



IMPACT OF TRAINING ON EMPLOYEE PERFORMANCE WITH REFERENCE TO BANKING SECTOR

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Abstract

The study is being carried out taking into consideration the significance of both Training & Development (T & D) and Employee Performance for the businesses at all levels and in all sectors. Banking sector is chosen as representative due to its backing up role in the economy of any country. It is most crucial for services businesses to keep their employees' knowledge and competencies up to the mark. Training is provided for performing a specific task. It is short-term and helps in enhancing the skills of an employee to do that particular job. Various kinds of training are provided to the employees of the organization depending on the needs of the hour. The organization should invest in employee training. organization must pay attention to the employees' needs and cater their need by providing required training on time. This paper tends to measure the impact of training on employee performance in the banking sector. Major findings were that most of the employees agreed to the statements by making it clear that T & D had a positive impact on their Job knowledge, work quality & quantity, functional skills, and their motivation & loyalty and these are all linked to their performance either strongly or moderately but in a supporting direction. Hence, the study concluded up with T & D positively impacting the employees' performance in the banks.

Keywords: *Training and Development, employee performance, job knowledge, functional skills.*

Introduction

Many industry employee administrators measure the employee performance of each staff member on a yearly or monthly basis in direct to help them identify suggested areas for development. To execute well in such an unstable environment competitively, they need resources such as capital, methodology, material, machines, men, and management information systems. These resources should be used in a very useful way to achieve strategic objectives. Many strategies have been implemented to develop the productivity of employees, such as job and organization design, job responsibility, public relation, staffing, motivation, reward training, and development. Among these factors, training is the most significant factor to obtain the maximum output of human resources. The training can be used to improve or develop job-related performances such as knowledge, skills, and attitudes of the employees. Training is one of the major functions of the human resource management and it is used to moderate the behaviour and the level of motivation aiming the positive input for the performance and finally for the output. Training has an important role in the achievement of organizational goal by integrating the interest of that provides training to their employees increase their productivity. The training is an important function for the survival of any organization. In the banking sector employee, skill and knowledge are important assets that improve productivity and performance. The bank is a service industry the services that bank are provided are delivered into its employees and the services are consumed by its customers at the same time. The bank employees stand for services and representation to the customer the quality and value of the bank's service. Satisfied employees are not only good and successful performers but also an efficient ambassador of their bank. They may bring heavy deposits and well-reputed customers to their bank while unsatisfied employees may not. Only satisfied employees are



Phenotypical, Mycochemicals, Proximate composition and Antifungal activity of *Phylloporia ribis* (Schumach.) Ryvarden from India

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ABSTRACT

Herbal medicines were popular in the treatment of many diseases due to green medicine is safe, easily available and less side effects. So the mushrooms belonging to Hymenochaetaceae members like *Phellinus* and *Phylloporia* were used in preparation of crude drugs/ folk medicines. The sporophores of *Phylloporia* members were collected from Andhra Pradesh, India. The sporophore was used for phenotypical identification, Mycochemical evaluation, physicochemical properties, and Antifungal activity against plant pathogens. Based on the phenotypical or morphological characters the sporophore was identified as *Phylloporia ribis* (Schumach.) Ryv.

The extracts of *P. ribis* sporophore powder contain Carbohydrates, Proteins, Amino acids, Lipids, Alkaloids, Glycosides, Cardiac glycerides, Flavonoids, Phenols, Terpenoids, Steroids, Sterols, saponins, Tannins, and Phosphate. The best solvent for extraction is methanol when compared to ethanol and water. The wide range of bioactive compounds constituents would be useful for immunity boosters as food supplements, drug discovery and development of various new formulations. The proximate composition evaluation is useful for standardization of *P. ribis* in powder form. That will help to identify the genuine specie in adulteration test. The methanolic extract of *p. ribis* sporophore powder shown best antifungal activity when compared to water extract. Except 5% concentration all methanolic extracts of *P. ribis* shown 100% inhibition of *Aspergillus niger* causing soft rot of carrot. For the first time Mycochemical bio active compounds, proximate composition evaluation, antifungal activity of *P. ribis* were reported from India.

