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Book Review

Editor's Note

Our policy is to review all books which are either sent to us or in our opinion are useful to our readers.

Sapre, V**inayak;** ***Birbal, Tenali and Investment Sutras;*** **TV18 Broadcast Ltd., Mumbai, India, pp. 115, Price ₹ 499**

Investment plays an important role in the development of an economy. Development leads to increase in GDP, PCI, PCC, welfare and happiness is crucial for growth of an economy. Growth has direct link with wealth of people, With globalisation, liberalization and technological advancement, world has changed, in the last two decades. Today MNC's and FII's have penetrated in every corner of rural and urban sectors of our economy. People in rural areas enjoy global product in their lives in similar way as people enjoy in developed economies – USA or UK. Perspective and vision towards life has completely changed in last two decades. Compared to previous generations in India, instead of saving people spend money. There is less emphasis on saving. Our forefathers used to pressurise on saving but today children spend their future income also. A lot of change in thinking and personal behaviours of Young generation. Opening up of our economy in 1991, had played a big role in the change and its momentum. People have diversified aspirations and big expectation from their lives. Every rule and regulation is changing for the betterment of people. People are buying global brands because MNC's have provided the product in every corner of our country. We as Indians facilitating growth to these MNC's but are they sharing their profit in the form of investment in our economy?. How is new generation managing its finances?. Young-generation is subject to Debt trap. Very often Young generation is committing suicides. Understand and managing of personal finance is very important for happiness. Managing personal finance has lot to do with managing personal behaviour. Unconsciously or unknowingly we create certain biases which stop us or at times provoke us to take decisions/actions exhibiting irrational behaviour. To have "pareto optimality" from one's own resources is important for individual's growth as well as for economy's growth. Vinayak's book is for people who understand the importance of personal finance and are ready to learn its tentacles.

Birabal, Tenali and Investment Sutras is a compilation of 30 short stories. Each story explains or simplify the complexities of life's problems. "The Bet" explained the investment behaviour of people. The most common mistake people make is of following the herd, without putting any effort into checking the authencity of the news. Money chit Fund companies had robbed people hard earned money by making tall promises of guaranteed return. It is important to do a thorough study before investing in any product/stock. Very beautifully author explained how people can enjoy relaxed and happy retired long life (resulted due to high life expectancy).

Ancient equation

Income – Expenses = Saving

Follow

Income – Saving = Expenses

Savings used for investment will inculcate the habit of regular investment. Money should be invested in an investment Vehicle which can generate such returns. Further, invest regularly from day one i.e. the day first salary starts. It can do wonders. Understand the power of compounding with every increment; increase the amount. Remember that there is no loan facility for retirement. Retirement planning must start from the very first month of earning.

Story "Sand and Stone" explained the route for long term investment planning. If the goal is long term, people should stay calm. Have patience. Though share market is subject to high volatility, yet it delivered very high return over last 30/40 years. Follow the route: buy when others are despondently selling and sell when others are avidly buying. "Define the goal" even before starting the investment. It allows one to avoid unnecessary risk while also mitigating it.

"Risk comes from not knowing what you are doing", said warren Buffett. Identify your short-term, medium and long-term goals, accordingly choose the product. The compounding factor can be significant ingredient in the long-term performance of a portfolio.

Moral of fifth story is, "Cut the noise and focus on the goal". People generally get swayed by free advice on media, social media or through calls by so-called financial experts. Investors need to control their emotions and try to minimize mistakes. Today young generation is subject of EMI culture. EMI culture has brought in a habit of accumulating things which may or may not be required. EMI has brought in culture of overspending which later on becomes difficult to manage. People go for easy EMI option, without realizing overall (Principal + Interest) high cost. In times of difficulties, many people end up selling these assets at throwaway prices. Author in seventh story explained investment portfolio. Investment should be well diversified and capable of catering to short, medium and long-term needs. Diversified investment provide safety, liquidity and growth potential along with investment goals. A well diversified portfolio provides wholesome benefits along with safety.

Always calculate your return

Net Return = Return – (Tax + Inflation)

Generally, people ignore the impact of aspiration inflation. Aspiration of people grows faster than income. Inflation and tax eats away our gains. It is vital that one protects purchasing power. Lesson nine taught lessons that greed is bad. Define your destination and as soon as you are near the destination, shift your investment to asset class like FDs or liquid fund. When the going is good, it is not difficult to get good returns. It is the tough hour when journey becomes very painful and one realized the importance of an advisor. Someone who not only shows the path but also holds the hand of the investor while walking on the rough path. Thus choose your advisor wisely.

