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EMPLOYEE SATISFACTION IN THE TELECOMMUNICATIONS INDUSTRY: A CRITICAL ANALYSIS

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Abstract: *The telecommunications sector is crucial to every nation's economy. By doing this research, we want to get a more nuanced understanding of how satisfied workers at different telecom firms really are. Employee satisfaction as a whole isn't the major focus; rather, it's the relative relevance and necessity of many aspects that contribute to employee happiness on the work that is of primary interest. Based on the data, it was determined that communication with management, compensation, benefits, and efficiency were the most crucial elements in a rewarding work environment. Data was gathered by calling or going to the physical locations of all major telecom providers including Airtel, idea, Vodafone, Jio, BSLN telecom, and Indian Telecommunication. Two hundred workers in the telecommunications industry were surveyed using closed-ended questionnaires to acquire quantitative data. Using SPSS, we performed statistically meaningful analyses of the data using methods of correlation and multiple regressions. Overall, workers in the telecommunications industry report a high degree of job satisfaction. The primary goal of this study was to identify the factors—such as working conditions, compensation and advancement, job security, fairness, and interaction with coworkers and supervisors—that significantly impact job satisfaction. This study provides a thorough analysis of work satisfaction indices in the telecom industry, identifying the root causes of employee discontent and offering solutions to the problem.*

Keyword: *Job Satisfaction Job Dissatisfaction Employees Influencing factors Telecom sector*

1. INTRODUCTION

Maintaining a healthy work-life balance involves changing one's routine such that one's time is evenly divided between work and personal obligations. We say that a person has achieved work-life balance when they are able to devote an appropriate amount of time to both their career and their personal life. Besides employment, people have personal lives, families, and social and recreational pursuits. "Work-Life balance" is a relatively new concept, with its first uses dating back to the late 1970s and 1980s in the United Kingdom and the United States, respectively. As a result of recent technical innovations and advancements that have made it feasible to fulfill work and job goals on a 24 hour cycle, the word has lately caused some misunderstanding. With the advent of modern communication tools like smartphones, email, and video conferencing, the conventional "9 to 5" workday has become obsolete.

RECENT TRENDS IN RECRUITMENT WITHIN PRIVATE ORGANIZATIONS

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Abstract: *One of the most important responsibilities of a human resources staff is recruitment. Recruitment is the collection of actions and procedures that are used to lawfully discover an insufficient number of people with the appropriate place and time experience. This is done so that individuals and organizations may be picked in their own best interests, both in the short term and the long term. On the topic of recruiting and selection practices in the city of Vadodara, a research has been carried out, and its findings have been analyzed and presented. The sample was chosen from among forty different private businesses located in the Vadodara area. 40 cores HR was chosen to be the department that picked persons at random, and the data collection technology was used to gather information from those employees. The use of the internet portal to execute data collecting for the research was done in observance of the precautionary measures taken for the pandemic scenario involving the Covid-19 virus. Forms were developed by Google, and the company gathered primary data using them. In addition to that, there were calls made to acquire the data.*

Keyword: *Recruitment, Selection, Recent Trends*

1. INTRODUCTION

According to Breaugh and Starke (2000), recruitment consists of "those processes and actions carried out by the company with the principal objective of discovering and enticing prospective personnel." It is a vital component of human resource management because it fulfils the critical job of recruiting significant resources, also known as human capital, into the business. This makes it an essential component of human resource management. One of the current tendencies seen in HR operations throughout the globe is the use of online recruiting, commonly referred to as E-recruitment. It has evolved into a sophisticated interactive engine that is capable of essentially automating each and every part of the recruiting process. The process of selecting applicants may be made simpler with the use of the internet, particularly when there are significant distances involved. E-recruitment has seen significant expansion over the last 10 years, and as a result, it is now extensively used by recruiters as well as job searchers in a variety of countries and regions. Within the realm of electronic human resource management (E-HRM), the internet has shown itself to be an effective medium for the delivery of a variety of services, including HR planning, HR assessment, HR incentives, and HR recruiting.

