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A STUDY OF EMPLOYEE WELFARE IN NSIC

Vinney Rani
B.Com.(H) Final Year

Employee welfare is a term including various services, benefits and facilities offered to employees by the employers. The welfare measures need not be monetary but in any kind/forms. This includes items such as allowances, transportation, medical insurance etc. Employee welfare also includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees.

Importance of Employee Welfare

As a business, you have to provide various benefits to ensure your employees' welfare. While this may increase your business expense and negatively affect your bottom line, looking after your employees will benefit you in other ways. Employee Welfare – Its Benefits and Principles Employee welfare defines as “efforts to make life worth living for workmen”.

“Employee welfare is a comprehensive term including various services, benefits and facilities offered to employees & by the employers. Through such generous fringe benefits the employer makes life worth living for employees.”

Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. The welfare measures need not be in monetary terms only but in any kind/forms. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families.

Employee welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. The purpose of providing such facilities is to make their work life better and also to raise their standard of living. These efforts have their origin either in some statute formed by the state or in some local custom or in collective agreement or in the employer's own initiative:

To give expression to philanthropic and paternalistic feelings.

1. To build up stable labour force, to reduce labour turnover and absenteeism.
2. To win over employee's loyalty and increase their morale.
3. To combat trade unionism and socialist ideas.
4. To develop efficiency and productivity among workers.
5. To save oneself from heavy taxes on surplus profits.
6. To earn goodwill and enhance public image.
7. To reduce the threat of further government intervention.
8. To make recruitment more effective

ABOUT NATIONAL SMALL INDUSTRIES CORPORATION LTD.

HISTORICAL BACKGROUND :-

National Small Industries Corporation Ltd. Is PSU established by the Government of India in 1955. It falls under Ministry of Micro, Small & Medium Enterprises of India. It was originally found to promote and develop micro & small scale industries and enterprises in the country. It was founded as a Government of India agency later made into a fully owned government corporation.

National Small Industries Corporation Ltd. (NSIC) is an ISO 9001-2008 certified Government of India Enterprise under Ministry of Micro, Small and Medium Enterprises (MSME). NSIC has been working to fulfill its mission of promoting, aiding and fostering the growth of small industries and industry related micro, small and medium enterprises in the country. Over a period of five decades of transition, growth and development, NSIC has proved its strength within the country and abroad by promoting modernization, upgradation of technology, quality consciousness, strengthening linkages with large medium enterprises and enhancing exports - projects and products from small enterprises. NSIC operates through countrywide network of offices and Technical Centres in the Country.

VISION OF NSIC

To be a world class organization fostering the growth of small enterprises.

MISSION OF NSIC

To enhance the competitiveness of small enterprises through a blend of promotional and commercial activities

ABOUT NTSC, ALIGARH :-

The National Small Industries Corporation Limited- Technical service center was established in the year 1986 primarily for upliftment of Lock & Hardware, allied industries & rural artisans. NTSC, Aligarh has a wide spectrum of training courses ranging from basic technical courses to specialized & HI-TECH training courses as well as tailor made courses to suit the needs & requirements of Industries also providing vocational training to the Diploma in Engg./ B.Tech & MBA students further NSIC, Aligarh is also conducting specialized training programs sponsored by various Government department / Government Agencies for the benefit of weaker section of society. The Centre has trained more than 26000 youths in different industrial state.

IDENTIFICATION OF PROBLEMS

Employee welfare is a major concern of employers. Prior to the labor union movements of the early 20th century, employers cared little about employee welfare and instead thought of employee labor as something to be bought at the lowest price possible. In today's world, employers must be more careful to watch out for employee welfare. In short, employee welfare involves watching out for the good of all employees. Employers should seek several different objectives in promoting employee welfare

Production

One of the primary concerns of employee welfare promotion is to create happy employees. However, this type of objective has a greater purpose and is not always due to the benevolence of the employer

Loyalty

Another reason to promote the well-being of an employee is that it can improve employee loyalty. In the long run, employees who are taken care of by their employers are less likely to jump ship and change companies or careers.