Financial literacy is very important. Proper investment means second source of income. It is duty of the financial advisors with financial institution to empower people with financial concepts. Author in lesson twelve explained the importance of trusted and competent financial advisor. The advisor should be interested in to the investor. Advisor should be concerned about the investor's goals. According to author, " An investor is his own enemy and friend". Background research may guide you to a better understanding of your investing needs. Lesson fourteen explained the perspective of financial planning from the point of view of retired people. So that no one of the spouses "being left alone" be at the mercy of children and becoming a victim of ill treatment. It is important to have a will to protect the interest of immediate legal heir.

Time and again it has been observed that people do not learn from previous experiences. People keep falling in the trap of people who guarantee unbelievable returns. Therefore, people should stay away from Ponzi Schemes. It is always advisable to keep your eyes and ears open and capitalize any opportunity in your favour. One should know why and How to capitalize on those opportunities. Before starting investments one should have adequate insurance. Overconfidence leads to carelessness. Insurance provide a shield for family in case of any eventuality. People try all types of tricks to lure the investors. Remain focussed on one's goal is the way to successful investing.

Asking the right questions to the right people is very important. A good advisor understands the investor's psychology better than anybody else, which defines the path of successful investing. Risk and opportunities are two sides of a coin. Choose a product which is so simple that it can be understood. Complicated and exotic product creates false expectations in the minds of the investors. To build health and wealth, requires discipline and regularity. Look for the advisor who listens to you and prescribes his treatment and does not have fear of losing you as client.

One should always respect one's hard-earned money. No matter how small the amount is. It is very important to inculcate such habit amongst children at the very early age. Make them understand the difference between need and want. Author has explained it very beautifully in lesson sixteen through a simplified story. Aspiration makes a big hole in the pocket. Millennial should be able to differentiate between need and want. Spend on need. Often investment is considered as one of the most complicated thing, investing can be simplified by sorting out our personal needs. Tenali and Birbal are known for their witty nature and their advice when comprehended in a different way can be valid for students, researchers, policymakers and investors. These short stories are very helpful in eliminating the mistakes one tends to do in life's long journey.

Readers of Birbal, Tenali and Investment Sutras will find morals very useful and easily to implement in investing life. Author provided unique interpretation of short stories to its reader. Book is written in such a way that once one starts reading will get up only after reading whole book. One feels personal touch in each story. It explained personal behavioural aspect of investing, from teenagers' to retirees, people, across all age group. This book is for all age group. This book will have its place in each individual's book shelf. Of course it is must for each academic library of school, colleges, and educational/research institutions. I must compliment author for his writting skills and for Indianizing the concept of behavioural finance. Lastly, I would like to thank its publisher "TV18 Broadcast Ltd" for bringing out this book in the academic world, a book for all.

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Soni, Pavan; *Design your Thinking : The Mindsets, Toolsets and Skill Sets for Creative Problem-Solving*; Penguin Random House India Pvt. Ltd., Gurgaon, Haryana, India, pp. 351, Price ₹ 599

"Design your thinking" author intends to help its reader to learn how to solve important problems systematically, so that one creates solutions that one's customer desires, are technically feasible and remain viable for one's business in the long run. Design thinking is a systematic, human-centric approach of problem solving. The evolution of design thinking is the graduation from thinking about the product or service to thinking about the relation between the product and the humans, and the relation between humans. In design thinking, the emphasis is on thinking and doing, and not just on designing. The outcome may be a product, or a process, or a service, but more significantly, an experience. Experiences, not just at the level of the company-customer interface but for the entire business ecosystem. David Kelley identified the prime ingredients of design thinking as empathy, experimentation and storeytelling. Design thinking, at its core, involves humans: their desires, emotions, pains, aspirations, behaviours, kinesthetic and other dimensions of being. In design thinking, where both the problems and the solutions are relatively less understood. The approach of design thinking assumes that the first set of problems that meet the eye are no more than symptoms, and that it is critical to delve deeper into people's mindsets and contexts to get a better understanding of real issues. The element of discovery, led by empathy is the cornerstone of design thinking, and once the problem is well understood, ideas flow systematically.