Keywords: Mycochemical, Immunity boosters, Antifungal, *Phylloporia ribis*, Nutritional value

INTRODUCTION

Medicinal mushrooms have been proposed as a novel therapy for several diseases for the survival of patients. So, mushrooms contain powerful compounds that enhance and balance your body's ability to fight disease and stay healthy. They have been used medicinally since at least 3000 BCE. Eastern medical practitioners have known for more than 5,000 years that mushrooms contain powerful immune-boosting compounds and protective properties. Mushrooms are reported to have antimicrobial, anti-inflammatory, cardiovascular-protective, antidiabetic, hepatoprotective, and anticancer properties. It is well-established that mushrooms are adept at immune modulation and affect hematopoietic stem cells, lymphocytes, macrophages, T cells, dendritic cells (DCs), and natural killer (NK) cells [1]. *Hymenochaetaceae* have genus like *Phellinus* Quél. (1886:172), *Inonotus* P. Karst. (1879:39), *Coltricia* Gray (1821:644), *Phylloporia* Murrill (1904:141) and *Cyclomyces* Kunze ex Fr. (1830:512) [2]. The

IMPORTANCE OF ETHICS IN BUSINESS ORGANISATIONS

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Abstract: Ethics has become a buzzword in the corporate world . The reason for this is the globalization and the explosion in the communication in the organization . As a result , businesses are focusing more on the ethics part . Business ethics is the study of the standards of business behavior which promote human welfare and the good . Ethics should be implemented ideally throughout all aspects and operations with in the organization. With successful implementation of ethical management , organization can enhance the efficiency in the long run . Business ethics is a board topic and its include different perspective such as the relationship between company and the employees , company and customers and environmental issue . In order to achieve maximum profits, businessman must have a good vision on operating business ethically. And it would be other criteria for customer or business partner to choose your company instead of others . Ethical improved by creating the appropriate code of Ethics . Companies are expected by social norms to extend their financial wealth and good fortune by helping those less fortunate , and excercising good moral judgement . Companies must earn maximum profits by providing maximum satisfaction to the customers , employees , investors .

Keywords: Buzz Word, Globalization, Explosion, Human Welfare, Social Norms.

Introduction: Business ethics is more than just a concept used to enhance the image of a corporation; ethics are the very foundation of success. Business ethics should be applied from the very moment a firm opens its doors. Since business exists and operate within the society and is a part of a sub system of society, its functioning must contribute to the welfare of the society .To survive, develop and 'excel, business must earn social sanction of the society where in it exists and functions. In order to get social sanction business organisation must follow business ethics .Business ethics is the study of the standards of business behaviour which promote human welfare and the good.

Importance of Ethics in Business Organisation: The following points discuss the importance of business ethics

1. **Stop Business Malpractices:** Some ²unscrupulous business men do business malpractices by indulging in unfair trade practices like black marketing, artificial high pricing, ³ adulterations, cheating in weights and measures, selling of duplicate and harmful products, illegal hoarding etc. Their business malpractices are harmful to consumers and safety to the society. Business ethics help to stop there malpractices and safe guard society. It creates a healthy business environment for everyone.
2. **Improve Customers Confidence:** Business ethics are needed to improve the customer's confidence about the quality, utility, reliability, quantity, price etc of the products. The customers have more trust and confidence on the businessmen who follow ethical business rules.
3. **Survival of Business:** Business ethics are mandatory or compulsory for the survival of any business. The business men who do not follow it will only have short term success, but they will fail in the long run. This is because they can cheat a consumer only once. After realizing being cheated, the consumer will not buy goods from that business man and he will also tell others not to buy from that business man. So this will⁴defame his good will in the market .This will result in the failure and even closure of the business. Hence, ethics is essential for the survival of business.

Applications Of Number Theory In Engineering

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ABSTRACT

Number Theory is dedicated to concrete questions about integers, to place an emphasis on problem solving by students. When undertaking a first course in number theory, students enjoy actively engaging with the properties and relationships of numbers. The number theory is a branch of mathematics which is primarily dedicated to the study of integers. The number theory, as such, is less applied in engineering compared to calculus, geometry, etc. The problem was that it could not be used directly in any application. But, the number theory, combined with the computational power of modern computers, gives interesting solutions to real-life problems. It has many uses in various fields such as cryptography, computing, numerical analysis and so on. Here, we focus on the applications of the number theory about engineering challenges.

Key words: Number theory, engineering applications, Cryptography.

1. INTRODUCTION

Number theory, known as the queen of mathematics is the branch of mathematics that concerns about the positive integers 1,2,3,4,5 which are often called natural numbers and their appealing properties. From antiquity, these natural numbers classified as odd numbers, even numbers, square numbers, prime numbers, Fibonacci numbers, triangular numbers, etc. Due to the dense of unsolved problems, number theory plays a significant role in mathematics. The recent classification of number theory depending upon the tools used to address the related problems is shown in the Figure 1.

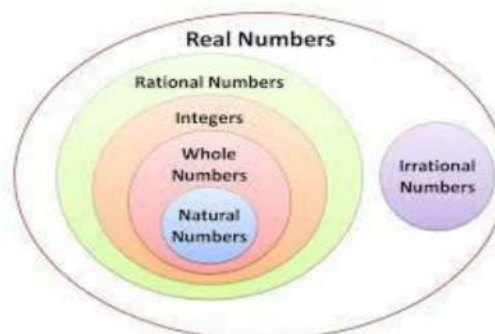


FIGURE 1