

Rapporteur Report

THIRTEENTH INTERNATIONAL SEMINAR ON ETHICS, MORALITY, AND SPIRITUALITY

JANUARY 04 - 05, 2012

**Pre-Seminar Workshop and Global MDP was held on January 03,
2012**

THE Thirteenth International Seminar organized under the joint auspices of Delhi School of Professional Studies and Research (DPSR), Approved by All India Council for Technical Education (AICTE), Ministry of HRD, Government of India, affiliated to GGS Indraprastha University, and accredited as a premier college by ASIC (Accreditation Services for International Colleges), UK (AUAC), Rotary Club of Delhi Maurya, Divine Education Trust, Korba (C.G.), and Divine International Group of Institutions, Gwalior (M.P.), sponsored by Petronet LNG Ltd.

Global MDP & Pre-Seminar Workshop on “Spiritually SMART Executives” January 03, 2012, 9.30 a.m. to 5.00 p.m.

Venue: Seminar Hall, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Resource Person: Dr. Ajay Kr. Singh, Coordinator – MHROD Programme, Department of Commerce, Faculty of Commerce and Business, Delhi School of Economics, University of Delhi, Delhi.

Coordinator: Mr. Manish Bhalla, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Inaugural Session was started with the welcome address by Mr. Manish Bhalla followed by lighting of lamp, and introduction of the Resource Person of the session, Dr. Ajay Kr. Singh.

He introduced the theme of the seminar to all the members present. All the faculty members of Delhi School of Professional Studies and Research as well as Rotary Members attended the workshop. He enlightened the members present about the importance of meditation, and how it can change and instill positive energy in human beings by conducting various experiential activities. Dr. Singh enlightened the members with esoteric knowledge and research done by scientists on water, blood cells etc., and also conducted various activities with the participants to show the impact of words, thoughts, written statements, food items, and drinking items on human body.

Session was concluded by presentation of memento to the resource persons, and distribution of Certificates to all the members present. The Session ended with a formal vote of thanks by, Mr. Manish Bhalla, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Rapporteur for the Session:

- **Ms. Farah Ahmad**

Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Inaugural Session

January, 04, 2012, 10.30 a.m. to 1.00 p.m.

Venue: Gulmohar Hall, Indian Habitat Centre, New Delhi.

Chairperson: Dr. B.P. Joshi, Registrar, GGS Indraprastha University, New Delhi.

Rapporteur Report: Thirteenth International Seminar

Chief Guest: Rtn. Asit Mittal, District Governor, Rotary International District 3010.

Guest of Honour (USA): Dr. Larry F. Lemanski, Provost and Vice President for Academic Affairs, Texas A&M University-Commerce, Texas, USA.

Guest of Honour (India): Mr. Rajesh Agarwal, Managing Director, Micromax.

Keynote Speaker (USA): Dr. Dan Jones, President, Texas A&M University- Commerce, Texas, USA.

Keynote Speaker (Australia): Dr. Rakesh Gupta, Department of Accounting, Finance and Economics, Griffith University, Nathan Campus, Australia.

Welcome Address: Dr. Ajay Kr. Singh, Secretary General, Organizing Committee.

Vote of Thanks: Prof. B.P. Singh, Chairman, Organizing Committee.

Coordinator: Ms. Shipra Singh, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Welcome address was delivered by Dr. Ajay Kr. Singh, Secretary General, Organizing Committee. He introduced the theme of the seminar mentioning the aptness of the seminar, and defined spirituality as the universal connection or oneness of all matters around us.

Dr. Dan Jones, President, Texas A&M University- Commerce, Texas, USA, appreciated the theme of the seminar too due to its growing concern in today's world. He said that ethics can be both taught and learned. It governs ones' behavior and thus governs the organization or institutes behavior at large. One is obligated to obey these rules. Moreover he focused on the public and private life where one is always challenged with spirituality, morality and ethics. He opined that ethics is a human enterprise which requires no shifting of authority to peers. One can always take self-initiatives. He added by defining morality as a degree of compliance, integrity, which one implies at any given situation. Ethics are rules whereas morality is an inner trait. Incase morality surpasses ethics one is permitted to go beyond ethics (using official automobile for daughter's immediate medication). He also said that spirituality is intertwined with morality and both are inseparable.