Organizational Improvement

Because employee welfare deals specifically with the well-being of employees, employee welfare programs adopted by employers are more effective when the wants and wishes of employees are taken into consideration.

Health

Health promotion is another major objective of most employee welfare programs. Prior to the rise of labor unions in the United States, most employees did not have health insurance or any type of programs to promote preventative health measures.

Employees Welfare Schemes in NSIC

Medical Policy towards Reimbursement of Hospitalisation Expenses for employees of IDA/CDA

pattern of Pay scales Medical Reimbursement Policy for, IDA Pattern Employees Medical Allowance – OPD (IDA) The medical allowance equivalent to 8.33% to reimburse the expenses for OPD treatment shall be released on monthly basis along with salary.

MEDICAL ALLOWANCE – HOSPITALISATION

1. 6.67% of the Medical Allowance proposed for hospitalization can be paid to an employee either as cash allowance which would then be utilized by him/her for meeting any expenditure of himself/herself and his/her dependents for hospitalization. In respect of all such employees availing this allowance, the expenditure towards hospitalization of such employees and their dependents shall not be borne by the Corporation. Alternatively, for employees who would like to avail the facility of medical reimbursement towards hospitalization from the Corporation, this allowance of 6.67% shall not be released and the same shall be retained by the Corporation to be utilized for creating a corpus for meeting the medical expenditure towards hospitalization of such employees and their dependents.

a) Where an employee seeks reimbursement as per CGHS rates: 100% of expenses incurred towards hospitalisation will be reimbursed at CGHS rates. In this case, the employee can obtain treatment from:

i) Any Hospital which is on the panel of CGHS, and / or ii) Any Hospital empanelled with the Corporation including Government Hospitals, Government Aided Hospitals and Trust Hospitals providing treatment on CGHS Rates.

b) Where an employee does not seek the reimbursement as per CGHS rates: 15% of total expenditure paid/ incurred for indoor treatment (excluding cost of medicines to be reimbursed as actuals) will be borne by the employee and balance will be reimbursed by the Corporation. In case of treatment of critical diseases i.e. cancer, heart surgery, kidney (transplant and dialysis cases only) and Liver (transplant cases only), full reimbursement without any deduction will be made by the Corporation. In the cases, where employee seeks reimbursement not as per CGHS rates, employee can obtain treatment only at hospitals empanelled with the Corporation including Government hospitals, Government Aided Hospitals and Trust Hospitals.

a) Further, In cases, if cashless treatment is extended, the payment of hospital claims shall be made by Corporation. Processing of bills shall be done as per option selected by the employee and amount will be reimbursed as applicable to respective option.

b) For taking treatment (of critical diseases only) at Apollo Hospital and Super Speciality Hospitals,

reference with reasons for justification of referral is required from such other hospitals empanelled with the Corporation including Government Hospitals, Government Aided Hospitals and Trust Hospitals.

Medical Reimbursement (OPD)

The DPE in its O.M. dated 20.01.2009 has not indicated any guidelines for providing medical reimbursement on undertaking basis (OPD) for the CDA pattern employees. Therefore, the present medical reimbursement on undertaking basis (OPD) @ Rs. 2400/- per annum has been dispensed with w.e.f. 21.10.2010.

Medical Reimbursement (indoor Treatment)

The reimbursement of indoor treatment taken from any hospital in the panel of CGHS, or empanelled with the Corporation including Government hospitals, Government aided hospitals, and Trust Hospitals will be continued as per existing rules, subject to restriction that reimbursement will be allowed only at CGHS rates.

An office which is in loss as 31.03.2010 and also continues to remain in loss as on 30.09.2010; shall not be eligible for the revised allowances / perks. Such offices will continue to get the existing allowances / perks.

Leave Travel Concession (LTC)

The LTC as applicable to the Central Government employees will be applicable to the CDA pattern employees of the Corporation. Therefore, the existing LTC Rules circulated vide Office Order No. SIC/PERS.I/13 (3) (Cir. No. 221/99) dated 5.11.1999 stands modified as under:

The block year of NSIC LTC Rules will continue.

