

## RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001: 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

3.3

## **Research Publication and Awards**

## 3.3.2 **Copies of Cover Pages/ Content Pages**





## Declaration of the Principal

This is to certify that 25 chapters were published in edited books/books in National/International Conference proceedings by staff of Rajagiri College of Management and Applied Sciences during the last five years (2019-2024)

Sl. No.	Name of the teacher	Title of the book/chapters published
1	Ms. Mary Antony	Essentials of Logistics Management
2	Ms. Sai Parvathy I R	Mastering Interpersonal Dynamics: A Practical Guide
3	Ms. Anna George	Artificial Intelligence - The Future of AI in Education
4	Ms. Lakshmi K Raghavan	Anglo-Saxon Poetry: The Soul of a Lost Era
5	Ms. Heera B	Echoes of Eternity: Exploring Medieval Poetry's Legacy
6	Ms. Ansa Jose	A Glance at Metaphysical Poetry
7	Ms. Salu Varghese	Cavalier Poetry
8	Mr. Jithu Tom Eapen	Restoration Poetry
9	Ms. Neha Anne Varughese	Exploring the Essence of Romantic Poetry: Features, Poets and Legacy

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10	Ms. Kavitha Krishnadas	Victorian Poetry
11	Ms. Geethu Johny	Pre- Raphaelite Poetry
12	Ms. Sai Parvathy I R	Unlocking the Avant-Garde: An Exploration into Modernist Poetry
13	Ms. Amala Manavalan	From Fragmentation to Fusion: Poetics of Postmodern Poetry
14	Ms. Anila Varghese	Strategic Brand Management
15	Ms. Anupa Stanly	The Insurtech Revolution: Innovations Driving Insurance Transformation
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18	Ms. Lakshmi K Raghavan	Engaging Multiverses: The Revolution of Transmedia Storytelling in Narratives
19	Ms. Annu James	Computer Networks Simplified
20	Ms. Bridin Rocha	An Introduction to Microinsurance
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22	Ms. Ashlin Maria Joseph	Quality of Work Life and Its Impact on Employee Performance- A Review Study
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Dr. Laly Mathew Principal

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# ESSENTIALS OF LOGISTICS MANAGEMENT



**MARY ANTONY** 



## Essentials of Logistics Management

#### Mary Antony

ISBN:978-81-965675-2-1

Published by

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Phone: 0484-2955270, 9048899926



## ABOUT THE AUTHOR MARY ANTONY

Head of the Department of Commerce, Rajagiri college of Management & Applied Sciences.

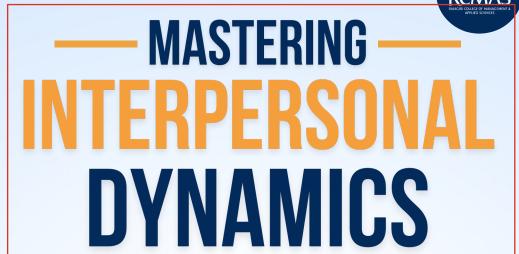
Mcom(F&T), Mcom (IBM) MBA (Marketing), MPhil (Commerce), PhD scholar at Karpagam Academy of Higher Education.

#### **ABOUT THE BOOK**

This is a comprehensive book that delves into the intricacies of managing supply chains effectively in today's dynamic business environment. The book begins by providing a solid foundation in understanding the fundamentals of logistics management, including its role within the broader context of supply chain management. It explores the key components of logistics such as transportation, warehousing, inventory management, and distribution, highlighting the interdependencies and critical decision points within each area.







A Practical Guide



## MASTERING INTERPERSONAL DYNAMICS: A PRACTICAL GUIDE

SAI PARVATHY I R



A PRACTICAL GUIDE

## MASTERING INTERPERSONAL DYNAMICS:

## **Editorial Board:**

Ms. Nandini Brarath, Ms. Athena Sajith & Ms. Hanna Susan Thomas (BAE 2022-25)

## **Book Design & Structure by:**

Mr. Humayoon Hussain J S (BAE 2022-25)

#### **Published by:**

Rajagiri College of Management and Applied Sciences, Rajagiri Valley P.O Kakkanad Kochi - 682039 March, 2024

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Mastering Interpersonal Dynamics: A Practical Guide is an essential companion in navigating the intricacies of human interaction in today's interconnected world. From decoding body language to mastering the art of persuasion, this book offers practical strategies and insightful discussions to cultivate positive connections. With a focus on emotional intelligence, readers will unlock the key to building rapport and thriving in personal and professional spheres. Whether you're a seasoned communicator or just starting your journey, this book embarks on a transformative path toward mastery over interpersonal communication.



