help of various statistics. After highlighting the causes behind drug addiction, it then moves on to discuss the harmful consequences of this menace on the individual and the society. The paper also acknowledges the various measures being undertaken to deal with the problem, and then presents some recommendations and solutions as to how to tackle the problem more effectively and build a healthy society that is free from the menace of drug addiction.

Keywords: Drug Addiction; Drug Consequences; the Individual and the Society; Pakistan

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Primary Causes Of Increasing Number Of Beggars And Its Impact On Social Evil On Nation As A Whole: A Case Study Of Pakistan

Shamim Soomro\textsuperscript{1} and Badaruddin Soomro\textsuperscript{2}

ABSTRACT

In this paper, an attempt has been made to discuss the issue of ‘Increasing Number of Beggars in Pakistan’. Firstly, the problem of beggary has been described with respect to Pakistan with the help of the available statistics. Then, the causes of beggary have been discussed with special emphasis on the primary causes which are increasing levels of poverty, social factors, medical and biological factors, criminal mafias as well as the influx of Afghan refugees. This is followed by a detailed explanation of the impact which this social evil has had on the nation as a whole. The effects include stained image of the country in the international arena, social problems, economic problems as well as the rise in criminal mafia groups. Finally, a few recommendations have been laid out to combat this menace, which include reduction in poverty, social development, and formation and implementation of a strong legislation to curb down beggary as well as the criminal mafias.

Keywords: Beggary, Poor, Poverty, Social, Economic, Mafia

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Pakistan Economy in the light of Business Cycles- 2009-14

Muhammad Arif

ABSTRACT

The paper in hand has two parts. First one is on defining Business cycles. These are just the extracts from different books and not the actual part of the paper. But this helps in understanding concept of Business cycles in Economics’. The second part is the actual crux of the paper and by applying concept of Business cycles case of Pakistan has been analyzed with implications on significant macro indicators in the current and oncoming years i.e. 2013 and 2014, then comes concluding remarks with some solutions and projections on FY 2013-2014

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Cyprus Issue and Turkey’s Quest for EU Membership

Abdul Tahir Bhutta

ABSTRACT

Cyprus, a strategically located island in the eastern Mediterranean has been a bone of contention between Turkey and Greece for the past about seventy years. The island drew the attention of Britain and Russia in the 19th century as it provided an excellent out post to keep watch on the sea traffic coming from and going to the Black Sea. Britain however, succeeded in taking control of the island in 1878 from Turkey and has since then maintained its military presence over the island. After Britain’s military decline in 1945, a movement for enosis (Union) with Greece started to gain strength, which was successfully suppressed by the British government as it had strong soviet and Greek backing. Turkey was strongly against the union of Cyprus with Greece as the island is only 40 miles from the Turkish coast whereas; Greece is at a distance of 480 miles from Cyprus. Moreover, 20% of the Cyprus population comprises of the Turkish speaking Cypriots. To settle the dispute, Britain granted independence to Cyprus on 16 August, 1960. The new Republic of Cyprus was declared a constitutional democracy with proper safeguards for both the communities living on the island. However, these safeguards did not work and soon the island was engulfed in a civil war. Greece and Russia supported the Greek Cypriots. Turkey contemplated using its constitutional right granted to it in the new Republics constitution to stop the civil war on the island but was forced not to exercise the option by USA who was also a supporter of Enosis of the island with Greece. The situation on the island continued to deteriorate further and finally Archbishop Mekarios was overthrown in 1974. Turkey intervened and landed its troops on the island and took control of around 30% of the northern Cyprus. Turkey’s military action was condemned by the UNO. Turkish Cypriots finally declared their independent state in 1984 which was not been recognized by any country except Turkey. The Greek Cypriots do not recognize the Republic of Northern Cyprus and neither the Turkish Cypriots recognize the Republic of Cyprus. Concerted efforts by the UNO and the parties concerned have not been able to resolve the issue till date. The Cyprus issue has become a big obstacle for Turkey’s membership of the European Union (EU). The EU has however, been quite accommodative in granting its membership to Greece and the Republic of Cyprus who applied for its membership much later than Turkey. Turkey is interested in resolving the issue with Greece and the
Republic of Cyprus as it understands the negative impacts of the dispute; however the Republic of Cyprus appears to be dragging its feet on the issue as it has so far declined to accept any formula which has been presented for the resolution of the dispute and is also obstructing Turkey efforts to gain the membership of the EU.