The existing NSIC LTC Rules for "Encashment of LTC" in lieu of availing of LTC for anywhere in the country and visiting any place upto a distance of 1500 km each side in lieu of „Home Town" is dispensed with.

Special Duty Allowance

In terms of O.M. No. 11(5)/2008-E.II(A) dated 29.8.2010 of Ministry of Finance, the employee posted in North East Region, including Sikkim shall be admissible for Special Duty Allowance (SDA) @ 12.5% of the revised basic pay + NPA (if any) irrespective of whether the transfer (including on initial appointment) is from outside the North Eastern Region or from another area of that region. The existing condition that employees should have All India Transfer Liability will be dispensed with. This allowance shall also be extended to the employees posted in Ladakh.

Reimbursement of Tuition Fee Allowance

As per O.M. No. 12011/03/2008-Estt.(Allowance) dated 2.9.2008 of Department of Personnel & Training (DOPT), the existing Children Education Allowance and Reimbursement of Tuition Fee will be merged and will henceforth be known as "Children Education Allowance Scheme".

Leave Encashment

For the purpose of payment of encashment of leave to a person dying in harness, the amount should be paid to the relations as per O.M. No.14028/3/2008-ESTT(L) dated 25.09.2008 of DOPT.

FINDINGS

- Majority of the employees are satisfied with the welfare measure provided by the NSIC.
- Most of the employees are satisfied with the working condition and present employees relationship in the NSIC.
- 56% respondents are satisfied with the insurance facility where only 30% of respondents feel good about the leave and transports facilities.
- Most of the respondents feel that NSIC provided proper security during the work.
- Only 40% of the respondents are satisfied with the employees participation in the decision making process.
- Majority of employees are satisfied with the retirement benefits and current welfare scheme of NSIC.
- 50% of the employees are satisfied with the scheme of children education allowances provided by NSIC.
- Most of the employees feel good with loan and advance provided by NSIC.
- 80% of the respondents said that there is requirement for a further improvement in welfare measure.

CONCLUSION

NSIC was established in 1955 with view to promote small and medium industry many people are working in NSIC and HR department is very good. The study observed that employees welfare measure in NSIC are in a satisfactory level.

The employees who are working in NSIC are provided whole scheme which are leading to overall satisfaction of the employees. During my research I observe that scheme provided to employees are good. However there are very few area of the concern where the employees are dissatisfied like loan and advance facility of NSIC.

NSIC also introduced in some new scheme for employee's welfare.If the NSIC concentrate the

above weak area it will become easy to develop the employee in more effective manner.

Suggestions

1. On the basis of survey through questionnaire, I hereby humbly propose my recommendation to carry out further improvement in existing Employees welfare activities in NSIC:
2. Management has to allow the employees in the decision-making process.
3. It is needed to improve the loans and advance provided by the organization.
4. Management has to bring improvement in a employer and employees relationship.

5. Management tries to motivate the employees no matter whether they are permanent and temporary so that they could work with more confidence.
6. Improvement of working condition.

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Guest Lecture in Mangalayatan University by General Hasnain

हिन्दुस्तान अलीगढ़ • रविवार • 02 अक्टूबर 2016 04

कश्मीर का दर्द समझना होगा : जनरल हसनैन

अलीगढ़ | हिन्दुस्तान संवाद

उरी हमले का भारत ने सही जवाब दिया, लेकिन भारत को और अधिक चौकन्ना रहना होगा। कश्मीर की आवाज को रोजी-रोटी, कौशल, नौकरी आदि की जरूरत है। हमें कश्मीर के दर्द को समझना होगा। यह व्याख्यान लेफ्टिनेंट जनरल सैयद अता हसनैन ने मंगलायतन विवि के क्षिप्रा सभागार में जम्मू और कश्मीर की समस्या का जायजा विषय पर हुए कार्यक्रम में दिए।