Dr. Rakesh Gupta, Department of Accounting, Finance and Economics, Griffith University, Nathan Campus, Australia while delivering the keynote speech mentioned about ethics and morality in finance. Based upon his secondary data, the financial crisis has necessitated the implication of ethics in the organization. He clarified financial crisis as extension of funds to an insolvent organization or individual who fails to repay. He defined ethics as the difference between the do's and don'ts, evil and good, virtue and vice. He justified by saying finance is devoid of both ethics and morality because it is segregated from theology and religion. Presently both ethics and morality are implemented in the financial market up to a pre-mentioned extent.

Prof. Larry F. Lemanski, Guest of Honour, Provost and Vice President for Academic Affairs, Texas A&M University-Commerce, Texas, USA, emphasized about ethics in research. He also cited the definition of ethics as per Webster and Wikipedia. There are five types of ethics as mentioned by the speaker namely meto ethics, normative ethics, applied ethics, moral ethics, and descriptive ethics. He also said that misconducts in research like fabricating data and falsification of data are obviously unacceptable. Strict conform to ethical norms should be promoted by knowledge and truth, promoting mutual trust, and clear guidelines for authorship, data sharing, and promoting social and moral values by ensuring accountability to people. Moreover he mentioned about some common worldwide ethical principles into practices like honesty, objectivity, transparency, integrity, responsible publication, human subject protection, and animal safety too.

Mr. Rajesh Agarwal, Guest of Honour, Managing Director, Micromax, mentioned that ethics and morality are separated by a thin line. Ethics accounts for general behavior, and without ethics ones' actions become susceptible to criticism whereas morality involves what we ought to do such as virtue or vice. Morality varies from nation to nation, and is an objective phenomenon. Apart from that he said spirituality is the process of nurturing ones inner self.

Release of Delhi Business Review

Delhi Business Review (DBR): An International Journal of SHTR, Vol.12, No. 2 was released officially by all the present luminaries on the dais.

Rtn. Asit Mittal, Chief Guest, District Governor, Rotary International District 3010, said that a rampant increase in the corruption both in corporate and public companies forced mankind to protest finally. This year has been mentioned as the year of protest by several greats, as protests of various magnitudes have been observed globally as per requirement and necessities. He moreover highlighted about the growing concerns like the gaps between the rich and poor are increasing rapidly, and what may be the catastrophic result of this event. He emphasized to adhere to moral duty, and to make this world develop sustainably resulting in a better place.

Dr. B.P. Joshi, Chairperson, Registrar, GGSIP University, New Delhi highlighted the growing concerns for ethical values, moral dilemma globally. He mentioned that Indian society is always known for her spiritual concerns as we consider duty as DHARMA. He preached a hierarchal projection where spirituality is followed by morality and ethics at the bottom. He explained it by saying that if a chairman practices an ethical code of conduct in his operations then he sets an example, and thus the subordinates being influenced conforms to the same. Finally this results in an ethically sound organization. Moreover he mentioned the perennial importance of ethical practices in the educational sector because there lays the genesis of tomorrow's nation.

Conferring of “Life Time Achievement Award” and “Honoris Causa Professorship Award”

Rtn. Asit Mittal, Chief Guest, District Governor, Rotary International District 3010, conferred the ‘Lifetime Achievement Award’ to Dr. Dan Jones, President, Texas A&M University- Commerce, Texas, USA.

Prof. B.P. Singh, Chairman, Organizing Committee honoured Dr. Larry Lemanski, Provost and Vice President for Academic Affairs, Texas A&M University- Commerce, Texas, USA, with the prestigious award of ‘Honoris Causa Professorship’.

Dr. Ajay Kr. Singh, Secretary General, Organizing Committee conferred ‘Honoris Causa Professorship’ to Dr. Kenneth Clinton, Associate Vice President, Texas A&M University-Commerce, Texas, USA.

Mr. Rajesh Agarwal, Managing Director, Micromax presented ‘Honoris Causa Professorship’ to Dr. Hal Langford, Dean of the College of Business and Entrepreneurship, Texas A&M University-Commerce, Texas, USA.

Presentation of Mementos

Dr. Ajay Kr. Singh presented green plants and mementos to Mr. Rajesh Agarwal, Dr. Rakesh Gupta. He also welcomed Mr. Surendar Thappar, President, Rotary Club with the green plant.

Prof. B.P. Singh presented mementos to Dr. Dan Jones and Dr. Larry F. Lemanski.

Prof. L.S. Singh presented memento to Prof. B.P. Singh and Dr. Ajay Kr. Singh.

Rtn. Asit Mittal welcomed Mr. Arvinder with the green plant.