SAI PARVATHY I R

Assistant Professor
Rajagiri College of Management and
Applied Sciences, Kakkanad, Kochi



Ms. Sai Parvathy I R completed her Post Graduation in English Language and Literature securing second rank from Sri Sathya Sai University and also bagged second position in B.Ed programme from Mahatma Gandhi University. She has a substantial experience of teaching for over fourteen years at various capacities ranging from Higher Secondary to College Level in to her credit. She has been a faculty at RCMAS since 2015. An Extensive learner and committed facilitator, she trains the students in both the artistry and ability of English Language through the study of literature, communicative English and other forms of culture. Her forte includes Phonetics, Interpersonal Skills, Narratology, Indian Writing in English, Postcolonial Literature, Reading Fiction, Trauma Studies, English Language Teaching, Life writings, Graphic Narratives and Literary Criticism. Furthering a constructive classroom experience, she assists students in the development of intellectual flexibility, creativity and cultural literacy so that they may engage in life long learning. Currently, she is a part-time Research scholar at St. Teresa's (Autonomous) College, Ernakulam under MG University.







## **ARTIFICIAL INTELLIGENCE**

## THE FUTURE OF AI IN EDUCATION



Ms. Anna George Assistant Professor

## **Artificial Intelligence -**

## The Future of AI in Education

## Ms. Anna George

MBA, M.Sc. Statistics, B.Ed. (Mathematics)

Asst. Professor, Dept. of Commerce

Rajagiri College of Management and Applied Sciences

Kakkanad-682039

Dr. M. Nandhini

**Professor** 

**Department of Management** 

**Karpagam Academy of Higher Education** 

Coimbatore-641021

#### The Future of AI in Education

This book is designed to be an invaluable resource for educators, administrators, policymakers, and students in the transformative power of AI in education. It seeks to provide both a comprehensive overview and practical insights into the evolving landscape of AI-powered education. It reflects on the journey, highlighting key takeaways and inspiring readers to navigate the exciting intersection of technology and learning. In the chapters that follow, we will delve into each aspect of AI in education, exploring the latest developments, challenges, and opportunities that define this transformative journey. Let's embark on this educational odyssey together, as we uncover the potential of AI to reshape the way we teach and learn, and ultimately, to empower the minds of the future.



#### **About the Author**

Ms. Anna George has more than eight years of experience at Rajagiri College of Management & Applied Sciences, in teaching undergraduate and postgraduate students. She fosters a positive learning environment by encouraging students to master difficult topics. Her participation in workshops and research seminars equips in problem-solving and analytical skills. She is currently pursuing a Doctorate at the Karpagam Academy of Higher Education in Tamil Nadu.





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Rajagiri Valley P.O.
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A CRUISE THROUGH THE DIFFERENT SCHOOLS OF ENGLISH POETRY



Department of English

## A CRUISE THROUGH THE DIFFERENT SCHOOLS OF ENGLISH POETRY

#### DEPARTMENT OF ENGLISH

RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES KAKKANAD - 39



## ECHOES OF TIME: A CRUISE THROUGH THE DIFFERENT SCHOOLS OF ENGLISH POETRY

## **Department of English**

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Book Design & Structure by: Mr. Humayoon Hussain J S

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<b>10.</b> From Fragmentation to Fusion: Poetics of Postmodern Poetry
Select Bibliography

## 1. ANGLO-SAXON POETRY: THE SOUL OF A LOST ERA

#### Lakshmi K Raghavan

**Assistant Professor** 

#### Introduction

In English literary history, Anglo-Saxon poetry is truly majestic with the cultural richness and linguistic prowess of an ancient era. Rooted in the early medieval period of England, Anglo-Saxon poetry flourished from the 5th to the 11th centuries, bearing witness to a time of migration, conquests and societal evolution. Anglo-Saxon poetry is fundamentally distinguished by its unique qualities and poetic tropes. These poetry pieces are constructed using Old English, the oldest dialect of the English language. The pensive subject matter, vivid imagery and the hallmark poetic technique of alliterative verse of Anglo-Saxon poetry are communicated through the archaic tongue, with its Germanic roots and complex inflections.

#### **Historical Context**

Anglo-Saxon England's historical backdrop is constituent of migration, conquering, and blending of cultures. Waves of Germanic tribes, including the Angles, Saxons, and Jutes, moved to Britain after the Roman retreat in the fifth century. They created a number of kingdoms and communities within the ruins

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## 2. ECHOES OF ETERNITY: EXPLORING MEDIEVAL POETRY'S LEGACY

#### Heera B

#### **Assistant Professor**

Medieval poetry refers to the literary works written during the Middle Ages, a period roughly spanning from the 5th century to the 15th century in Europe. This poetry encompasses a wide range of styles, themes, and forms, reflecting the diverse cultures, languages, and historical contexts of the medieval period.