The book builds on the rich literature of design thinking and offers a systematic approach of problem solving, which could be adopted in situations ranging from new product development to meaningfully addressing anyone's everyday problem. Objective of this book is to enable a broad-based adoption of design thinking as a human-centric approach to problem solving which helps bring discipline to this otherwise chaotic process. Another objective of this book is to discuss, celebrate and draw insights from numerous innovations and acts of creativity from a wide array of Indian organizations. India, with its cultural and economic context offers a unique opportunity to embrace systematic approaches to problem solving. Best part of this book is that it has case studies and practical lessons on creativity, innovation and design thinking from companies like 3m, Accenture, Amazon, Apple, Big basket to name 'a' few. Author has presented the most relevant and contemporary ideas in design thinking. Each concept is supplemented with relevant examples so that the learning could be reinforced.

In all, the book contains ten chapter. Each Chapter addresses a specific aspect of creative problem solving, through the lens of design thinking. "What is Design Thinking ?" the Chapter one delves into how this approach is different from other popular practices of creativity, like critical thinking, lateral thinking and lean thinking. "Why Design Thinking Now ?" explained the relevance of design thinking to the current times, so that we can elegantly solve more complex, multi faceted problems. Author listed a set of principles and the mindsets that characterize design thinking in chapter three. This Chapter contains relevant cases where remarkable outcomes have been achieved by solving problems in human-centric manner. Author dealt with the first stage of design thinking – inspiring, getting a brief, bringing in diversity- and looked at how leaders could set in motion the practice of design thinking in their team. In chapter five, author explained methods of narrowing down one's focus to the most significant problems to be solved and sheds light on how to frame a problem worth solving.

In chapter six, there are principles of effective ideation along with techniques to increase the quantity and quality of ideas. Significance of prototyping and exploration of idea validation and improvement, including the practices of story telling, story boarding and scenario building have been discussed in chapter seven of this book. Different ways of measuring the progress on design thinking and important leadership attributes to enable the ramping up of validated ideas have been discussed in chapter eight.

"Design Thinking in Action", started with on overview of a typical two-day design thinking workshop, and shared practical advice on how to manage such programmes in one's organization without relying on external experts. Author shifted the focus towards individuals and presented a set of practices one could adopt to become a better design thinker, in both personal and professional milieus. Thus in last two chapters, author brought back the whole discussion to the general context of corporate and individual problem solving and offer practical insights on adopting design thinking.

At the end of this book, there are three supplementary appendix. Appendix A summarized the key skill sets, tool sets and mindsets that support each of the five stages of design thinking. Appendix B answered a set of frequently asked questions that may be useful in practicsing and propogating design thinking. Appendix C, presented mind map of the entire book, which served as a ready reference. This book is on exercise in design thinking, with all of its key elements in action: human centricity; visual thinking; iterative thinking; and prototyping mentality. This book will be highly useful to managers; entrepreneurs, students and enthusiasts to adopt design thinking by learning useful toolsets and skill sets, and cultivating the appropriate mindsets. Readers of this book will be able to develop their ability to solve complex problems systematically without the help of an external consultant or a coach of design thinking. Readers get practical experience on creativity innovations and design thinking from live case studies. Each concept is supplemented with relevant examples so that the learning could be reinforced. Readers will find this book highly informative, inspiring and practical. This book is must for every academic library. Author has done real hard job in bringing out this work, which is a very useful guide for start-up, entrepreneurs and carporate world. At the end, I would like to thank "Penguin Random House India", the publisher, for bringing out this book in the academic world.

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Gowda, Inchara P.M.; ***Scheduled Commercial Banks, Performance Evaluation and Management of NPAs*****; Prateeksha Publications, Jaipur, Rajasthan, India, pp. 318, Price ₹ 2,495**

Banking industry constitutes an integral part of financial system of any economy. Indian Banking industries broadly comprise scheduled and non-scheduled banks. Scheduled banks comprise both the scheduled commercial banks and scheduled co-operative banks. Indian Banking Industry is suffering with very high amount and rate of NPAs. The major contribution to this are their corporate borrowers. This results in, lower profits and profitability of banks. Many studies and different approaches are employed to examine the effectiveness with which the banks are managing their stressed assets including the NPAs. With the Objective of Combating the mounting menace of NPAs, the Loksabha passed a bill, Debt recovery Bill, to amend the existing relevant laws as SARFASI Act, 2002; the Recovery of debts due to Banks and Financial institutions (RDDBFI) Act, 1993, etc. These amendments intend to strengthen the efforts of lending banking and FIs to faster the recovery process and to resolve bad debts. Based on the comprehensive literature review. Author tried to have a comparative study, of performance of three groups of SCBs, and also study of how these banks are addressing their NPAs menace, what lesson can be learnt ?, what are the hurdles ?, what is not undertaken by various studies and researchers in the past. This book by Inchara PM Gowda, is an attempt to fill this gap as for as management of NPAs by SCBs is concerned.