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The Growing Exclusive Branded Lawn Industry and Its Effect on Female Buying Behavior in Pakistan

Syeda Rakhshanda Mustafa¹ and Mohammad Mustafa²

ABSTRACT

The purpose of this research is to analyze Pakistani female consumer’s buying behavior and understand the key points behind Branded Lawn that effect the female markets involvement towards buying them. Lawn is a fabric which provides a comfort in hot Pakistan’s summers. From the past couple of years, designer lawn trend has developed roots. Price of a single designer lawn suit is higher than the budgets most households allot to their kitchen budget. It clearly shows that these brands cater mostly to the upper class market and widens the gap between them and the masses. This research helps in finding the factors, effecting female buying behavior for designers lawn collection. Fashion provides an opportunity to satisfy one’s emotional and practical needs. It can be used to manage their appearance, project a certain type of image, enhance their self-esteem and make a kind of impression on others. Just a couple of years back, designer lawn made its appearance and spread like wildfire in the female market. Having a brand name is a powerful tool to attract more consumers to buy particular products. In a way it can be regarded as equity as it adds value to the product. Data was collected through primary sources as well as secondary sources/. A questionnaire survey was conducted to collect primary data. Secondary data was gathered through previous studies. This study reveals the facts that designer lawn is popular in the age group of 21 to 30. It caters mostly to the upper class female market. Majority of the women were either office workers or housewives. Considering that 86.25% have bought designer lawn before and 87.5% prefer it to unbranded lawn, it can be said that female buying behavior was definitely affected by the emergence of designer lawn. This can be proven by the fact that they show a decided preference towards the branded fabrics available in the market. There are many reasons as to why people opt for branded lawn, but the main reasons is superior quality of the fabrics and the new innovative designs. Because it is highly priced, and mostly the upper class buys them, people are identified as being above those who cannot afford them. In a way, it serves to drive a bigger wedge between the rich and the poor.

Key words: Branded lawn, Designer wear, buying behavior

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Entrepreneurship can Reduce Poverty Alleviation: A Case Study of Badin

Faisal Saleem

ABSTRACT

This particular research seeks an explanation thorough the factors such as economic, political, social as well as governmental influences that could help entrepreneurship to alleviate the poverty in one Pakistan’s small city Badin. For this purpose the strategically approach is employed what is referred to by some as a ‘multi-method approach’. This approach includes the pilot study, field work and survey questionnaire. Study analysis revealed nine main factors related to internal and external thoughts of society and individual cause the lack of development in Badin entrepreneurship culture. These available findings are precious to get in-depth understanding the nature of problems associated with the development of Badin entrepreneurship which can alleviate the poverty.

Keywords: Poverty, Entrepreneurship, Alleviation, Badin, Pakistan

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Measuring Service Quality Gaps in Banking Sector of Pakistan

Hassan Raza\textsuperscript{1}, Muhammad Faheem\textsuperscript{2}, Syed Muhammad Zia\textsuperscript{3} and Abdul Aziz\textsuperscript{4}