#### **Social Background**

Medieval poetry reflects the social background of the time in various ways, providing insight into the values, beliefs, and societal structures prevalent during that era. Here are some key aspects of the social background that influenced medieval poetry:

- Feudal System: Medieval society was organized under a feudal system, where land was owned by lords who granted portions of it to vassals in exchange for loyalty and military service. This hierarchical structure is often reflected in medieval poetry, with themes of loyalty, service, and the relationship between lord and vassal.
- 2. **Chivalry and Courtly Love**: Medieval poetry often idealized the concept of chivalry, which encompassed ideals

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#### 3. A GLANCE AT METAPHYSICAL POETRY

#### Ansa Jose

#### **Assistant Professor**

Amid the boundless ocean of literary legends and their everlasting masterpieces, metaphysical poets stay unwavering with their dynamic literary techniques and puissant thought patterns. Metaphysical poets are a group of poets whose literary contributions are unique for their philosophical exploration, ingenious conceits, everyday diction, ironical presentation, and metrically flexible lines. Love, religion, and morality were the typical topics chosen by these seventeenth-century poets. However, these topics were delivered through unusual comparisons, unexpected similes and metaphors, and the rarest displays of wit.

The pioneering contributions to this literary genre were made by John Donne, followed by Abraham Cowley, Andrew Marvell, George Herbert, Richard Crashaw, Henry Vaughan, Henry Vaughan, and so on. These loosely connected poets of the age combined thoughts with feelings in an unimaginable way rarely even thought of in literature until then. One of the most defining and characteristic features of metaphysical poetry is its use of metaphysical conceits.

#### **Metaphysical Conceits**

Metaphysical conceits are the extended and elaborate

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#### 4. CAVALIER POETRY

#### Salu Varghese

#### **Assistant Professor**

The period between 1625 and 1649 is considered as the Caroline Age. It is named after Charles I England king at that time the age is mainly known for the political tensions between King Charles I and the Puritans Charles first exhibited his power to his subjects mainly true massively expensive tableau triumphal arches and masques. The historical significance of the age is marked by the expansion of colonization in the "New World". It was during this age the John Milton began his writing.

During the English Civil War (1642-1651) a group of poets emerged from the circles supporting King Charles I. These poets, known as the "poets" gained favour from Charles due to their artistic abilities. As a result, they became associated with the King and his court, adopting the name Cavalier Poets. Although traditionally referring to mounted soldiers or knights, those who supported Charles were called roistering gallants when described in this context. They were distinct from the Roundheads, who supported Parliament and mostly adhered to Puritan lifestyles and beliefs. They wrote witty and polished lyrics of courtship and gallantry. The group included Richard Lovelace, Sir John Suckling and Thomas Carew. Robert Herrick is often considered as one of the Cavalier Poets. Ben Jonson is also a notable poet who is affiliated with this school of poetry.

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#### 5. RESTORATION POETRY

#### Jithu Tom Eapen

#### **Assistant Professor**

The Restoration period in English history refers to the era between 1660 and about 1700 when the English monarchy was restored following the English Civil War and the brief republican rule under Oliver Cromwell. The period began with the return of King Charles II to the throne after his exile in France. The Restoration marked a significant shift in English society and politics, characterized by a return to monarchy, the reestablishment of the Church of England, the reinstatement of traditional social and cultural norms after the turbulent years of the Civil War and the rule of Cromwell's Commonwealth and Protectorate. The Restoration era saw a flourishing of literature, theatre, and arts, with the emergence of new styles and genres, including Restoration comedy and Restoration poetry. It was also a time of political intrigue, religious tensions, and colonial expansion, as England began to assert itself as a major European power once again.

#### Life in Restoration Period

Life during the Restoration period in England (1660-1688) was marked by significant social, cultural, and political changes. Here are some key aspects of life during this time:

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### 6. EXPLORING THE ESSENCE OF ROMANTIC POETRY: FEATURES, POETS AND LEGACY

## Neha Anne Varughese Assistant Professor

A thing of beauty is a joy forever

Its loveliness increases; it will never Pass into nothingness.