Vote of Thanks

Prof. B.P. Singh, Chairman, Organizing Committee, and Delhi School of Professional Studies and Research (Approved by AICTE), Delhi, extended a warm vote of thanks for the lucid and apt presentations made by the distinguished speakers present on the dais.

He highlighted about the complexities of human behavior and other species wherein opposites of behavior are often expected. Moreover he contradicted Dr. B.P. Joshi, Registrar, GGSIP University, New Delhi, the chairperson of the session that ethical practices by the chairman at the top level doesn't ensure or assures entire organizational ethical performance. He sighted how this present UPA government is gradually perishing in spite of a moral, ethical and spiritual leader at the forefront as honorable Prime Minister, Dr. Manmohan Singh. This happens due to failure in actualizing it down to the bottom. He also added that if each one of us assures the proportionate amount of return as per one is entitled to conforming to ones salary then there requires no legal vigilance by any authority. Thus the entire mass becomes ethical and moral, hence spiritual, and finds all the above mentioned virtues are accompanying him.

Post Lunch Session

Pannel Discussion on Dynamics of Ethics, Morality, and Spirituality in International Relations

Chairperson: *Prof. P.B. Sharma, Vice-Chancellor, Delhi Technological University, Delhi.*

Panel Speaker: *Prof. Shirin Rathore, Former Dean of Colleges, University of Delhi, Delhi.*

Panel Speaker: *Dr. R.K. Kotnala, Scientist G, Material Physics and Engineering, National Physical Laboratory, Delhi.*

Panel Speaker: *Prof. B.P. Singh, Chairman, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.*

Prof. P.B. Sharma, Vice-Chancellor, Delhi Technological University came up with views like spirituality is important to nurture the behavior of a person. Apart from this, one follows his parents or peers to practice spirituality. He also said that the present world is suffering from crisis in values, and professional morality should be prioritized than personal. The ideology of KARMA IS DHARMA is to be practiced and preached. Today's action dictates tomorrow, and unfair prosperity comes when one is not spiritual. He also opined that degrees ought to be given only when conduct and character accompanies numbers. He also opined that managing one precedes managing world, and one can materialize it only by practicing AATMASAIYAM or self-discipline. Finally he also greeted Dr. R.K. Kotnala, Scientist G, Material Physics and Engineering, National Physical Laboratory as the only profession where one fears none except himself.

Prof. Shirin Rathore, Former Dean of Colleges, University of Delhi, Delhi shared some stunning yet shameful facts that India ranks 95th as per Transparency Moral Survey out of 180 countries (2011), coming down from 72nd position (2009). Moreover she said that morality implies code of conduct such as behavioral structure at a point of time. Society changes morals as progress demands, but morality is increasingly in a downtrend. For individual sense, morality is the set of standards which one sets for himself. Ethics is used to refer to set of rules, ways of thinking that guide or claim authority. It also stands for systematic reasoning on how one ought to act and it is not absolutely timeless. She cited the example of surrogate mother which was considered to be unethical previously is in practice presently. Moreover she highlighted that ethics changes slowly than moral standards. Principles of ethics are more fundamental and able so it can question the morality. Previously it was moral to own a slave but ethics intervened, and thus was severely questioned. She enlightened the gatherings by stating the usages of ethics. The basic usages are descriptive (where one describe how people behave), normative (wherein one establishes norms and behavior), applied (how moral outcomes can be attained for specific outcomes) and meta ethics (analytical skills to determine what to follow and how to do it).

In the later half she came up with some valuable findings on research on ethics, that, dramatic changes in terms of problem solving strategies including problem occurs in youth of 20 to 30 years and these changes are linked and studied to find how one perceives and reacts to it. Apart from this she shared the findings of Colberg on ethics namely the pre-conventional stage, conventional stage and post-conventional stage. Finally she concluded by saying that education is the sole stimulus to growth, and moral science should be taught and made compulsory to build ethical standards, and cease the scams like 2G, Commonwealth, and Satyam.

Dr. R.K. Kotnala, Scientist G, Material Physics and Engineering, National Physical Laboratory shared his precise views and opined that spirituality comes of its own if one sets high standards of ethics and morality. Ethics and morality can uplift the entire nation.

Presentation of Mementos, Green Plants

Dr. Ajay Kr. Singh presented green plants and mementos to Prof. P.B. Sharma, Vice-Chancellor, Delhi Technological University, Prof. Shirin Rathore, Former Dean of Colleges, University of Delhi, Delhi, and Dr. R.K. Kotnala, Scientist G, Material Physics and Engineering, National Physical Laboratory. Looking at the aptness of the theme of the seminar, Prof. P.B. Sharma gifted a copy of Bhagwad Gita to Prof. B.P. Singh.