This study is primarily based on secondary data. For the purpose of analysis of data, a few accounting ratios and statistical tests are used. This study is conducted in two stages viz, (1) Overall performance evaluation of SCBs, and (2) bank group -wise performance evaluation and their comparison. Entire author's work is presented in six chapters. Introduction of the entire study is given in chapter one. A brief profile of SCBs is presented in chapter two. An evaluation of performance of SCBs along with special emphasis laid down on comparison is given in chapter three. Chapter four presented a comprehensive review of regulatory framework for NPA resolution. Chapter five is an attempt to evaluate different dimension of managing NPAs by SCBs and the impact of NPAs. Lastly, chapter six presents entire study findings and suggestions for improving the performance of SCBs and for managing their NPAs

PSBs are the dominant players in terms of Volume of business, amount of deposits mobilized, loans and advances disbursed etc. However, PVSBs are more profitable followed by branches of FBs. Due to negative profit, the PSBs have reported negative ROE and ROA. The PVSBs are increasing their performance in desirable variables at higher rates and increasing their performance in undesirable variables at lower rate then the other two groups of SCBs. One of the major problems of Indian Banking and Financial Institutions, is that of mounting NPAs and their implication on other sectors of economy/society. NPAs are inevitable in loan portfolios. GOI and RBI formulated schemes:- (1) Prompt corrective action, (2) SARFAESI Act 2002, (3) establishment of Debts recovery tribunals and Debt Recovery Appellate Tribunals, (4) Lok Adalats, (5) Zoint lenders Forum, (6) Corporate Debt Restructuring, (7) Strategic Debt Restructuring, (8) Flexible refinancing under 5/25 scheme, (9) Scheme for sustainable structuring of Stressed Assets, (10) Insolvency and Bankruptcy code, (11) Revised corrective Action, etc., are some of the measures aimed at addressing and resolving the NPA Menace. Besides, the apex bank and GOI are establishing "Bad Bank" to take care of the NPAs. However, the solution to the continuously growing problem of NPAs is still evading. The gravity of haircut problem is not highlighted. The lender bankers are becoming the victims for which even the banking companies have to take the responsibility - for not taking up the credit appraisal properly, for not monitoring the funded projects periodically.

Author's analysis based on both the descriptive statistics and the test results, it is clear that the three group of SCBs are in comfortable position with regard to capital adequacy Ratio. From the factual analysis and also testing hypothesis the performance of SCBs is not satisfactory, more so in the case of PSBs. The root cause for this situations is decrease in the relative share of standard assets in the gross advances and the increase in the relative share of NPAs. Consequently, the amount of profit and all profitability ratios have adversely been affected by the incessantly increasing NPAs.

Author has done this study with well defined objectives and hypothesis. In the earlier chapters, an attempt was made to evaluate operating/financial performance of three groups of SCBs and also the management of NPAs based on the performance statistics for a period of 2 years (2007-8 to 2018-19) using appropriate techniques of analysis. The banking companies, more particularly PSBs, have been suffering from mainting NPA problem. The reasons are many, to some extent lapse on the part of PSBs. However, these NPAs are not allowing the PSBs to conduct their banking business smoothly. PSBs need help from government - to clean/remove the NPAs from the balance sheets of PSBs. For this, Bad Bank or Public Sector Asset Rehabilitation Agency is to be established to address the largest and difficult cases, and to take politically tough decisions to enable the banks to reduce their NPAs.

How good is the "Bad Bank"? Backers of India's mega 'Bad Bank' plan find it useful to draw on the lessons from the history of bad banks. The first major bad bank experiment in recent history was the Resolution Trust Corporation (RTC) set up in 1989 in the US to help the 1000 plus savings and loan institutions that were in severe distress. Most Asian economies used some variant of the bad bank model to handle the strain in their financial system during the Asian Financial crisis 1997. Bad banks had been reasonabily successful in handling the bad loan problems. US' RTC effectively functioned as a giant property management company and could resolve the problem by mid 1999s. The publicly funded Korean Asset Management Corporation, started buying assets in 1997, managed to dispose of two-thirds of bad loans by 2002. There are examples of Bad bank turning into profit. In India, along with "Bad Bank", it is necessary for all SCBs to automate the details of loans and advances, and also their investments. This will enable the bank to obtain the status report of NPAs at any given point of time. Recently, the RBI has issued a circular directing all banks/companies to complete the automation process by July 2021. Along with this, it is also necessary for SCBs to exercise control over their costs on the one hand and to improve their income on the other. The ultimate goal should be to create a market for stressed loans so that banks can easily jellison the burden of bad loans, take a quick hit on their profits and move on with their business. This is vital for a sustainable path of high growth.