– John Keats

Romantic poetry is a literary movement that emerged in the late 18th century and reached its peak in the early to mid-19th century, primarily in England, Germany, and France. It was a response to the rationalism and scientific advancements of the Enlightenment era, emphasizing emotion, imagination, and individualism. At its core, Romanticism was a movement that sought to liberate the individual spirit from the shackles of reason and conformity, embracing instead the depths of human emotion, imagination, and individualism. Romantic poetry emerged as a rebellious response to the prevailing conventions and norms of its time, challenging traditional literary forms, societal expectations, and intellectual constraints. Romantic poets sought to explore the complexities of human experience, celebrate the beauty of nature, and express profound sentiments such as love, longing, and despair through a language that was free from conventional restraints. As William Wordsworth, the

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#### 7. Victorian Poetry

#### Kavitha Krishnadas

#### **HoD & Assistant Professor**

#### Introduction

Victorian poetry, spanning the reign of Queen Victoria from 1837 to 1901, captures a dynamic era marked by industrialization, social upheaval, and cultural evolution. Emerging in the wake of Romanticism, Victorian poets helmed shifting societal norms and struggled with profound questions of a radical shift from faith to scientific and technological advancement, exploitative capitalist society and the problem of identity. The poetry of this age is fundamentally characterized by a conflict between innovation and tradition. Poets like Alfred, Lord Tennyson, and Robert Browning embraced new forms and themes while maintaining a reverence for classical models and religious ideals. Their works often reflect a deep engagement with nature, the human condition, and the complexities of love and loss.

#### **Characteristics of Victorian Poetry:**

Victorian poetry is characterized by a diverse array of themes, styles, and voices. One prominent feature of this period's poetry is its resonance with the temperament of the age which dealt with the complexities of industrialization and urbanization. Poets such as Alfred Lord Tennyson and Matthew Arnold often explored the impact of rapid social change on individuals and

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Department of English

## A CRUISE THROUGH THE DIFFERENT SCHOOLS OF ENGLISH POETRY

#### DEPARTMENT OF ENGLISH

RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES KAKKANAD - 39



#### ECHOES OF TIME: A CRUISE THROUGH THE DIFFERENT SCHOOLS OF ENGLISH POETRY

#### **Department of English**

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Book Design & Structure by: Mr. Humayoon Hussain J S

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#### 8. PRE-RAPHAELITE POETRY

#### Geethu Johny

#### **Assistant Professor**

Pre-Raphaelite poetry refers to a movement in English literature that emerged in the mid-19th century, primarily during the 1840s and 50s. The Pre-Raphaelite Brotherhood, a group of artists and poets, sought to reform and break away from what they perceived as the artificial and restrictive conventions of the contemporary art and poetry of their time, particularly the influence of the Renaissance artist Raphael and his followers. Pre-Raphaelite poets sought to reform and rejuvenate poetry by rejecting the prevailing artistic and literary conventions of their time. The Pre-Raphaelite Brotherhood, founded in 1848 by Dante Gabriel Rossetti, William Holman Hunt, and John Everett Millais, had a significant impact on the world of art and poetry. Their works contributed to a re-evaluation of poetic form and subject matter, paving the way for later movements like Aestheticism and the Decadent movement in the late 19th century. The influence of Pre-Raphaelite poetry extended beyond literature and played a role in shaping visual arts and the broader cultural landscape of the Victorian era.

Pre-Raphaelite poets were drawn to the natural world and aimed to depict it with vivid and detailed realism. They rejected the idealized and stylized portrayals of nature prevalent in Romantic poetry. Pre-Raphaelite poets embraced a commitment to detailed and realistic descriptions of the natural world. They

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<b>10.</b> From Fragmentation to Fusion: Poetics of Postmodern Poetry
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# 9. UNLOCKING THE AVANT-GARDE: AN EXPLORATION INTO MODERNIST POETRY

#### Sai Parvathy I R

#### **Assistant Professor**

In the late nineteenth and mid twentieth hundreds of years led to a development in way of thinking, religious philosophy, and workmanship known as innovation. The development was driven by the desire to deliver new types of reasoning, craftsmanship, and social association that would mirror the urbanization, new advancements, engineering, and fighting that portrayed the creating modern world. In the right on time to mid-twentieth hundred years, pioneer verse turned into a conspicuous scholarly pattern by addressing laid out structures and exploring different avenues regarding novel subjects and approaches.

Notable poets like W.B. Yeats, Ezra Pound, and T.S. Eliot were instrumental in forming the modernist poetry movement by introducing fragmentation, experimentation, and a disillusionment that reflected the turbulent times in which they lived. This essay will examine the qualities of modernist poetry, emphasizing its salient aspects and the contributions to the literary world.

A literary movement known as modernist poetry first appeared in the early to mid-20th century. It experimented with language,

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<b>10.</b> From Fragmentation to Fusion: Poetics of Postmodern Poetry
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# 10. FROM FRAGMENTATION TO FUSION: POETICS OF POST-MODERN POETRY

#### Amala Manavalan

#### **Assistant Professor**

In the mid-twentieth century, postmodernism emerged as a response to modernist ideologies, influencing a wide range of academic fields and artistic endeavours. It's closely linked with critical theory, deconstruction, and post-structuralism, which challenge traditional beliefs about truth and authority. The impact of postmodernism spans various disciplines, reshaping how we think and create in today's world. Its influence can be seen everywhere, shaping contemporary culture and thought.