जनरल हसनैन ने कहा कि कश्मीर में लॉ एंड ऑर्डर नहीं, बल्कि पब्लिक ऑर्डर की समस्या है। इसलिए सेना की जरूरत है। सेना के प्रमुख मेडल प्राप्त हसनैन ने 1989 की बात बताते हुए कहा कि उस समय राजनीतिक व आर्थिक अस्थिरता थी जो भारत की कमजोरी थी। उसी का पाकिस्तान ने फायदा उठाया। भारत की सहनशक्ति को चुनौती दी। इसलिए भारत ने उसका जवाब दिया है। मौके पर विवि के कुलपति प्रो. सतीश चंद जैन, प्रतिकुलपति डॉ. इंदीप सिंह सिवाच, रजिस्ट्रार मंजीत सिंह, प्रो. सलीम अख्तर, प्रो. अभय, आदि मौजूद रहे।

HOW STUDENTS IN UTTAR PRADESH CHOOSE THEIR SUBJECTS FOR SENIOR SECONDARY

A STUDENT ADVOCACY REPORT

(Research paper published in International Journal of Advanced Research)

Mr. Anubhav Sony (Teaching Assistant, IBM, FMC.)

Dr. Sidharth Jain (Associate Professor, IBM, FMC.)

Abstract

Jawaharlal Nehru once said “*The policy of being too cautious is the greatest risk of all*”. In India, the students, their Friends, Parents and also the Education System are being too cautious in aiming the missiles of education to the prospective learners in 2016. Global Competition, overpopulation and now even the Quality & Methods of Education have become the important reasons of Unemployment, because a mere degree in hand is not being entertained as a good employability status because companies are nowadays looking for passion, multitasking abilities and worthiness of candidates for respected jobs. There is no denying of need of education but the researcher aims at the needs of Educational Reforms so that the Indian economy may escalate onto higher grounds as sought by policy makers.

This Paper reveals a very important and interesting factsheet about the reasons which lies behind the choice of Major Subjects at Senior Secondary Level by the students and how majority of them need to drop their passions, hobbies and interests in order to learn what they are not supposed to.

This paper also examines the influence of Societal factors over sole interests of Students while making choices for their prospective professions because senior secondary is seen as the level which defines the path of one’s careers. Primary Data for this research report has been collected from 200 undergraduate students from different streams and different cities of Uttar Pradesh region and basic statistics has been used to analyse impact of one variable over other.

RATIO ANALYSIS OF MARUTI TECHNO RUBBER PVT. LTD.

Mr. Aayush Agrawal

BBA Final Year

Financial Management is the specific area of finance dealing with the financial decision corporations make, and the tools and analysis used to make the decisions. The discipline as a whole may be divided between long-term and short-term decisions and techniques. Both share the same goal of enhancing firm value by ensuring that return on capital exceeds cost of capital, without taking excessive financial risks.

Capital Investment decisions comprise the long-term choices about which projects receive investment, whether to finance that investment with equity or debt, and when or whether to pay dividends to shareholders. Short-term corporate finance decisions are called working capital management and deal with balance of current assets and current liabilities by managing cash, inventories, and short-term borrowings and lending (e.g., the credit terms extended to customers).

Corporate finance is closely related to managerial finance, which is slightly broader in scope, describing the financial techniques available to all forms of business enterprise, corporate or not.

Need of the Study

The major objectives of the present study are to know about financial strengths and weakness of Maruti Techno Rubber through Financial Ratio Analysis.

The other objectives behind this study are:

1. The study has great significance and provides benefits to various parties whom directly or indirectly interact with the company.
2. It is beneficial to management of the company by providing crystal clear picture regarding important aspects like liquidity, leverage, activity and profitability.
3. The study is also beneficial to employees and offers motivation by showing how actively they are contributing for company's growth.
4. The investors who are interested in investing in the company's shares will also get benefited by going through the study and can easily take a decision whether to invest or not to invest in the company's shares.
5. To study the present financial system at Maruti Techno Rubber.
6. To determine the Profitability, Liquidity Ratios.
7. To analyze the capital structure of the company with the help of Leverage ratio.

