



Editorial

This issue largely focuses on the topics related to general management. The first article on 'Impact of Innovative Strategic Human Resource Management Practices on the Performance of Small and Medium Enterprises' - A Case Study of Karnataka by B.K.Sathyanarayana and Nawal Kishor aims at evaluating the application and implementation of Strategic Human Resource Management (SHRM) practices for Small and Medium Enterprises (SMEs) and to examine its impact on organisational performance. Six hundred & forty SMEs in and around the Bangalore District from both Manufacturing and Services Sector responded to the various Strategic Human Resource Management drivers and organizational drivers and it was inferred that there exists a positive significant correlation between these variables.

The next article on sustainable development best management practices in the food processing industry by Uma CS, Basavaraj & Prasanna Joshi attempts to study sustainable development that involves issues like organic farming, food safety and food quality. This paper highlights on the concept of green food system and the approach of good agricultural practices (GAP) which is a new concept that stresses on international quality standards, concerns and commitments about food production, food safety and security, environment sustainability of agriculture. Quality management is equally important in the food industry. Food processing is a capital intensive, water consuming and a polluting industry. Therefore this paper also studies the management practices in this industry to reduce water wastage, ensuring food quality so the concept of green growth can be achieved. It also throws light on the various Governmental laws and regulations passed to control pollution and ensure food quality and health of the people.

Article on 'The role and impact of ATMs in reducing regional disparities to enhance competitive edge for the Indian Economy' by Madhavi & DivyaBansal, attempts to uncover the growing disparity and the role of infrastructure, particularly ATMs, in diminishing the same to aid competitive edge for the whole country. It focused on disclosing the disparity between urban and

rural banking with special reference to ATMs in India. It also identifies the growing role of ATMs in reducing such disparities to enhance the reach and competitiveness of the Indian banking sector in the global scenario. The study relied heavily on the secondary data and highlights various innovations ahead in the banking sector.

Sonia Riyat in her article on corporate social responsibility for sustainable development adopts exploratory method to study the impact of CSR initiatives of Tata Steel, Jamshedpur. The respondents were asked to comment on the appropriateness of social benefits in the rural & urban areas and it is inferred that the impact of CSR initiatives is higher in urban areas as compared to the rural areas.

Kusuma's article on 'the role of crisis management for sustainability in the global scenario' is a case study approach. It deals with the case studies of popular companies such as Cadbury and Toyota, the problems faced by these companies during the period of crises and the ways in which they dealt with the problems and enhanced the quality of functioning of their organizations thereby protecting the image of their companies.

The last article by Ravindra on labour welfare and social security provides a brief insight in to the various aspects of Labour Welfare and Social Security in India. The article also analyses the emerging trends in Labour Welfare and Social Security in India. It emphasizes that labour welfare policies and programmes should focus on small establishments which is in sharp contrast to the situation in recent years where large enterprises and their workers have been the focus of labour policy.

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