

## FOREWORD

We are glad to present Journal of Applied Management-Jidnyasa, Volume 11, Issue 1, 2019. This issue is a compilation of five research papers and three short articles.

### **First section covers five research papers selected for this issue.**

First paper titled **“Can the Use of Balance Score Card Guarantee Survival and Growth in Today’s Era of Economic Uncertainty?”** authored by **Dr. Reena Agarwal** aims at determining the relevance of Balanced Scorecard for the survival and sustainability of an enterprise, prepare a theoretical framework, understand the concept of balance score card, and analyze how BSC can help to achieve the strategic goals and safeguard the survival. Her study revealed that unlike traditional performance measurement tools, the balance score card presents a cause-and-effect linkage between financial and non-financial perspectives and proves that advances in intangible assets get translated into tangible outcomes such as financial returns, large customer base and value creation.

Second paper titled **“A Study on Potential of Financial Inclusion through Islamic Banking in India”** authored by **Mr. Rohan Ranyal** and **Dr. Suruchi Pandey**, aims to study the feasibility of setting up of Islamic Banks in a developing country like India. They have tried to look at the efficiency and profitability of having such institutions in the country by carrying out a comparative analysis of top Indian Banks and Islamic banks. Secondary data from Bloomberg terminals were used for the purpose of study. Financial measures were statistically analyzed to come to a conclusive stand that Islamic Banks were more profitable as compared to their conventional counterparts.

Third paper titled **“HR Interventions in Reducing Accidents in the Mechanical Engineering Industry”** authored by **Dr. Asha Nagendra** and **Dr Amit Patil** tries to analyze the reasons for accidents related to unsafe behavior of personnel. It further aims to develop and recommends a workable model to the engineering industry to reduce accidents caused due to unsafe human behavior. Data were collected on accidents and their causes from 5 mechanical engineering companies selected in and around Pune region of India. A total of 17 accident cases were selected. A ‘personal interview cum questionnaire method’ was used to collect data from the workers who met with the accident, line supervisors, safety officers and factory managers of the concerned factory. Results showed that in most accidents, working conditions were proper; the design and equipment were safe to work with; and it was possible to operate the equipment safely.

Fourth paper titled **“Coping with Societal Violence: Case Studies from India”**, authored by **Dr. Abha R Dixit** and **Dr. Maya Khemlani David** talks about coping strategies utilized by three Indian women, who were subjected to severe assaults including physical assault leading to one leg being amputated, acid attack resulting into face and body deformation and sexual assault leading to mental and physical vulnerability. Incorporating semi- structured questionnaire resulting into narrative journey of their coping strategies during crisis, the

responses of 3 participants were transliterated, translated and transcribed. The responses were carefully analyzed by a team of bilinguals and were found to be in 75% agreement with each other. Based on the responses of the participants, four major themes emerged in view of resilience in these women. They were family support, self- belief and self -determination, task -orientedness and positive attitude.

Fifth paper titled “**Industrial Relations of HR Management in a Start-up Company**” authored by **Priya Sharma** tried to learn about the services and legal requirements in the field of IR. It is essential to note about the various Legal Acts covered in the study as they form the basis of Industrial Relations in an organization. It helps in mediating relationship between workers and employers, trade unions and the government. Also, these Acts ensure labour market security, remuneration security and suitable working conditions for the working population.

**Second section covers three short articles that were selected from an article writing competition organized by the SIMS’ Economic think-tank (SIMSETT), on the topic “China’s Emergence in the Asia Pacific Region affects India’s Economic Growth”**

The three articles selected for the journal are written by **Shivani Joshi, Dhruv Pandey** and **Rahul Raj**.

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