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The Moderating Role of Prior Entrepreneurial Experience in the Relationship Between the Effectiveness of Entrepreneurship Development Programmes and Trainee Satisfaction

Alice Mongjam¹, Robita Sorokhaibam²

Abstract

This study examines the dynamics of Entrepreneurship Development Programmes (EDPs) with special focus on the moderating effect of prior entrepreneurial experience on trainees' satisfaction. Data were gathered through structured and in-depth interviews from EDP participants in Manipur. The analysis of data was conducted utilizing SPSS and N-Vivo software. The study identified key determinants of trainee satisfaction which includes relevance of curriculum, acquisition of knowledge and skills, programme structure, quality of mentorship, interaction with successful entrepreneurs, and quality of classroom and teaching facilities. Furthermore, trainees with prior entrepreneurial experience were found to be more sensitive to negative interactions within EDPs, which underscored the need for EDPs to be tailored in order to accommodate to the varying levels of experience of the participants. The study addresses a research gap by exploring the moderating role of Prior entrepreneurial experience, helping in contributing to the theoretical understanding of EDPs. Practical implications of the study illuminate the need of customization, areas for improvement, and the need for networking opportunity to enhance EDPs' effectiveness.

Keywords: *Entrepreneurship Development Programmes (EDPs), Trainee Satisfaction, Prior Entrepreneurial Experience, Program Effectiveness, Moderated regression.*

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The Interdependence between Unemployment, Inflation and GDP growth Rate in India

Kanishka Singh¹, Jyoti², Pratibha Maurya³

Abstract

This research seeks to gain a more thorough understanding of the unemployment rate in India as well as the ways in which GDP and inflation exert influence over it. The GDP, inflation, and unemployment figures for this study span the years 2001 to 2021. ADF-Unit Root is the test the presence of Unit Root in the time series, as and it is the initial phase in data analysis. The J-J Cointegration test has been used to evaluate the level of integration between the three variables. For the time period the study was conducted, OLS regression indicated that unemployment in India has an adverse relationship with both GDP growth and inflation rate. To understand the causal relationship (unidirectional/bidirectional relationship) among the three variables the Granger Causality test has been implemented. As per the obtained results initial difference data was found to be stationary for all three variables and thus, cointegration between variables is established. Furthermore, unemployment and GDP growth have uni-directional relationship, as determined by the Granger-causality test, which excludes inflation.

Keywords: *Unemployment, Inflation, GDP growth rate, Unit root tests, Cointegration, Granger-causality test, Regression analysis, Unidirectional and Negative relation.*

JEL Classification: E31, E24, E37, O47

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Financial Ratios, COVID 19 and Stock Market: Evidence from the Indian Pharmaceutical Sector

Mahesh Dahal¹, Joy Das²

Abstract

The present study explores the predictability of the Indian Pharmaceutical companies' securities prices from 2011 to 2019 and 2011 to 2022 using various financial ratios. The study employed panel data analysis and concluded that a specific set of financial ratios significantly impacts securities valuation and is extensively used by the market participants in predicting the securities pricing. From the result, it is evident that the financial information is not fully absorbed in the market, and unexpected events raising the importance of pharma products like the COVID 19 pandemic positively impacts the pharma industries. Thus, it is concluded that the security prices of the Indian Pharmaceutical Companies can be predicted well in advance through proper utilization of specific financial ratios.

Keywords: *FGLS, Financial Ratios, COVID 19, Indian Pharmaceutical Companies, Stock Market*

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Consumer Behaviour Towards Single Use Plastics: An Empirical Study of College Students in Delhi NCR

Suman Kharbanda¹, Preeti Tewari²

Abstract

The issue of increasing plastic production, environmental impact of its usage and disposal is a subject of concern globally and raises significant sustainability challenges. Understanding the attitudes and behaviors of consumers, especially the younger demographic, is crucial when addressing environmental issues such as the growing use of plastic and compliance with government-imposed bans. Based on a survey of college going students in Delhi NCR, this study attempts to assess the behaviour of young consumers towards single use plastic (SUP) products and understand their 'plastic avoidance behaviour'. The concern for environment is found to be high among youngsters but perceived consumer effectiveness is seen to be low. Latter has been defined in this study as the belief of a consumer that his or her individual action can effectively impact the environment. Based on the findings, this study recommends communication strategies to reduce the menace of single use plastic products. These should aim to change the attitude of young consumers towards plastic product use and their 'perceived consumer effectiveness. Structural Equation Model (SEM) has been used in this study to understand how concerns about plastics, knowledge, and attitude towards single use plastic and such psychographic factors impact their behaviour of avoiding single-use plastic products. Plastic bags and disposable plastic items, like cutlery, were chosen for analysis as these are significant contributors to plastic pollution in India despite the ban that was imposed by the government in 2022.

Keywords: *SUP, Single-Use-Plastic, Perceived Consumer Effectiveness, Plastic Avoidance Behaviour.*

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Job Autonomy and Employee Engagement: A Meta Analysis

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Abstract

The present meta-analysis is the first to delve deeper into one of the oft-used job resources i.e. job autonomy at work. The researchers were keen to know any influencers/moderators in the relationship between autonomy and employee engagement. Drawing on 35080 samples from 61 studies, the authors use meta-analytical techniques to assess the extent to which job autonomy is related to employee engagement. Based on the predictions of Job Demands-Resources model, we hypothesized that ‘measure of engagement’, ‘type of study’, ‘type of economy’, ‘journal tier’ would separately moderate the relationship between job autonomy and employee engagement. The authors use comprehensive meta-analysis software to conduct meta-analysis. They followed random-effects meta-analytical procedure described by Hunter and Schmidt (1990) to cumulate the effect sizes reported in the primary studies and estimate the fully corrected population correlations. It was found that the positive association between autonomy and employee engagement is significantly moderated by ‘type of economy’. Further, measure of engagement, study design and journal tier have no significant moderated effects on the said relationship. The present study offers wide practical applications to employers and supervisors to create and design jobs that offer method, schedule, and criteria autonomy to its employees at workplace. Involving employees in decision making at workplace encourages their intrinsic need for motivation which further leads to higher employee engagement.

Keywords: *Engagement, Burnout, Autonomy, Employee, Latitude, Discretion*

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