As the era of counter-culture movement unfolded in the 1960s, postmodernist poetry flourished as a fresh mode of artistic expression. Distinctive for its stylistic and thematic innovations, this poetic form deliberately challenges conventional readability, aiming to engage readers in a reflective dialogue. Postmodern poetry fights with existential dilemmas, often portraying a sense of meaninglessness or questioning the nature of reality. It frequently explores the themes of restlessness within a framework of free verse. Structural elements such as line breaks may appear chaotic or arbitrary yet serve a deliberate purpose in conveying the poem's message.

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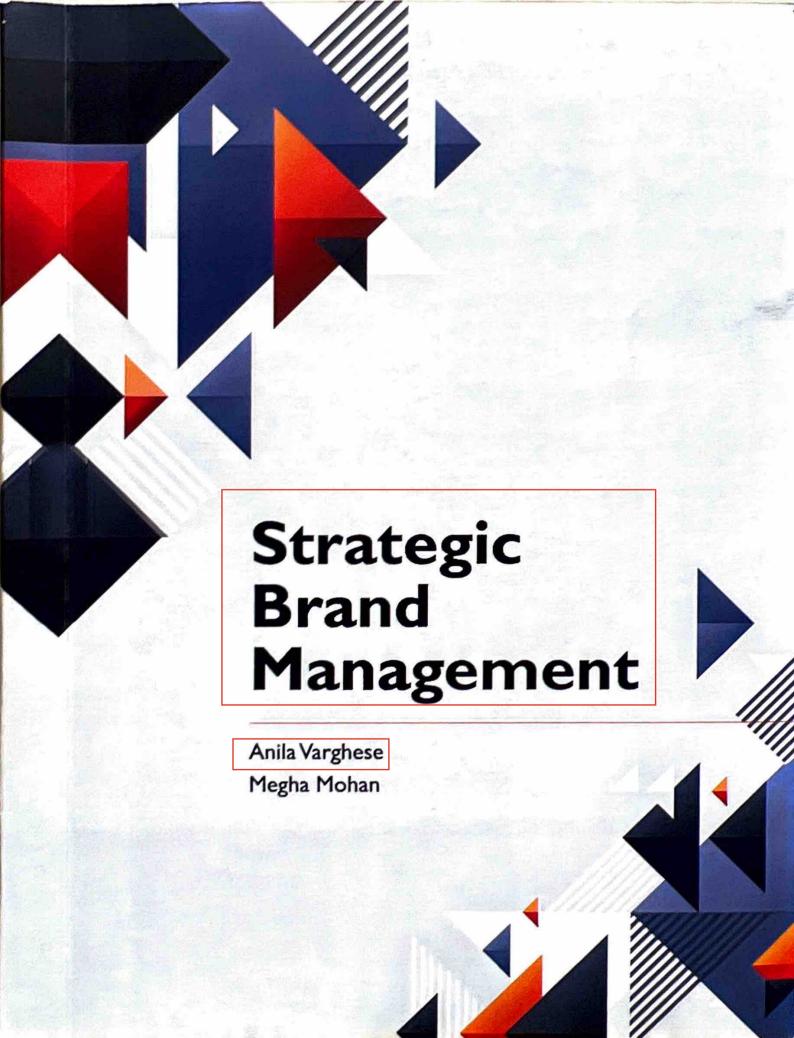
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Ms Anila Varghese
Assistant Professor, Rajagiri College of Management And Applied
Sciences, Kakkanad

Ms Megha Mohan Assistant Professor, Rajagiri College of Management And Applied Sciences, Kakkanad

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Ms. Anila Varghese is a Post-graduate in Business Administration with dual specialization in Marketing Management and Finance. Besides having over a decade experience in teaching, she also has 8 years expertise in banking sector and stock exchange. She has served as Assistant Manager, IDBI Bank Kochi for over 6 years. She has rendered her service internationally to Experior Laboratories, California, <u>USA</u> as HR Consultant for a year. As part of upgrading herself to the demands of fast-growing business environment and the needs of academic realm she has presented papers in national level conferences and attended various Faculty Development Programs, seminars and workshops in Banking & Insurance, Digital marketing, and Entrepreneurship skill development. Ms. Anila Varghese is a professional with a rich blend of academic qualifications, teaching experience, and practical expertise in the banking and international consultancy sectors.