E-recruitment involves the following platforms:

- Company web site for recruitment
- Commercial jobs boards (such as "Monster.com" and "Naukri.com") for posting job advertisements
- Social networking sites (like "LinkedIn")

Candidates are encouraged to check the company website often for updates on upcoming employment opportunities. The websites each provide a link that leads to the most recent available position. If, on the other hand, the organization decides to use job boards for recruiting by posting advertisements for its open jobs on alternative websites such as "Naukri" or "Monster," then they are using job boards. In most cases, organizations choose for a way of hiring staff that is suitable for their size and the amount of money they have available for recruiting. In addition, the manner in which an organization communicates the availability of job openings to potential applicants is a factor in the total number of applications

PERFORMANCE ANALYSIS OF SELECTED INDIAN BANKS USING THE CAMEL MODEL

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Abstract: It is absolutely necessary to assess the financial soundness of the banking sector in a nation since the financial system of the country is dependent upon it. The primary purpose of this research is to analyse the financial performance of a number of different private sector banks and to make comparisons between those institutions using the CAMEL Model. The research covers the period beginning with the fiscal year 2012–2013 and continuing through the 2016–2017 fiscal year. The CAMEL model was helpful in measuring the performance of banks according to each of the main parameters, including Capital Adequacy, Assets Quality, Management Efficiency, Earning Quality, and Liquidity. The study comes to a conclusion by comparing the relative standings of the banks after doing research on a number of private financial institutions like SBI Bank, BOB Bank, BOI Bank, canara Bank, and Panjab national Bank.

Keyword: Banking, CAMEL Model, Financial Performance, Ratios

1. INTRODUCTION

Banks square measure in the business of managing risk and not avoiding it . It is not in the business of banks to minimize risk; rather, their primary objective is to manage it effectively. The fundamental aspect that controls how people spend and save their money is risk. The monetary system would be much simplified, notwithstanding the absence of any risk. However, risk is an inevitable part of doing business in the real world; consequently, financial institutions have a responsibility to manage risk effectively in order to thrive in this uncertain environment. Without a shadow of a doubt, the dynamics of risk management will determine the course that banking will take in the future. Long-term success in the market is only possible for those banking institutions that practice prudent risk management. The successful management of credit risk is an extremely important component of comprehensive risk management. It is also critical for the continued and sustained performance of a financial institution.

Credit risk is the risk that has been around the longest and is the risk that is the most substantial simply because of the nature of the bank's business. This risk is the risk that a bank is exposed to while accepting deposits. In recent times, the relevance of this issue has substantially expanded as a result of the multiplicity of aspects that are involved. The collective sigh of relief that can be heard all across the globe on the current health of the economy is the first and most important of these factors. There is no reason to believe that the economies of Asian nations will be exempt from this trend toward a market-based economy.

A bank's robust financial health provides a promise not just to its depositors, but also to its shareholders, employees, and the economy as a whole. This is crucial for all of these parties. As a direct consequence of this adage, attempts have, on occasion, been made to meet up to the standards set by the money banks of two big banks that are active in the countries of northern Asia. This investigation was carried out using artiodactyl as a research tool. The most up-to-date model of financial analysis is known as parameters. This model demonstrates that the status of the banks that are the subject of the research is thus adequate in terms of their capital sufficiency, quality management skills, and liquidity. This conclusion is reached as a result of the findings that are presented in the model. The banking industry has made significant contributions toward bringing about a revolutionary transformation in restructuring the sector on the route toward economic what. The capacity of a bank to incur risk and make combinations of risks while staying within acceptable and manageable bounds is essential to the bank's performance. It is not in the business of banks to avoid risk; rather, their primary focus is on mitigating the effects of risk".

REVIEW OF LITERATURE ON THE NONBANKING FINANCIAL SECTOR IN INDIA

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Abstract: *The term "financial system" refers to the interconnected network of financial products, platforms, and services. Specifically, this system is concerned with the distribution, marketing, and promotion of financial goods among the population, with the aforementioned financial institutions playing a central role. There are two main types of financial institutions in the country: banks and non-banking financial firms. Banks cater to the majority of the population, while non-banking financial organizations specialize in serving certain markets. For a long time, banks were the backbone of the global financial system. However, with the advent of liberalization, privatization, and globalization, the non-banking sector has become more important. In light of this, the current study builds on previous efforts to investigate several facets of the worldwide non-banking industry.*

Keyword: *Non-banking financial companies, literature on NBFCs, NBFCs-D, NBFCs-ND*