Pannel Discussion on Developing Winning Culture Through Values and Ethics

Moderator: Mr. Subhash Jagota, CEO, Global Business Solutions.

Panel Speaker: Dr. Aruna Broota, Clinical Psychologist and International Trainer.

Panel Speaker: Mr. Amandeep, Executive Director, Dalmia Bharat Foundation.

Panel Speaker: Dr. Hal Langford, Dean of the College of Business and Entrepreneurship, Texas A&M University-Commerce, Texas, USA.

Mr. Subhash Jagota, CEO, Global Business Solutions said that values lead one to succeed in life. He cited an apt example of Punj Llyod, a company having 129 crores turnover turned to become an organization which yields 3000 crores annual turnover presently after a span of 8 years under his tenure. He also opined that caring for others makes wonders in life, and makes one winner in every spheres of life.

Dr. Aruna Broota, Clinical Psychologist and International Trainer came up with a lovely explanation by citing people getting increasingly lonelier as caring is becoming lesser gradually. She commented, to build ethical and moral world one should start from a family perspective which is considered to be the smallest institution of gatherings. She mainly emphasized on effective and efficient parenting by family peers.

Mr. Amandeep, Executive Director, Dalmia Bharat Foundation, linked Indian values with management principles for success and happiness. We limit the practice of GIVING or TYAG within the personal periphery but not organizational level. One should give without expectation because it is one's own satisfaction, and it assures higher returns in future. Although one must abstain from the greed of returns. Finally he concluded by saying, practicing the art of GIVING assures employability over employment in organizational sphere.

Dr. Hal Langford added by saying one can find similar kind of ethical practices, morals and values followed by groups by studying existing testimonies of the ancient ages. In simple words if one treats other the same way as one likes to be treated then the entire concept of ethics and morality is being attained.

Presenting of Mementos, and Green Plants

Dr. Ajay Kr. Singh presented the green plant and memento to Mr. Subhash Jagota, CEO, Global Business Solutions.

Mr. Subhash Jagota presented the green plant and memento to Dr. Aruna Broota, Clinical Psychologist and International Trainer.

Mr. Yogesh Agarwal presented the green plant and memento to Mr. Amandeep, Executive Director, Dalmia Bharat Foundation.

Mr. Arun Bhutani presented the green plant and memento to Dr. Hal Langford.

Rapporteur for the Session:

- **Mr. Subha Bhattacharya**

Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

TECHNICAL SESSION NO. 1(A) – “ROLE OF ETHICS AND MORALITY IN BUSINESS, SOCIETY, GOVERNMENT, AND GOVERNANCE”.

January 5, 2012, 9.30 a.m. to 4.30 p.m.

Venue: Kadamba Hall, India Habitat Centre, Lodhi Road, New Delhi.

Session Chair: Prof. Ravinder Vinayek, Dean, Faculty of Commerce, Maharashi Dayanand University, Rohtak, Haryana.

Co-Chair: Dr. H.J. Ghoshroy, Director and Dean, IMSAR, Maharashi Dayanand University, Rohtak, Haryana.

Coordinator: Ms. Sima Kumari, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), New Delhi.

The session started with the welcome address by the Session Coordinator, further the session was handed over to the Session Chair and Co-Chair person. Session Chair, Prof. Ravinder Vinayek, introduced

the topic “Role of Ethics and Morality in Business Society, Government, and Governance”. He also shared his views like environment teaches a person to be ethical. Each mother in this world is the best teacher for moral and ethical values to her child. He said that most of the IIMs have moral and ethical values as a subject in their curriculum. He quoted that Managerial Ethics depends upon the man behind the decision. So the leader who is responsible for the decision should always be ethical. We should take care of needs not greed, which leads to develop the ethical sense in every human. Further, he informed the participants about the parameters for evaluation of their presentations. The parameters included the content of the paper, way of interaction, time management, etc. Each presenter had been given on an average eight minutes to present the paper and two minutes for the question-answer.

TOPIC: “ETHICS IN GOVERNMENT: ANTI-CORRUPTION MEASURES”.

Prof. Coskun Can Aktan, Professor, Faculty of Economics and Management, Dokuz Eylul University, Izmir, Turkey.

Prof. Aktan highlighted the corruption as it is not only the bribery but also wrong misbehavior in ethical life. People support is must to eliminate corruption from the society. He concluded by the quote ‘a successful anti-corruption reform requires appropriate rules and institutions’.