The main objectives of present study aimed as:

To evaluate the performance of the company by using ratios as a yardstick to measure the efficiency of the company. To understand the liquidity, profitability and efficiency positions of the company during the study period. To evaluate and analyze various facts of the financial performance of the company. To make comparisons between the ratios during different periods.

Methodology

The information is collected through secondary sources during the project. That information was

utilized for calculating performance evaluation and based on that, interpretations were made.

Sources of Secondary Data

1. Most of the calculations are made on the financial statements of the company provided statements.
2. Referring standard texts and referred books collected some of the information regarding theoretical aspects.
3. Method- to assess the performance of the company method of observation of the work in finance department in followed.

Limitations

One of the factors of the study was lack of availability of ample information. Most of the information has been kept confidential and as such as not assessed as part of policy of company. Time is an important limitation. The whole study was conducted in a period of 45 days, which is not sufficient to carry out proper interpretation and analysis.

Management Accounting

Management Accounting refers to the preparation of financial and non-financial information for the use of management of the company. It is also termed as managerial accounting. The information provided by it is helpful in making policies and strategies, budgeting, forecasting future plans, making comparisons and evaluating performance of the management.

Management accounting can be viewed as Management-oriented Accounting. Basically it is the study of managerial aspect of financial accounting, "accounting in relation to management function".

Management accounting is the process of assist in management for doing the managerial activities more efficiently and effectively. It is concerned with the accounting information which will be used for proper functioning of management.

The primary task of management accounting is, therefore, to redesign the entire accounting system so that it may serve the needs of the firm. It furnishes definite accounting information, past, present or future, which may be used as a basis for management action. The financial data are so devised and systematically development that they become a unique tool for management decision.

According to the Institute of Management Accountants (IMA)

Management accounting is a profession that involves partnering in management decision making, devising planning and performance management systems, and providing expertise in financial reporting and control to assist management in the formulation and implementation of an organization's strategy.

Functions of Management Accounting

1. Provides Data:

Management accounting serves as a vital source of data for management planning. The accounts and documents are a repository of a vast quantity of data about the past progress of the enterprise, which are a must for making forecasts for the future.

2. Modifies Data:

The accounting data required for managerial decisions is properly compiled and classified. For example, purchase figures for different months may be classified to know total purchases made during each period product-wise, supplier-wise and territory-wise.

3. Analyses & Interprets Data:

The accounting data is analyzed meaningfully for effective planning and decision-making. For this purpose the data is presented in a comparative form. Ratios are calculated and likely trends are projected.

4. Serves As A Means of Communicating:

Management accounting provides a means of communicating management plans upward, downward and outward through the organization. Initially, it means identifying the feasibility and consistency of the various segments of the plan. At later stages it keeps all parties informed about the plans that have been agreed upon and their roles in these plans.

5. Facilitates Control:

Management accounting helps in translating given objectives and strategy into specified goals for attainment by a specified time and secures effective accomplishment of these goals in an efficient manner. All this is made possible through budgetary control and standard costing which is an integral part of management accounting.

Scope of Management Accounting

1. Financial Accounting:

Management accounting is mainly concerned with the rearrangement of the information provided by financial accounting. Hence, management cannot obtain full control and coordination of operations without a properly designed financial accounting system.

2. Cost Accounting:

Standard costing, marginal costing, opportunity cost analysis, differential costing and other cost techniques play a useful role in operation and control of the business undertaking.

3. Revaluation Accounting:

This is concerned with ensuring that capital is maintained intact in real terms and profit is calculated with this fact in mind.

4. Budgetary Control:

This includes framing of budgets, comparison of actual performance with the budgeted performance, computation of variances, finding of their causes, etc.

5. Interim Reporting:

This includes preparation of monthly, quarterly, half-yearly income statements and the related reports, cash flow and funds flow statements, scrap reports, etc.

