

Editorial

Through this issue of Ushus Journal of Business Management, we bring to you intellectually stimulating research articles and enlightening case studies that give us new academic and empirical insights.

The first article of this issue, titled 'An Empirical Study on Effectiveness of Training Programs among Women Employees in Public and Private Sector Banks', Maninder Kaur has reviewed and conducted a study on the different roles that women perform in the financial sector/services and its direct/indirect bearing on the field. She also looks at the initiatives that have been taken to improve their participation. This article gives a diligent analysis of women's participation and role in the industry and thus makes for a very informative and need-of-the-hour read.

The next article, A Study of ISA Engagement at an Autonomous Management Education and Research Institute, Madhya Pradesh, by Divya Sharma, utilizes the ISA engagement scale to gauge the intellectual, social and affective engagement of employees working in an autonomous management education and research institute, as reflected in the title. The results of this study points towards a surprisingly lower social engagement score, when compared with the veterans, for the youngsters who work there.

The article titled 'Union Management Relations in APSRTC (Andhra Pradesh State Road Transport Corporation)' by AR Vijaya Chandran is an analysis of a very important ingredient of a successful business, the relationship between employee and employers. The study also suggests various existing models to improve this relationship further in order to increase productivity and customer satisfaction.

Pala Suriya Kala and Aditya analyse the utility of big data to the field of human resources in their article titled 'HR Challenges in Big Data.' The article proposes a constructive and liberal use of Big Data and argues for the dismissal of any misconception that the society has about Big Data.

The case study 'Employee Compensation and Benefits: Case Study on Presidency College, Bangalore' by Badri H S analyses the intricate relationship between compensation and benefits paid to an employee and the various implications that it has for the organization in terms of productivity, organization's growth, success, and talent retention. The results of the analysis tries to provide a conceptual framework for developing a new system of performance appraisal, compensation and benefits plan for faculty members of Higher Educational Institutions that would aid in the enhancement of overall holistic development of academic standards and research standards.

We believe our readers will have an interesting read and thank them for their unflinching support to the journal. We express our sincere thanks to all the scholars and reviewers who have contributed to this issue of Ushus and solicit their continued patronage and cooperation.

Dr S Hanuman Kennedy
Issue Editor