ABSTRACT

Purpose: The purpose of this study is to measure Service Quality Gaps in Banking Sector of Pakistan. Introduction This study started with the concept of service quality and has used the model of service quality gaps SERVQUAL. This Model is an effective approach which analyses the difference between customer expectations and perceptions regarding five basic dimensions that reflect service attributes used by consumers in assessing the quality of service provided by service firms. Methodology: The quantitative approach is used to analyze the data. The self-administered SERVQUAL Questionnaire was used. Our examination is relied on five generic dimensions namely Tangible, Reliability, Responsiveness, Assurance and Empathy on seven point likert scale on Expectation and Perception separately and weighing the importance of these five dimensions out of 100 points by surveying 92 bank customers from bank branches in Karachi. Analyze: The data were analyzed on MS-Excel by feeding Expectation-Score, Perception-Score and identified the Gap between Expectation and perceptions regarding service attributes of bank and then properly weighted through importance weighting in the analysis to further refine the results. Findings: The findings shows that highest gap between customer perception and expectation was found in dimension of Reliability (-1.42) followed by Empathy (-1.36) and Responsiveness (-1.34). However as far as weightings are concerned customer give highest weighting to Reliability (23.25) followed by Assurance (21.25) and Responsiveness (20.45), Empathy (17.30) and Tangibles (17.75) considered low weightage dimensions for customers. A significant weighted average score -1.323 recorded which clearly shows shortfall across these five dimensions. Conclusion: This study reveals that there is a major gap found in the Reliability dimension followed by Empathy and Responsiveness, so the commercial bank in Pakistan should devise strategy to close these gaps as these dimensions not meet the customer expectations. Further, focus is also required for Reliability, Assurance and Responsiveness dimension which are considered to be the more important to customer than Empathy and Tangibles. Recommendation: It is recommended for Banking Sector in Pakistan to take proper steps to ensure the customer satisfaction on their services through these five dimensions according to the priorities of customers. Key Words: Service Quality, Gaps, SERVQUAL, Expectation, Perception, Bank

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The relationship between Foreign Currency trading and Economic Development: A case Study of Pakistan

Asim Mashkoor¹ and Ovais Ahmed²

ABSTRACT

In order to determine the relationship between few factors who not calculated or evaluated by central bank is a tough job. The researcher tried to accumulate such secondary factors which are directly combined together and form very important primary factors. The researchers have reviewed many international researches in order to enhance the accuracy and focus of the research data and their variables. These researches have provided many new variables which are not very commonly used in our monetary research paradigm. This is a descriptive research where the researchers identified some new dimensions of usage of secondary variables into the formation of primary variables. There are many limitations researchers have during the course of the research. The most important and notable is the unavailability of the statistical data regarding many important statistical aspects of the economy. In the conclusion the researchers have found that the inflation, interest rate and exchange rates are highly correlated with currency trading. By manipulating such factors, inflation and exchange rates are expertly influenced by central banks and varies impact currency and inflation. The valuation of foreign currency trading needs high attention from capital formation, determinants of inflation rate and proper utilization of supply of money in economy. The growth rate of GDP is essential factor for both economic development and foreign currency trading.

Keywords: Economic development, Foreign Currency Trade.

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Impact of Money Supply (M2 on Stock Prices) on the Stock Prices: Case of Karachi Stock Exchange

Muhammad Faheem¹, Hassan Raza², Syed Muhammad Zia³ and Abdul Aziz⁴

ABSTRACT

The aim of this research paper is to analyze the effect of macroeconomic variable (M2) on the stock prices. Literature review reveals that money supply (M2) has affected stock prices. This study embraces money supply (M2) and the dependent variable KSE-100 index. The data are monthly and extend from January 2004 to January 2011. A regression model is designed to test the relationship between the KSE-100 index and M2. The result showed that Broad Money (M2) has significant and affect positively to stock prices. The findings of this paper are that the hypothesis suggests that the changes in the macroeconomics variable cannot be used as a trading rule by investors to earn consistently unusual profits in the stock market. Current as well as past information on the growth on the variables are fully reflected in assets prices so that investors are unable to invent some profitable trading rule using the available information.

Keywords: Macroeconomic Variable (M2), Stock Prices

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Public Opinion towards Advertising: Factor Analytic Findings from Pakistan

Syed Muhammad Fahim, Dr. Kamran Siddiqui and Dr. Mahwish Anjam

ABSTRACT

This study aims to investigate the public opinion about advertising in Pakistan. A survey of respondents studying at various universities was conducted [N #= 575]. This study uses Polly and Mittal (1993) model of beliefs and attitudes towards advertising. The data was collected from SEC A and B classes through survey method using quota sampling technique. The public opinion was first analyzed using Factor Analysis and resulted in seven opinion categories i.e., a) Skeptic; b) Ecstatic; c) Sarcastic; d) Trendy; e) Rationalist; f) Dogmatic; and g) Sagacious. These opinions were finally summarized into two schools of thoughts i.e., a) Sanguine; and b) Antagonist. This piece of research will provide tremendous opportunities to marketers in understanding consumers and their attitudes towards advertising in Pakistan.