Functions & Roles of Management Accountants

It is the duty of the management accountant to keep all levels of management informed of their real position. He has, therefore, varied functions to perform. His important functions can be summarized as follows:

1. Planning:

He has to establish, coordinate and administer as an integral part of management, an adequate plan for the control of the operations. Such a plan would include profit planning, programmes of capital investment and financing, sales forecasts, expenses budgets and cost standards.

2. Controlling:

He has to compare actual performance with operating plans and standards and to report and interpret the results of operations to all levels of management and

the owners of the business. This is done through the compilation of appropriate accounting and statistical records and reports.

3. **Co-ordinating:**

He consults all segments of management responsible for policy or action. Such consultation might concern any phase of the operation of the business having to do with attainment of objectives and the effectiveness of the organizational structures and policies.

RATIO ANALYSIS

Financial Analysis

Financial analysis is the process of identifying the financial strengths and weaknesses of the firm and

Current Ratio			
Year	Current Assets	Current Liabilities	Ratio
2012	5,85,74,151	79,03,952	7.41
2013	6,97,65,346	3,18,84,616	2.19
2014	7,20,21,081	1,60,65,621	4.48
2015	9,13,28,208	4,71,17,199	1.94
2016	11,56,42,068	3,02,66,661	3.82

establishing relationship between the items of the balance sheet and profit & loss account.

Financial ratio analysis is the calculation and comparison of ratios, which are derived from the information in a company's financial statements. The level and historical trends of these ratios can be used to make inferences about a company's financial condition, its operations and attractiveness as an investment. The information in the statements is used by:

1. Trade creditors, to identify the firm's ability to meet their claims i.e. liquidity position of the company.
2. Investors, to know about the present and future profitability of the company and its financial structure.
3. Management, in every aspect of the financial analysis. It is the responsibility of the management to maintain sound financial condition in the company.

Ratio Analysis

The term "Ratio" refers to the numerical and quantitative relationship between two items or variables. This relationship can be exposed as:

- Percentages
- Fractions
- Proportion of numbers

Ratio analysis is defined as the systematic use of the ratio to interpret the financial statements, so that the strengths and weaknesses of a firm, as well as its historical performance and current financial condition can be determined. Ratio reflects a quantitative relationship helps to form a quantitative judgment.

Steps in Ratio Analysis

- The first task of the financial analysis is to select the information relevant to the decision under consideration from the statements and calculates appropriate ratios.
- To compare the calculated ratios with the ratios of the same firm relating to the past or with the industry ratios. It facilitates in assessing success or failure of the firm.
- Third step is to interpretation, drawing of inferences and report writing conclusions are drawn after comparison in the shape of report or recommended courses of action.

Liquid ratios

1. Current Ratio

Interpretation

As a rule, the current ratio with 2:1 (or) more is considered as satisfactory position of the firm.

When compared with 2006, there is an increase in the provision for tax, because the debtors are raised and for that the provision is created. The current liabilities majorly included Maruti Group of company for consultancy additional services.

The sundry debtors have increased due to the increase to corporate taxes.

In the year 2006, the cash and bank balance is reduced because that is used for payment of dividends. In the year 2007, the loans and advances include majorly the advances to

employees and deposits to government. The loans and advances reduced because the employees set off their claims. The other current assets include the interest attained from the deposits. The deposits reduced due to the declaration of dividends. So the other current assets decreased.

The huge increase in sundry debtors resulted an increase in the ratio, which is above the benchmark level of 2:1 which shows the comfortable position of the firm.

2. Quick Ratio

Proprietary Ratio			
Year	Share Holder's Fund	Total Assets	Ratio
2012	67,679,219	78,572,171	0.86
2013	53,301,834	88,438,107	0.60
2014	70,231,061	89,158,391	0.79
2015	56,473,652	106,385,201	0.53
2016	97,060,013	129,805,102	0.75

Interpretation

Quick assets are those assets which can be converted into cash within a short period of time, say to six months. So, here the sundry debtors which are with the long period does not include in the quick assets.

Compare with 2006, the Quick ratio is increased because the sundry debtors are increased due to the increase in the corporate tax and for that the provision created is also increased. So, the ratio is also increased with the 2006.