This study by Inchara PM Gowda examined in detail two important dimensions of SCBs viz, (i) evaluating the performance of three groups of SCBs, and (ii) examining different dimensions of management of NPAs by these three groups of SCBs. Besides, author also made a thorough review of regulating framework for resolution of clogging NPAs. Author has done hard work to complete this gigantic work. This work will be highly useful for students, researchers, bankers and for policy makers. This book is must for each academic library. Author has also given reference at the end of each chapter. At the end of this book, there is an Index, which will be useful for its readers. Lastly, I would like to thank its publishers "Prateeksha Publications" for bringing out this book. Price is high for students and individuals.

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IIF, *Finance India Vol. XXXIV No. 4, December 2020*, Indan Institute of Finance, Greater Noida, India, pp. 396, Price ₹ 1000

Finance India – Quarterly Journal of Finance of Indian Institute of Finance Vol. XXXIV No. 4 December 2020, published regularly since 1987 is a Two Tier Triple Blind Peer Review Journal of more than 400 pages. Its has an exalted Editorial Board of over 70 Experts from all over World including 6 Nobel Laureates headed by Prof. Dr. JD Agarwal, an eminent economist. It is indexed and abstracted by more than 31 agencies and over 100 Universities worldwide. Finance India is ranked at par with top international journals. Finance India, SCOPUS Indexed & UGC approved Journal, is placed at 4th best position amongst 21,000+ Journals Indexed in SJIF Journals Rank by Scientific Journal Impact Factor (SJIF) with a high SJIF Impact Factor Value for 2019 as 7.262.

The journal has seven thought provoking research articles, two abstracts of Doctoral Dissertations and nine Conference Papers presented at various IIF International Research Conferences held recently. The journal begins with a research study titled “Developing the Banking System Stability Index (BSSI) : Comparison and Ranking of Banking System of 127 Countries” by Prof. Aman Agarwal, Professor of Finance, Director (Rektor) & Dean (International Relations), Indian Institute of Finance and Prof. Yamini Agarwal, Professor of Economics and Finance, Director, IIF Business School (Dr. APJ Abdul Kalam Technical University), Greater Noida, which proposes the establishment of a new index - Banking System Stability Index (BSSI) - using key financial system soundness indicators which then leads to the determination of the ranks of the banking systems in the economies worldwide being classified aprior based on their economic, social and regional developments. No such index exists at present. This is first time such index has been attempted. The proposed index would help evaluate the banking system of the countries in comparison to the all other countries and within the specific regions helping governments, financial institutions, global investors and retail investor take more informed decisions with respect to their investment in the banking systems, financial governance, economic development, financial stability and countries global ranking in the financial world.

On the basis of the empirical findings, second research paper titled "Empirical Results of Effects of Governance Practices on Financial Performance of Privately Managed Pension Funds in India" by Mr. Tanesh Bhattacharya and Prof. Anupam Rastogi from Narsee Monji Institute of Management Studies, Mumbai suggests that the Investment policy and the investment policy statement should be documented and should be made mandatory for all privately managed pension funds, the extent of management purview required is prescribed in the guidelines, hence demarcation of guidance and interference is created through participation matrix, instances and frequencies and the portfolio performance of the trust be published, so that the market specialists and the beneficiaries of the fund could analyse and submit their feedback.

Third research paper entitled "Implementation of Basel III in Indian Banking System" by Dr. Manisha Manchanda and Ms. Kaveri Hans Sardana, Deenbandhu Chottu Ram University of Science & Technology, Sonipat addresses the progress and problems of Basel III implementation in Indian banks. The approach of RBI is conservative which makes Indian banking structure strong and stable enough to withstand ups and downs. Adequate level of capital and ability to manage risk are the reasons due to which Indian banks were least affected by financial turmoil of 2007-09. An attempt is made to analyze the opinions of banks on Basel III implementation coupled with statistical techniques.