Keywords: Public opinion, advertising, Factor Analytic

Author's History

1. Syed Muhammad Fahim is working as Assistant Professor at DHA Suffa University and he has almost 19 years of experience at teaching and research at Graduate and undergraduate level of studies. He is a PhD Scholar at Kasb.

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Effects of Organizational Behaviors on Ethical Dimension
evidence from Health Care Organization

Perwez Hashmi

ABSTRACT

Organizational Behavior is the study and application of knowledge about how people, individuals, and groups act in organizations. That is, it interprets people-organization relationships in terms of the whole person, whole group, whole organization, and whole social system. It purposes is to build better relationships by achieving human objectives, organizational objectives, and social objectives. Ethical concerns are an important area in business practices and research endeavors to find great association of organizational behavior. In particular, ethical concerns become evident in situations of symmetric relationships across organizations. There is a need to establish ethical structures, processes and performance measures in organizations. The dilemma is that these ethical frameworks in the field of Organizational Behavior are still on a general level, where specific details are not provided on how to manage, monitor and evaluate ethical concerns across organizations. In this paper we analyzed impact and influence of Organizational Behavior on Ethical Dimension and its practices at Health Care Organization. We also analyzed and identified the effect and impact of different variables like organization culture, values, employees’ satisfaction, motivation, objections, and organization's ability to provide adequate responses to ethical issues. It is fact that in the contemporary global business environment, impact of ethical practices in the organization is creating great reputation of the organization among stakeholders (Customer, supplier and employees). The study is completely based on quantitative approach of research, utilized questionnaire to collect primary data from the employee, faculty and senior leadership of a Health Care Organization, in which we considered Organization Ethics as dependable variable and Employee’s motivation, Leadership Strategies, Organizational Culture, and Job Satisfaction are independent variables. The results suggested that organizational leaders have fair correlation with the Ethical Dimension and can use organizational ethics as a means to generate favorable organizational outcomes. The other remaining variables Organizational Culture, Job Satisfaction and Employees’ Motivation have great correlation with the dependable variable (Organization Ethics). It was also found that individuals, who perceive the top management of the organization have strong value of prevailing culture, to be supportive of ethical behavior and practices what they say, will be more satisfied and motivated and in result enhance ethical practices in the organization. Longitudinal research is needed to test this model in an applied setting and its implication of effective outcome.

KEY WORDS: Organizational Behavior; Organizational Ethic; Job satisfaction; organizational outcomes; Leader’s decision making strategies ; Employees motivation.
Determining Factors on Employee Motivation under Perspective of Corporate Culture in Pakistan

Tauseef Ahmed Fazlani

ABSTRACT

Purpose: The purpose of this paper is to identify the motivating factors of employees working in various Pakistani organizations. A survey method was adopted. The survey questionnaire consisted of two parts: respondents’ personal information was obtained through Part A and in Part B, they were asked to rank the ten motivating factors in terms of their effectiveness. The motivating factors were compiled from the existing literature and refined through consultation with human resource professionals.

Findings: An ordered set of motivating factors for employees working in Pakistani organizations. Demographic factors like gender, race, education, etc. were found to have impact on the ranking of the factors.

Originality/value: The endings are expected to provide useful guidelines to managers while developing employee motivation programs.

Keywords: Motivation (psychology), Employee involvement, Job satisfaction.

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Acknowledgement: Author would like to thank the editors and fellow students for their comments and insight in improving the draft copy of this article. Author further would like to declare that this manuscript is original, has not previously been published, not currently on offer to another publisher; and willingly transfers its copyrights to the publisher of this journal.