3. Absolute Liquidity Ratio

Interpretation

The current assets which are ready in the form of cash are considered as absolute liquid assets. Here, the cash and bank balance and the interest on fixed assets are absolute liquid assets.

In the year 2006, the cash and bank balance is decreased due to decrease in the deposits and the current liabilities are also reduced because of the payment of dividend. That causes a slight increase in the current year's ratio.

Solvency ratios

1. Proprietary Ratio

Interpretation

The proprietary ratio establishes the relationship between shareholders' funds to total assets. It determines the long-term solvency of the firm. This ratio indicates the

Quick Ratio			
Year	Quick Assets	Current Liabilities	Ratio
2012	58,574,151	79,03,952	7.41
2013	52,470,336	3,18,84,616	1.65
2014	69,883,268	1,60,65,621	4.35
2015	89,433,596	4,71,17,199	1.9
2016	115,431,868	3,02,66,661	3.81

extent to which the assets of the company can be lost without affecting the interest of the company.

Earnings Per Share			
Year	Net Profit After Tax	No. of Equity Shares	Ratio
2012	21,123,474	207,992	101.56
2013	16,125,942	1,871,928	8.61
2014	16,929,227	1,871,928	9.04
2015	18,259,580	1,871,928	9.75
2016	40,586,359	1,871,928	21.68

There is no increase in the capital from the year 2004. The share holder's funds include

Absolute Liquidity Ratio			
Year	Abs. Liquid Assets	Current Liabilities	Ratio
2012	31,004,027	79,03,952	3.92
2013	10,859,778	3,18,84,616	0.34
2014	39,466,542	1,60,65,621	2.46
2015	53,850,852	4,71,17,199	1.14
2016	35,649,070	3,02,66,661	1.18

capital and reserves and surplus. The reserves and surplus is increased due to the increase in balance in profit and loss account, which is caused by the increase of income from services.

Total assets, includes fixed and current assets. The fixed assets are reduced because of the depreciation and there are no major increments in the fixed assets. The current assets are increased compared with the year 2006. Total assets are also increased than previous year, which resulted an increase in the ratio than older.

ratio is decreased compared with the previous year.

➤ OVERALL PROFITABILITY RATIOS

1. Earnings Per Share

Interpretation

Earnings per share ratio are used to find out the return that the shareholder's earn from their shares. After charging depreciation and after payment of tax, the remaining amount will be distributed by all the shareholders.

Net profit after tax is increased due to the huge increase in the income from services. That is the amount which is available to the shareholders to take. There are 1,871,928 shares of Rs.10/- each. The share capital is constant from the year 2004. Due to the huge increase in net profit the earnings per share is greatly increased in 2007.

2. Price Earnings (P/E) Ratio

Interpretation

The ratio is calculated to make an estimate of application in the value of share of a company.

The market price per share is increased due to the increase in the reserves & surplus. The earnings per share are also increased

Price Earnings (P/E) Ratio			
Year	Market Price Per Share	Earnings Per Share	Ratio
2012	32.54	101.56	0.32
2013	28.47	8.01	3.30
2014	37.52	9.04	4.15
2015	30.17	9.75	3.09
2016	51.85	21.68	2.39

greaterly compared with the last year because of increase in the net profit. So, the