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# THE INSURTECH REVOLUTION: INNOVATIONS DRIVING INSURANCE TRANSFORMATION





# The Insurtech Revolution: Innovations Driving Insurance Transformation

### Anupa Stanly

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#### **ABOUT THE BOOK**

This book offers a thorough and insightful introduction to the exciting world of insurtech, the fusion of innovative technology and the traditional insurance sector. It explores the reasons behind the insurance industry's explosive rise, chronicles the history of the sector, and highlights the disruptive effects of insurtech. This book explores the technologies altering insurtech and improving the efficiency, transparency, and personalization of insurance procedures. It covers everything from digitalization trends to the crucial role of artificial intelligence and data analytics.







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# DIGITALIZATION OF THE INDIAN FINANCIAL SECTOR

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# OPERATIONAL MECHANISMAND SERVICES OF NEO BANKS IN INDIA

#### Mr. Ashish C Pius

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Associate Professor, Department of Commerce Karpagam Academy of Higher Education, Coimbatore, Tamil Nadu

#### Abstract

Neo bank means a bank that operates only on a digital platform. This present study focuses on the growth of Neo Banks and its operations in India. Bengaluru based start-up Finin is India's first full-fledged consumer neo-bank. Finin, in collaboration with the State Bank of Mauritius (SBM), issues an instant personalized savings account with a Visa debit card. The main feature of Neo Bank is that they have no physical presence in their operations. Neo Banking has a bigger opportunity in the current scenario as the customer is diverting branch banking activities.

**Keywords:** Neo Banking, Electronic Banking, Traditional Banking, Application Programming Interface (API), Digital Accounts

#### Introduction

The world is living in a digital age; the financial industry is widely using digital services in its entire field. In financial institutions and banks, their customers are highly dependent on digital services. Profitability and ease of operations are the main benefits for banks when using digital services, while convenience, low fees and transactions anywhere are the benefits for customers. Generally, these digital services are called E-banking in the banking industry. Now there is a radical shift in electronic banking called Neo banks. Neo bank means a bank that does not exist physically and operates entirely in digital form. Neo banks generally work through a mobile app.

#### Neo Banks in India

Finin is the first Neo Bank in India, founded in 2019 by Suman Gandham and Sudheer Maram. The Bengaluru based start-up Finin having a tie-up with the State Bank of Mauritius(SBM) for their operations. They are offering instant savings account and debit card. Following are the list of Neo Banks facilities offered in India.

Neo Bank	Partner Bank	Services		
Razorpay x	RBL	Current Accounts, Payment Gateway, Cash Advance, working capital loan and Payout etc.		
NIYO	IDBI,YES BANK	Savings Accounts, Wealth Management, Foreign Exchange.		





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Dr. Indu G Krishnan holds a Doctor of Philosophy (PhD) where her doctoral research focused on Emotional Intelligence and Work Life Balance. As an accomplished academician, Dr. Indu G Krishnan has a distinguished teaching career spanning over eight years at Rajagiri College of Management and Applied Sciences, Kakkanad, Ernakulam. Her scholarly work has been published in prestigious journals, conferences, and books. She believes in the transformative power of education and research to address complex challenges and shape a brighter future.

#### **ABOUT THE BOOK**

In "Emotionally Intelligent? Mastering Work-Life Harmony with Emotional Intelligence," readers will embark on a transformative journey to understand, apply, and master the principles of emotional intelligence for a harmonious and fulfilling work-life integration. This comprehensive guide offers actionable strategies, real-world examples, and expert insights to help individuals thrive in their careers while maintaining a balanced and enriching personal life.







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## An International Peer-Reviewed Open Access Journal

#### ENGAGING MULTIVERSES: THE REVOLUTION OF TRANSMEDIA STORYTELLING IN NARRATIVES

#### LAKSHMI K RAGHAVAN

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#### ABSTRACT

Transmedia storytelling, a groundbreaking narrative technique, has profoundly reshaped how audiences engage with stories, igniting a new era of narrative immersion and interactivity. This study provides a deeper perspective on the transformative impact of transmedia storytelling on narrative engagement. Transmedia storytelling transcends the confines of single media formats, seamlessly extending narratives across books, films, TV shows, video games, social media handles, blogs, podcasts and the like. This approach alters storytelling into a multi-dimensional and participatory experience, inviting audiences to traverse an intricate narrative web. Audiences revel in an unprecedented level of immersion as they promenade through this diverse narrative landscape. They have the autonomy to select their preferred entry points to delve deep into character-specific arcs and uncover hidden facets of the story world. This unique personalization fosters a subtle emotional connection to the narrative, transcending the passive consumption of traditional storytelling. Creators, too, find themselves empowered by transmedia storytelling. They gain the creative latitude to explore their story world comprehensively, leveraging each medium's unique strengths to deepen the narrative's complexity. As a result, passionate fan communities are developed where heated debates are encouraged and revenue sources from goods, licensing and theme park attractions are diversified. Transmedia storytelling has heralded a storytelling renaissance, offering a highly interactive and collaborative narrative quest. As it continues to evolve and expand, it stands poised to redefine the very essence of storytelling itself, bridging the chasm between creators and audiences and propelling narratives into uncharted territories of engagement and exploration.