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Impact of Working Capital Management on Profitability: A Case of Pakistan Sugar Industry

Abdul Aziz, Gobind M. Herani, Muhammad Mahmud, Syed M. Zia and Sidra Shoaib

ABSTRACT

Purpose This research is focusing on working capital management and its effects on profitability for Sugar Industry. Introduction Working capital management plays an important role in firm’s major decisions because it is directly associated with liquidity position of the firm. Current assets and current liabilities are major component of working capital. Literature Review In the findings of Teruel and Solano (2007), it was explored that there is significant effect of working capital management on the profitability of the firm. This study included 8872 European companies which fell in small or medium category. It was also sought in this study that shrinking inventory level and collection period can lead firm to ameliorate its profits. And cash conversion cycle ameliorates firm’s profitability. Methods In this study, regression has been applied. Return on assets have been taken as a dependent variable and NODAR, NODAI, NODAP, CCC are taken as independent variables. 162 observations have been calculated from the published report of SBP Pakistan. Conclusion All results show insignificant impact at 5% alpha. On the basis of data it can be concluded that working capital management does not affect profitability of sugar industry. Suggestion Sugar Industry should find the reason why working capital is not affecting profitability. There must be few other variables, which can direct us to attain appropriate results.

Keywords: Working Capital Management, Accounts receivable & payable, Inventory, Cash Conversion Cycle

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Enhancing Job Satisfaction of Faculty Members through Contemporary Practices: A Study of Public Sector Universities of Karachi

Syed Muhammad Zia, Gobind M Herani, Abdul Aziz, Hassan Raza and Muhammad Faheem

ABSTRACT

Purpose Main objective of this research is to find the impact of contemporary practices on job satisfaction of faculty member. Introduction Employee possess different attitudes, through which one can easily infer results regarding Job satisfaction. At the bottom level these attitudes are the feeling about salary, relationship with top level management, motivation to perform duties honestly and work environment. Literature Review Adkins, Werbel and Farh (2001) explored in their study about faculty satisfaction that salary, motivation toward work, and work environment are most important factor to keep satisfying faculty to perform at optimum level. Methods In this research we used quantitative research to quantify factors that affecting the satisfaction of faculty. In this type of research, impact is to be determined on a dependent of one or more than one explanatory variables. Conclusion Salary has significant negative impact on satisfaction. Relationships with management and work environment have insignificant impact on satisfaction. On the other hand, motivation level has positive and highly significant impact on satisfaction. R-square shows generated model is useful predictor to estimate satisfaction level of faculty. Suggestion Salary scales should be revised and brought to the level of good private institutes. Motivation level to faculty in public sector universities should further be improved.

Keywords: Satisfaction, attitude, practices, determined, predictor, environment

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A Quantitative Analysis of Measuring the Effectiveness of E-Recruitment: Evidence from Pakistani Organizations

Munir Hussain

ABSTRACT

Purpose: This study explains the ever-closer e-recruitment practices and its adaptability in Pakistani organizations. This paper aims to know that what are the adaptability and compatibility levels in Pakistani industry to adopt e-recruitment system through more integrated IT based procedures, work designs, and advanced hierarchy.

Introduction Literature Review: Established organizations are focusing on advanced HR practices where e-recruitment is playing an important role. Competitive organizations always focus to employ and keep the best talent, competency and skillful workforce to stay comparable in the market. The Internet may permit associations to come to a large number of candidates efficiently. The World Wide Web is playing an important role in haunting, connecting, identifying and exploring the best talent. E-recruitment is an important tool of employing people with the help of Information technology.

Methods: This descriptive study was conducted in non-contrived study setting where field experiment was derived from sample size of 70 HR personnel.

Conclusion: This research is an attempt to identify the factors and evaluation of those determents, influencing the e-recruitment in Pakistan.

Suggestion: There is positive relationship between Pakistani organizations and adaptability of E-Recruitment.