TOPIC: “DEVELOPING STUDENTS’ MORAL VALUE THROUGH FOLKLORE IN MULTILINGUAL SETTING: A CASE STUDY IN THE DEVELOPMENT OF MORALITY”.

Dr. I. Ketut Warta, Dean of faculty of Arts, Department of English, IKIP Mataram, NTB, Indonesia.

Dr. Warta elaborated the word folklore meaning tales which are historical and contain different characters that define good and bad. He talked about the development of students’ morality by giving these folklores as a learning material. These stories or tales should be taught only in the language which students are familiar with. So, he suggested that materials should be multilingual. The importance of the literature in a particular language was highlighted. He said that many tales and questionnaires should be given to the students to gather detailed data for the findings. Conclusion clearly stated that the folklore is effective material and method for students’ character building and development of morality.

TOPIC: “FACTORS IMPACTING ETHICAL BEHAVIOR OF HOSPITAL EMPLOYEES: AN EMPIRICAL INVESTIGATION”.

Dr. Sathish P. Deshpande, Associate Dean for Operations and Graduate Programs, Haworth College of Business, Western Michigan University, USA.

Dr. Deshpande emphasized over the health care sector and its contribution in GDP of the country. Population of the aging people is increasing in USA which needs more investment in the health care sector to provide better treatment to them which in turn will generate more job opportunities for nurses and doctors. He also explained the unethical practices done in the hospitals by the doctors like unfair billing, performing unnecessary heart surgery, charging uninsured patients more than the insured, reusing syringes, and other healthcare fraud. His research showed that nurses are more ethical than doctors. So, he suggested proper education for these nurses and doctors on ethical issues and values which may bring a vast improvement in ethical behavior of the nurses and doctors working in different hospitals in USA.

TOPIC: “IMPACT OF ENVIRONMENTAL EDUCATION DEVELOPING ETHICS AND SOCIAL RESPONSIBILITY”.

Dr. Sanjay Kumar Saroj, Associate Professor, Sri Murl Manohar Town P.G. College, Ballia, Uttar Pradesh.

Dr. Saroj highlighted the importance of the environmental education for the students. Students can be educated through proper training by suitable teachers. This environmental education is basically to save the environment from the pollution. He also discussed about the four most critical issues that human beings are facing currently, these are: peace, population, development, and environment. He also cleared that the social responsibility is not only of the corporate, but also of individuals. He concluded by approaching the governments to prepare appropriate syllabus for the environmental ethics and also to train teachers to make it happen.

TOPIC: “ETHICS IN CORPORATE SOCIAL RESPONSIBILITY”.

Dr. Kh. Tomba Singh, Associate Professor, Department of Commerce, Manipur University, Manipur.

Mr. M. Sanjoy Singh, Research Scholar, Manipur University, Manipur.

Mr. Singh explained about the corporate social responsibilities which should be followed as the basic ethics in the routine course of the business. He explained the origin of CSR activities with the statistical data, and he analyzed CSR activities in four parts, economic responsibility, legal responsibility, ethical responsibility, and discretionary responsibility. He said that CSR is not only for improving the company rating by doing economic welfare to the society, but, it is the conduct and rules which should be followed by every individuals in the organization.

TOPIC: “THE RELEVANCE OF IMPARTING VALUE EDUCATION BASED ON ETHICS & MORALITY TO THE FUTURE TECHNOCRATS FOR UNIVERSAL BROTHERHOODNESS”.

Dr. Shamenaz Bano, Assistant Professor, Department of Applied Sciences and Humanities, AIET Allahabad, Uttar Pradesh.

Dr. Bano started with the quote given by Swami Vivekananda, “Education should be man-making”. The study was all about the importance of the value education for the future technocrats. She explained the present status of students’ mind which is full of competitive nature and the western approach towards the life. This state of mind of the students will lead them as an unfair competitor. She also emphasized that value education based on ethics and morality should get started in the childhood only. So the social values and code of conducts towards the life can be easily fixed in the mind. She concluded by saying that every student should be ethically and morally fit to grab the opportunities which are increasing day by day globally, and they should develop a universal brotherhoodness to shine in the future.

TOPIC: “ETHICS AND MORALITY, A KEY FACTOR OF EMPLOYEE SATISFACTION AND MOTIVATION: A STUDY ON THE TEA INDUSTRIES OF UPPER ASSAM WITH SPECIAL REFERENCE TO CINNAMORA, GOTONGA AND TEOK TEA ESTATES”.