1. INTRODUCTION

In spite of not having a banking license, a non-banking financial institution (NBFC) may nonetheless offer a wide range of banking-related services. While NBFCs don't normally accept deposits from the public, they do provide services governed by banking rules, such as loans, retirement planning, underwriting, and more. Over the last several years, a growing number of VC, retail, and industrial firms have joined the lucrative NBFC lending market, causing the total number of these firms to surge. Insurance companies, money changers, check cashing services, payday lenders, and pawn shops are all examples of non-bank financial institutions. Getting a loan is simplified by NBFCs. More people will be able to get loans since there will be more options to choose from besides traditional banks. Some NBFCs focus only on serving particular industries or clientele. Borrowers in urgent need of funds who have been turned down for a more conventional bank loan will find them particularly useful. However, NBFCs are riskier than conventional banks since they are subject to less oversight and fewer reporting requirements. A hefty interest rate is attached to their loans. Before signing up with an NBFC, borrowers should be aware of the terms and conditions associated with the loan.

They've mastered the art of providing a broad variety of services throughout time. Originally conceived to meet the requirements of savers and investors, NBFCs have evolved into organizations that may offer services comparable to banks. There are a number of reasons behind the expansion of NBFCs in India. Their services are customized for each customer. Some of the key reasons for the expansion of NBFCs have been the extensive regulation of the banking sector and the lack of or comparatively lesser degree of regulation over NBFCs. Some studies have shown a correlation between economic growth and the expansion of NBFCs. According to the World Development Report, financial institutions such as banks control a far larger proportion of total assets in developing nations than they do in industrialized ones. The expansion of non-bank financial companies (NBFCs) and the securities market is necessary for governments to meet the rising demand for financial services while also fostering greater levels of competition and efficiency in the sector.

On July 24, 1996, NBFCs were separated into two categories, a) equipment leasing and hire purchase firms (finance companies) and b) lending and investment companies, in an effort to reward the well-managed NBFCs. However, non-bank financial companies (NBFCs) have historically been subject to fewer rules and regulations than other parts of the financial sector. The Reserve Bank of India recognized the need to enhance restrictions for NBFCs in the wake of the CRB scandal and the failure of certain NBFCs to satisfy investors' demands for the recovery of money. Companies are considered NBFCs if their financial assets make up more than half of their total assets (after deducting intangible assets) and their financial assets generate more than half of their

ANALYSIS OF EMPLOYEE RETENTION STRATEGIES AND FACTORS: A CASE STUDY OF IT SECTOR

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Abstract: *The high turnover of employees is a significant difficulty that is encountered by businesses all around the world. The research has concentrated on the information technology industry. Any company worth its salt will tell you that its employees are its most valuable asset, and it simply cannot afford to lose its most valuable performers. Implementing successful retention tactics is a priority for many companies as they work to keep talented employees on staff. A high employee turnover rate would, as a result, have an effect on the organization's productivity as well as its capacity to remain in business. The purpose of this research is to investigate the influence that retention strategies have on employee turnover in the information technology industry in India. It was decided to conduct the research in the National Capital Region (NCR) in Delhi. As part of this research, other factors such Welfare Benefits, Personal Satisfaction, and Organizational Culture, all of which are considered to be connected with Employee Turnover, was also explored. In this research, the proxy variable that best reflects employee turnover is participants' intentions for how long they plan to remain with the company. Previous study that was carried out by a variety of academics shown that the real turnover rate is determined by an employee's desire to either remain or quit the company.*

Keyword: *Employee reward programmes, compensation, work life balance, financial rewards, welfare programmes, job commitment.*

1. INTRODUCTION

Employee Retention is a process in the present scenario of high economic growth and development and rapid globalization, the fight for talent is becoming increasingly intense. A significant asset for every company is their talent pool or human resource pool. What will happen to the company if these talents or workers leave the organization in a short length of time to pursue other opportunities? The corporation invests a significant amount of money in its HR practices, which includes recruiting, selection, and training programs. As a result of the unpredictability of retention trends and the cutthroat competition that occurs on a global scale, businesses are realizing that they need to improve their understanding of the supply-demand equation in order to collect effective strategies to attract and keep top competent employees. In the best of all possible worlds, employees in human resources would adore their jobs, get along well with their coworkers, work diligently for their employers, be well compensated for their efforts, have adequate opportunities for promotion, and enjoy flexible work schedules, allowing them to tend to the needs of their families and personal lives whenever it was necessary and never quitting their jobs. But then there is the real world, and in the real world, employees do leave their jobs for a variety of reasons, including but not limited to the