Keywords: E-Recruitment, Pakistani Organizations, HR practices

Author's History: Author is Head of Management Department in Faculty of Management Sciences, KASBIT Karachi. He has written many research papers those have been published in international research journals of world repute. He has also attended several international conferences and awarded the Best Presenter award in a conference. His areas of research are Business Research Methodology, Organizational Behavior, and Marketing Management & Research etc. Email to: munir@kasbit.edu.pk

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Nexus between Fiscal Debt and Private Investment: Empirical Evidence from Pakistan

M Anwar Jalil¹, Hamza Khalil Choudhry² and Mohsin Nawaz³

ABSTRACT

The different empirical studies report the various results in which fiscal debt can lead to crowding-out and crowding-in of private investment. The objective of this study is to identified the casual relationship between fiscal debt and private investment in short-run and long-run, for this purpose the Vector Autoregressive Model, Error Correction Model (ECM), Granger Causality Test along with various diagnostic econometric methods have been employed using the time span from 1975 to 2012. Our empirical results support the crowding-in hypothesis in Marshall law regime and crowding-out effect in democratic era, it is further investigated that there is a long run negative relationship existed between private investment and fiscal debt in case of Pakistan.

Keywords: Fiscal debt, private investment, cointegration, ECM

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RISK MANAGEMENT: Products and techniques in Islamic Banking System

Saeeda Habib Khan

ABSTRACT

This project is an effort towards the study of risk management in Islamic banking system whereas the main emphasis is on find the answer of the question that are there any technique of risk management practices that impact on shariah related products?. An Islamic Market has a kind of constituents of the economic scheme, the banking scheme, Islamic protection (takaful), economic markets, the bond market, and the equity market. Over and overhead it has furthermore to set up comprehensive the supervisory, regulatory and shariah structure to double-check governance placement for compliance. It is accepted that for any Islamic capital market to function effectively and accomplish optimal share of capital their desires to be a productive lawful and regulatory framework.

Keywords: Risk management, Islamic modes of financing.

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An Empirical Investigation on Perception of Post-Graduate Students towards Islamic Finance in Islamic Republic of Pakistan

Imran Umer Chhapra

ABSTRACT

Islam is the religion that provides complete code of life for whole humanity. It strongly prohibits interest, gambling, liquor and other unlawful activities as they are the main cause of all social evils and injustice in the society. Islam provides system based on Islamic Shariah namely Islamic Financial System to curb the evil effects of interest in the society. In this study, researchers try to study the perception of post-graduate students’ towards Islamic finance or Islamic banking using religion, knowledge and quality of services as their independent variables. They collected primary data using questionnaire from 300 post-graduate students of different universities of three major cities of Pakistan i.e. Karachi, Lahore and Islamabad. Furthermore, they conducted statistical analysis of data using Cronbach’s Alpha Reliability, Regression, ANOVA and Correlation analysis. The results revealed that questionnaire is 88.4% reliable and all independent variables have significant, positive and moderate relationship with dependent variable. In the conclusion, the study elucidate that Islamic finance is gaining popularity with the passage of time and has a great opportunity in to grow and prosper in Pakistan.

Keywords: Religion, Interest, Islamic Finance, Shariah, Knowledge and services quality

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Impact of Microfinance on Women Empowerment: A Analytical overview of literature