Keywords: Transmedia, Storytelling, Digital, Narration, Engagement, Interaction, Creator, Audience

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# AN INTRODUCTION TO MICROINSURANCE



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# QUALITY OF WORK LIFE AND ITS IMPACT ON EMPLOYEE PERFORMANCE- A REVIEW STUDY

Ashlin Maria Joseph, Assistant Professor, Department of Commerce, Rajagiri College of Management and Applied Sciences, Kakkanad, Kochi.

#### Abstract

Quality of work life is a process by which an organization responds to the needs and requirements of the employees by developing a mechanism that allows them to participate in the decision-making process at times. The eighties and thereafter showed quite a lot of interest in the quality of work-life both in India and abroad. Long back, greater emphasis was given to production and production-related job satisfaction. In fact, quality of work-life is a more comprehensive and refined concept related to the working conditions of employees in the organizations.

The present study focuses on the basic concept of quality of work-life and the impact of quality of work-life on the satisfaction level of the employees which in turn has a direct impact on the performance of the employees working in the organizations. Employee satisfaction towards a particular job majorly depends on the rewards they receive and the amount they believe they should receive. There is a strong belief that good working conditions improve the satisfaction level of the employees and thereby improve the efficiency and productivity of the employees.

Keywords: Quality of work life, employee job satisfaction, employee performance, productivity.

#### Introduction

Quality of work life is the degree to which employees of an organization can satisfy their important personal needs and requirements through their experience in the organization. It is a mechanism wherein an organization responds favorably to the employee's right in decision making that design their times at work. The concept of quality of work-life gained popularity in the late 80s both in India and abroad. In those periods, the main emphasis of organizations was to improve production, and job performance and satisfaction were oriented toward production efficiency.

Later it was believed that to increase the production both quantitatively and qualitatively, organizations must give more emphasis to the satisfaction and performance of employees and introduce such interventions in the organizations which are people focused. Most of the organizational development interventions were directed toward changing the attitude and behavior of employees through certain people-focused interventions like sensitivity training, process consultation, team building, etc.

Today's work environment has been undergoing major challenges and changes. These changes are due to the changing attitude and behavior of the employees regarding what should be the total work-life, what work should be provided to the employees, and the changing technical work in an organization. There is huge pressure for organizations to do more with fewer technological advancements. These all have influenced the quality of work-



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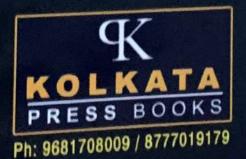
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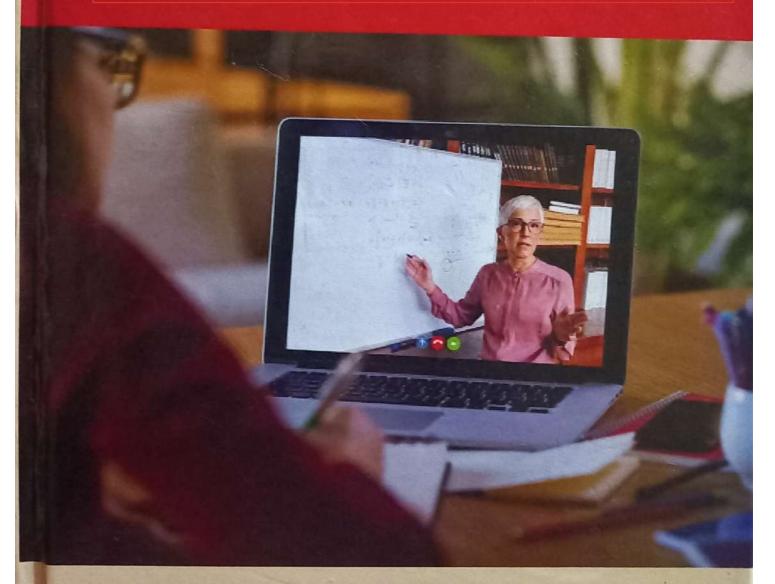
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# ONLINE TEACHING IN HIGHER EDUCATION



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# A Study on the Assessment of Online Teaching

Ms. Merleena Antony

### ABSTRACT

This article presents some general aspects of the On-line Assessment activity in relation to Online Teaching in Higher Education. It focuses on the assessment activity that takes place in the e-learning process and discusses the importance of this action for each participant in the process of online learning. It tries to outline the desirable characteristics of an assessment tool under an adaptive learning environment.

Keywords: Assessment in e-learning, Adaptive Assessment Tool, Adaptive Learning Environments.