Next research Paper titled "An Empirical Study of Market Timing Abilities of Mutual Fund Managers in India" by Dr. Akshay Damani and Nandip Vaidya, Narsee Monjee Institute of Management Studies, Mumbai is based on the techniques suggested by the HM and TM models makes a case for positive market timing ability of Indian equity fund managers based on sample of 41 large cap and diversified equity funds studied across a period of 160 months from April 2003 to July 2016 and that fund managers have adjusted their betas while predicting the market cycle with an aim to optimize the risk-return trade-offs. The study aims to aid practitioners not to just look at the fund timing from a fund or annual periodic perspective, but to take a larger perspective of understanding how fund managers have adjusted the systematic risk during different phases of market movements when markets have peaked or bottomed out.

The research study titled "The Impact of Mobile Banking on Financial Performance of Commercial Banks in India" by Meena Sharma, Jelsy Joseph and D. Suresh Kumar concludes that mobile banking has positive significant influence which it shows on the Indian commercial bank's financial performance. This described movement confirm that the variables of the number of users and annual transfers shows the positive effect on commercial bank's financial performance. Mobile banking contribute to develop banking sector, because so many users and their transaction without paper work with transparency and safely do through the application.

Dr. Namita Sahay, Associate Professor, AIBS, Amity University, Noida in her research paper titled Foreign Exchange Reserves Accumulation : A Cost-Benefit Analysis for India and BRICS conclude that despite the economic slowdown and in most cases economic contraction, falling revenue collection, large stimulus packages to revive the economy, besides creating a burden on government fiscal plans, it is time to re-think the optimal utilization of the excessive reserves. India's economic position in 2021 is better than most of the BRICS economies. At present, the cost of holding high reserves surpasses the benefit of holding it as a cushion against any impending crisis. Reserve Management is the need of the hour.

The last article by Shumila Chesti and Nisar A Khan titled "Impact of Global Financial Crisis on the Efficiency of Indian Public Sector Banks" concludes that during the crisis certain banks' efficiency marginally declined and the overall average efficiency remained unaffected. The study attributes it to the internal inefficiency of these banks rather than the crisis. The Net interest margin has also increased for the same reason or in response to the high provisioning for the rising NPAs. The profitability is undaunted in the crisis but has however declined recently owing, perhaps, to the rising NPAs. The step by step cautious approach in deregulation proved beneficial for the Indian banks in being immune to the global crisis.

The journal has two abstracts of doctoral dissertations with a objective to promote research. "Impact of Global Recession on the export Performance of Apparel industry in Tirupur" by Dr. G. Yoganandan finds that the firms that were established before 1995 have shown better performance than the other group. Apart from the period of establishment, age-group of promoters, markets diversified, and brand ownership has a significant relationship with export performance. Among the internal factors, product quality, portfolio of products, and product-related factors have strongly influenced the export performance. While "Impact of foreign exchange rate fluctuations on stock prices in selected industries" by Dr. Roshan Kumar tries to find the perception of the investors and experts about the exchange rate fluctuations and thus impact on the shares prices and on the overall economy. The study also analyses the perception of the investors and financial expert's perception about the exchange rates and thus impact on the value of share price and on the stock index.

The journal has nine conference papers presented at IIF Research International Conferences held recently. Current issue of the journal has published research papers on "Determinants Of Manufacturing Outward FDI From India : Role of Host Country Factors" by Prof. K.V. Bhanu Murthy and Dr. Anindita Goldar; "What determines risk of bankruptcy ?" by Prof. Tarika Sikarwar; "Developing sustainable accounting framework for Cement industry : Evidence from India" by Dr. Vineet Chouhan, Prof. Bibhas Chandra, Dr. Pranav Saraswat and Dr. Shubham Goswami; "E-Banking : An Empirical Study of the Factors Affecting Young Customer's E-Satisfaction in India" by Mr. S. Balamurugan and Prof. M. Selvalakshmi; "A Study Analyzing the Acceptance and Impact of Property Tax on the Property Owners in Bengaluru City" by Prof. Selvi S.; Empirical Relationship Between Currency in Circulation, Digital Payments Modes and Select Macroeconomic Variables in India : An ARDL Approach by Dr. Radhika K.P. and Dr. Bhuvaneshwari D.; "Delineations of Post Covid—19 Pandemic : Repercussions on Psychological Well-Being of Workforce and Organisational Profit" by Dr. Avnish Sharma, Prof. Aneesya Panicker and Prof. Kanhaiya Singh; "Factor Premiums : Evidence from the Indian Equity Market" by Mr. Asgar Ali and Dr. Ashish Mahendra and "Determinants of Indian Agricultural Exports in the Post Reform Period with Specific Reference to Tea, Natural Rubber and Coffee (Green)" by Ms. Shabnam Kumari and Prof. Deepti Kakar.

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