Kanwal Hussain¹ and Zuhair Abbas²

ABSTRACT

This article indicates a model conclude descriptive study in order to improve empowerment of women. There are many factors which become effective factor in improving women empowerment namely, social awareness, decision making, and economic development. The microfinance plays a fundamental role in determining the women empowerment for nations. In this research, a model has been developed that includes microfinance practices and study its influence on the women empowerment. Microfinance has long been affiliated with developing empowerment of women. The increasing demand for borrowing may appear to show the attractiveness of the program. However, investigating why demand for borrowing is increasing amidst women may offer a way to investigate empowerment of women. Therefore, this paper utilizes this detail and values a section facts and numbers review to assess one-by-one grade conclusions for example work provide, asset accumulation and family designing and house grade conclusions for example young children learning and house expenditure per annum from taking part in a borrowing program. These conclusions would then be in evaluation to conclusions that can be accomplished from scrounging borrowings from a non-program source. By matching these conclusions, the advantage of micro investment is extracted, which in turn, is farther analyzed in periods of if they show empowerment of women. Over the past couple of decades, microfinance plans have begun to mainly target women and an argument has appeared as to if microfinance is in really a critical constituent of women’s empowerment. This argument is split up by the boundaries of west south and surrounds the conceptual comprehending of women and or gender and development that has relentlessly been forming the discourse on microfinance and women’s empowerment in the South. Several microfinance plans have been commenced and conveyed out, with blended outcomes. The socio-cultural setting of South performances a significant function with considers to the conclusions of women’s empowerment, refuting the widespread assumption that women’s empowerment is a self-acting conclusion of microfinance. The paper examines into the argument, the matters, and the clues and concludes that microfinance may play significant function in
changing women’s financial empowerment but furthermore has the promise to be detrimental to a women’s general empowerment if it solely concentrates on the financial agenda of rationalizing women’s financial activism and utilizing women for scarcity decrease while disregarding the socio-cultural structure of a granted humanity that presents a barricade to the method of women’s empowerment.

Author’s History:
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Analysis of Risk & Return in Stock Portfolio Framework-A Case Study of Blue Chip Stocks In KSE (2001-2010)

Muhammad Raghib Zafar¹, Sania Awan², and Rais Ahmad³

ABSTRACT

Portfolio management can be defined and used in many a ways, because the basic meaning of the word is “combination of the various things keeping intact”. So in this study a equity portfolio is considered and evaluated. From the investor point of view this portfolio followed by him is very important since through this way one can manage the risk of investing in securities and thereby managing to get good returns from the investment in diversified securities instead of putting all the money into one basket. Now a day’s investors are very cautious in choosing the right portfolio of securities to avoid the risks from the market forces and economic forces. For the portfolio management one has to follow certain steps in choosing the right portfolio in order to get good and effective returns by managing all the risks. This study shows how a particular portfolio has to be chosen concerning all the securities individual return and there by arriving at the overall portfolio return. This also covers the various techniques of evaluation of the portfolio with regard to all the uncertainties and gives an edge to select the right one. This also gives an edge in arriving at the right portfolio in consideration to different securities rather than one single security.

Keywords: Investment Portfolio Analysis, Stock Market Risk and Return Analysis, KSE, CAPM, Risk diversification

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Strategic Framework for Global Expansion of Companies

Jawed Ahmed Qureshi

ABSTRACT

This probe is in the context of corporate globalization, the challenges that global companies face and strategies they design to encounter them. Globalized companies aid substantially in the development of the global economy as well as the domestic economy, where they are headquartered. Many of them operate at a large scale, thus employ at a higher level, provide income to them, directly and indirectly deal with various other companies for buying materials, inputs, services, and outsource parts, components, and even finished goods in some cases. They develop state-of-the-art technology and products, adhere to standardization, and showcase the global best practices in different cases. They pay taxes to governments that turn as their essential source of revenue for development. The research methodology tends to be qualitative investigation, for which extant literature review has been carried. The author conducted an analogues study earlier in Pakistan to reveal the challenges faced by globalized Pakistani companies and the way they strategize to overcome them. Here in this probe, a strategic framework has been designed to provide such companies a step-by-step framework to encounter those challenges and assure sustainable development in the global economy.

Key words: Corporate, Globalization, Challenges, Globalization, Pakistan Framework, Global Expansion, Companies

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The Role of KASB Institute of Technology in Promoting the Corporate Social Responsibility

Eesar Khan

ABSTRACT

This research explains the ongoing discussion on the role of corporate social responsibility in the higher education sector focusing on the contributions of KASB Institute of Technology in promoting Corporate Social Responsibility (CSR) among other Pakistani universities and degree awarding institutions. The literature review shows that CSR is an important source for organizations to enhance the reputation, increased sales & customer loyalty, and having competitive edge among other organizations. This research has been conducted through qualitative method in which the participative observation was a source to come across the finding, results and recommendations. This research shows the contribution of the KASB institute of Technology in terms of diverse moral, ethical and humanitarian activities with the close for other higher education institutions to be associated with CSR activities.