FINDINGS OF THE STUDY

1. The current ratio has shown in a fluctuating trend as 7.41, 2.19, 4.48, 1.98, and 3.82 during 2003 of which indicates a continuous increase in both current assets and current liabilities.
2. The quick ratio is also in a fluctuating trend throughout the period 2003 – 07 resulting as 7.41, 1.65, 4.35, 1.9, and 3.81. The company's present liquidity position is satisfactory.
3. The absolute liquid ratio has been decreased from 3.92 to 1.18, from 2003 – 07.
4. The proprietary ratio has shown a fluctuating trend. The proprietary ratio is increased compared with the last year. So, the long term solvency of the firm is increased.
5. The working capital increased from 0.72 to 1.13 in the year 2003 – 07.
6. The fixed assets turnover ratio is in increasing trend from the year 2003 – 07 (1.26, 1.82, 4.24, 3.69, and 6.82). It indicates that the company is efficiently utilizing the fixed assets.
7. The capital turnover ratio is increased form 2003 – 05 (0.98, 1.01, and 1.04) and decreased in 2006 to 0.98. It increased in the current year as 1.00.
8. The current assets to fixed assets ratio is increasing gradually from 2003 – 07 as 2.93, 3.74, 4.20, 6.07 and 8.17. It shows that the current assets are increased than fixed assets.
9. The net profit ratio is in fluctuation manner. It increased in the current year compared with the previous year from 0.33 to 0.42.
10. The net profit is increased greaterly in the current year. So the return on total assets ratio is increased from 0.17 to 0.31.

11. The company's overall position is at a good position. Particularly the current year's position is well due to raise in the profit level from the last year position. It is better for the organization to diversify the funds to different sectors in the present market scenario.

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IBM Organized BUSINESS FAIR and AD-MAD show on University Academic festival DAKSH-2016



Vice Chancellor Addresses all faculty members on importance of Practical implications of knowledge.

आगरा
बुधवार, 28 दिसम्बर, 2016
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प्रयोगात्मक ज्ञान जरूरी

■ मंगलायतन विवि के कुलपति का शिक्षकों को संबोधन

इगलास। मंगलायतन विश्वविद्यालय के कुलपति प्रो. सतीश चन्द्र जैन ने विवि के सभी प्राध्यापकों से मंगलवार को आग्रह किया कि वे छात्रों के उच्चवर्ग भविष्य के लिए अपने प्रयासों में कोई कसर न छोड़ें।

जैन विषम सेमेस्टर की समाप्ति पर विवि के क्षिप्रा सभागार में सभी अधिकारियों, प्राध्यापकों व कर्मचारियों को संबोधित कर रहे थे। उन्होंने कहा कि छात्रों का भविष्य बनाने के लिए सिर्फ क्लास रूम टीचिंग काफी नहीं है। उन्हें प्रयोगशालाओं के साथ-साथ बाहरी दुनिया के कार्यक्रमों से भी भलीभांति परिचित कराना होगा। यदि छात्र मात्र किताबी कीड़े बनकर रह गए तो वे अग के प्रतिस्पर्धापूर्ण युग में चुनौतियों का सामना नहीं कर पाएंगे।

जैन ने कहा कि विश्वविद्यालय विभिन्न पाठ्यक्रमों की आवश्यकता को देखते हुए छात्रों के लिए कुछ नयी प्रयोगशालाएं और कुछ नये उपकरण जुटाने का प्रयास कर रहा है। इसके लिए देश के कुछ प्रमुख संस्थानों के साथ सहयोग पर भी विचार किया जा रहा है। कुलपति ने सभी से अगले सेमेस्टर की तैयारियों को अंतिम रूप देने का भी आग्रह किया ताकि छात्रों को किसी प्रकार की समस्या का सामना न करना पड़े। सभा में प्रतिकुलपति प्रो.

पीएस सिवाच व विभिन्न संकायों के डीन और विभागों के अध्यक्ष उपस्थित थे।

कुलसचिव डा. एकेएस राजपूत ने प्रेरणास्यद संभाषण के लिए कुलपति का आभार व्यक्त किया। राजपूत के आग्रह पर सभी अधिकारियों, कर्मचारियों और प्राध्यापकों ने हाथ उठाकर आश्चस्त किया कि वे विश्वविद्यालय और छात्रों के उच्चवर्ग भविष्य के लिए यथाशक्ति कार्य करेंगे और कोई कसर नहीं छोड़ेंगे।

प्राध्यापक व कर्मचारियों को संबोधित करते कुलपति सतीश चन्द्र जैन।



VAKRATUNDA PRABANDHAN

मङ्गलायतन
विश्वविद्यालय

॥ विश्वं ज्ञाने प्रतिष्ठितम् ॥