### INTRODUCTION

In these years, we are witnessing many academic and instructional institutions incorporating Information and communication Technologies (ICTs) in learning and education processes in order to enhance the quality, efficiency, and dissemination of education. The effectiveness and transcendence of such developments could be positively accelerated by performing

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# ONLINE TEACHING IN HIGHER EDUCATION

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# CRIME AGAINST WOMEN

Editor

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# RECENT CHANGES IN THE SPHERE OF DOMESTIC VIOLENCE AGAINST WOMEN IN INDIA

### Ms. Raji T.

### Introduction

Domestic violence is a serious human rights violation. Theoretically the legislative provisions favour the women, but when it comes to practical aspects, law enforcement is not properly executed. Societal changes and legal reforms should be mutually linked to obtain positive results. Mostly domestic violence seems to be a private matter rather than a social issue. Certain matters connected with live-in relationships should obtain clarity, though the judicial pronouncements consider it more or less equivalent to marriage. PWDVA itself provides for informal settlement measures, which should be made properly coordinated and effective. Domestic violence against women is an age old phenomenon. Women were always considered weak, vulnerable and in a position to be exploited. Domestic violence is defined in a comprehensive way in Sec.3 of the Protection of Women from Domestic Violence Act, 2005 (PWDVA), comprising physical, mental, verbal, emotional, sexual and economic abuse, harassment for dowry, acts of threatening to abuse the victim or any other person related to her.

According to United Nations, domestic violence includes physical, sexual, and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation, and other traditional practices harmful to women, non-spousal violence and violence related to exploitation.

Violence against women - particularly intimate partner violence (IPV) and sexual violence - is a major public health



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# CRIME AGAINST WOMEN

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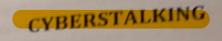
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Ms. Jesmi Jacob

The main aim of the paper is to analyse cyberstalking and its ntroduction arious elements. It has been found that cyberstalking is a implex principle much more evolving and dangerous than aditional stalking. Cyberstalking from the stalkers and victim rspectives puts the offence at a different level of cognizance an when simply regarded as a cyber-crime. Cyber stalkin culcates a lot of moral, ethical, social, legal and psychologic pects. The paper went through articles and papers to bett derstand this unique offence.

Cyberstalking is much more heinous than the tradition n of stalking and twice difficult to tackle with legal measur otherwise. Cyberstalking laws in India are also ineffect pared to its traditional counterpart. The current str cluded certain guidelines and suggestions to enact a king measures through law enforcement and other agen ring to provide a better, safe and protected environmen rspace.

### king

Stalking is usually associated with sexual harassmen al assault. However, today it has widened in its nature e far surpassing the sexual element. Often use to perpe ionship real or imaginary it's also used for the purp g revenge or due to anger and jealousy or to com nal offence or a civil wrong. Stalking in the simplest s a situation when someone stalks another person. ing the other person in an unwanted and repeated r by disrupting the other person's life. It is an intrusi



Dr. Asha Elizabeth Thomas, Assistant Professor in Commerce, St. Paul's College, Kalamassery and a research guide for Mahatma Gandhi University. Kottavam and Kerala University of Fisheries and Ocean Studies. Her qualifications are M.Com (Finance), M.Phil. (Commerce), MBA (Marketing and Human Resource Management), M.Sc. Applied Psychology (Student Psychology), Ph.D in Commerce (Behaviourial Finance) and Post Doctoral Fellowship from University Grants Commission (UGC) and conducted research in the area of 'Transnation' Education in Indian Higher Education Sector'. She has more than forty publications to her credit and is a member of the editorial board for six refereed journals. Dr. Asha has won many awards and recognitions for her academic and research proficiency. The prominent ones include 'ICSSR IMPRESS' major project 2019-20, University Grants Commission's (UGC) 'Research Award' in 2016, 'International Internship Award' from the Government of Kerala through the prestigious FLAIR Programme in 2014, 'Reserve Bank of India Faculty Scholarship' in 2018, and 'Women Achiever Award' from NFED in 2018. Dr. Asha was a resource person in the Ministry of Human Resource Development (MHRD). University Grants Commission (UGC) - Swayam Annual Refresher Program in teaching (ARPIT- Commerce). She has been a resource person for many Universities and in Executive Development Workshops. She also participates in panel discussions organized by various National Television Media including Asianet News and Manorama News channels on 'Planning and Execution of Financial Budget' for the past twelve years. Her disciplines of interest are Financial Management, Corporate Finance, Security Analysis and Portfolio Management, Financial Services, Corporate Governance and Entrepreneurship Development. Research interests of Dr. Asha are in the areas of financial inclusion & financial literacy, women empowerment, development of marginalized community, transnational education and technology oriented learning platforms.

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