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Dynamics of Child Labor in Pakistan and its imperative solutions

Hamza Khalil Chaudhary and Muhammad Kashif

ABSTRACT

Pakistan has a long standing problem of child labor. Its motives and fundamental reasons are multifold and complex. Although, Pakistani child labor yields large number of profits to their families and economy of country but this phenomenon is a vulnerable part of Pakistani society where millions of children are suffering from paid, unpaid or underpaid labor. There are many factors involved and rooted in Pakistan’s diverse socio-economic, political, linguistic, and demographic destitution. This is a quantitative research in which 439 Pakistani samples, through likert-scale based questionnaire, provided groundwork for having an updated substantial solution to control this problem. This study also explains indispensable individual, social, government level solutions for elimination of child labor from Pakistan..

Keywords: Child Labor, Child Abuse, violation of children rights

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A Macro View of Non-Sustainable Activities along the Sindh Coast

Nadeem Ahmed Tamimi and Muhammad Usman Aleem

ABSTRACT

By the economics point of view Pakistan can generate reasonable volume of income by proper utilization of it coastal zones resources. But un-luckily we are destroying them to the extent that it should not be available for further use of other people as well as for use of coming generations. In this study, sea resources are considered that belongs to invertebrates, plant, and fishes. The authors are documenting proper and miss use of these marine resources. In the context of invertebrates, top shell, green sea turtle, whale, dolphin and crabs are studies. With respect to plant the authors are reporting the terrariums that our poor community is doing with mangrove and how it can be avoided, and the magnitude of such loss is also estimated. With respect to the fish’s - juvenile fish’s collection, berried female collection is compared with adult fish collection. The economics losses and benefits are also documented for each of the above species.

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Role of Other Meats in Decreasing Fish Consumption in Karachi and Reporting Consumer’s Practices in Karachi

Nadeem Ahmed Tamimi and Quratual Ain Kazmi

ABSTRACT

Consumer price index in Pakistan is moving around double digit since couple of years. It is in turn, enforcing consumers to purchase cheaper foods items. Such items will obviously containing low protein level. Continuous consumption of low protein items is opening many social and health problems in the Karachi. Fishes are having reasonable level of zinc that makes marriage life happier and safe people from heart and numbers of other diseases. Therefore, it is become necessary to find the “Role of other meats in decreasing fish consumption in and reporting consumer’s practices in Karachi”. This study is basically about people satisfaction level by different meat consumption. The authors are identify those factors which really matter to the consumer while consuming meat as well as identify those missing factors which should be included to make people more satisfied and healthier. The authors used convenience sampling technique by taking the sample of 500 people belong to different income level, and though focus group ask them pre decided set of questions about their income level, their residential areas, their life style, their consumption pattern, their taste/preferences, etc. while preparing a food on daily basis and occasionally. Through, this study also tried to find out how much people are aware about which meat type is containing more proteins. As we know that there are four categories of meat i.e.( beef, mutton, chicken and fish) which are easily available and highly consumed in our society, definitely the level of protein present in each different kinds of meat is different, but factor of awareness about the frequency of consumption certain meat type and information about level of protein present in different type of meat is missing. In addition, through this study it is tried to find out, how fresh and healthy chicken, Mutton, Beef are available to consumer and is it really healthy to eat. The main finding which comes up after pursuing this study is that meat products in Karachi has so much potential in terms of sale as it is available at affordable price, second is accessibility of its meat and meat made products which are available in almost every other corner of the city. Whereas, while talking about taste of its meat made products which is already developed since childhood in our society and preference of chicken and vegetable it is been revealed that
mostly people are unaware from the minimum and maximum requirements of daily intake of proteins which are produce from meat made products and unaware from how fresh meat is available in the market. It is concluded that childhood eating practice, price, high exports demand, bones of fish meals, freshness, easily availability, dirtiness and rush of flies at fish shop are main factors that are decreasing fish consumption in our society and increasing role of other meats.

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