Mr. Kironmoy Chetia, Assistant Professor, Department of English, C.K.B. Commerce College, Jorhat, Assam.

Mr. Chetia began with the origin of tea plantation in India. The study was done on the tea workers of upper Assam, and conclusions were made on the basis of testing of the hypothesis. It was interesting to hear that the employees are motivated and satisfied though they are working for 12 to 14 hours continuously in factory and plucking tea leaves in the field. The workers are loyal to their leaders and they are punctual. They are working together as family, generation after generation in a single factory. They are quite cooperative towards their co-workers which promote team spirit among the labours. The Leaders are considering the ideas of the workers which make them committed to their works. He concluded that learning ethical values from these workers is important for the development of the future generations.

TOPIC: “CORRUPTION CONTROL THROUGH ETHICS BUILDING IN INDIAN ADMINISTRATION”.

Dr. Shiladitya Chakraborty, Assistant Professor, Department of Political Science, University of Kalyani, West Bengal.

Dr. Chakraborty stressed over India’s current position in the list of corrupt countries with the statistical data. He explained about building ethics in organizational culture through three basic ways, developing the code of ethics, formation of a committee which should be lead by an eligible leader, and moral internal assessment. He concluded by saying that the newly appointed civil servants should be trained rigorously to follow these ethics to control corruption in the Indian administration.

TOPIC: “NURTURING AN ATTITUDE OF ETHICAL RESPONSIBILITY IN TRAINEE-TEACHERS”.

Dr. Yasmin Ghani Khan, Principal, Victoria College of Education, Bhopal.

Dr. Yasmin focused over the training and teaching of human ethical values to the students which develop them into an ethical human being by the teachers through open debate and discussion. She presented Abraham Lincoln's letter to his son's teacher. That letter was containing full of instructions to the teacher how to teach ethical values. Further she talked that ethical values should be taught to the children in the very beginning stage by their parents. The major objective of the education is to train the students by giving knowledge to the brains and feelings to the hearts.

TOPIC: "ETHICAL ISSUES IN MARKETING RESEARCH: ENCROACHMENT IN THE PERSONAL DOMAIN FOR THE PURPOSE OF SALES LEADS".

Dr. Authosh Kumar Singh, Assistant Professor Department of Business Economics, VBS Purvanchal University, Jaunpur, Uttar Pradesh.

Dr. Singh elaborated that the marketing is one of the most effected field in ethical issues. The study has analyzed current issues regarding tele-marketing, do not disturb, marketing emails, etc. He explained how the companies are targeting children to sell their products. The unethical practices which are done by these companies are endless, and it will affect the brand image of the company. This proliferation of unethical practices is the result of the rapid development of electronic media. He also suggested that the schools should not be targeted to get the personal information of the parents. He concluded by stating that the strict law only can abolish these types of unethical practices.

TOPIC: "HUMAN VALUES AND SOCIAL RESPONSIBILITY IN POLITICS AND ADMINISTRATION IN INDIA".

Dr. Sukwinder Kaur Virk, Part Time Lecturer, Rajiv Gandhi National University of Law, Patiala, Punjab.

Dr. Virk described bureaucracy and social responsibilities of the Indian politicians. She stated that in past politics was not that materialistic as it is today. Nowadays leaders are impatient to prosper in a short span of time which leads to corruption. The satisfaction of the people should be the bed rock of the objectives of administration otherwise revolts will take place like Anna Hazare's movement for Lokpal Bill. There is a scope of corruption less administration in future as the Central and State governments are ready to bring the Lokpal Bill.

TOPIC: "ROLE OF ETHICS IN MODERN BUSINESS: AN IMPORTANT KEY ASPECT OF THE CONCERN".

Dr. Ranjit Kumar Paswan, Assistant Professor, Department of Commerce, Asansol Girls' College, Asansol.

Dr. Paswan emphasized over the corporate ethical issues and importance of CSR activities as welfare measures. He insisted the ways to adopt the code of conduct and to understand the responsibilities towards the society by the business houses. He explained business ethics by separating them into three different views like Unitarian, Separatist and Integration views. He concluded by saying that businesses are for the people, by the people so, it should not always be profit motive but to serve the society.

TOPIC: "ETHICAL CHALLENGES IN FINANCIAL SECTOR: AN ANALYSIS OF CURRENT FINANCIAL SCAMS AND ROLE OF ETHICS IN AVOIDING THEM".

Ms. Aarti Dhanrajani, Lecturer, Bhagwan Parshuram Institute of Technology, Delhi.

Ms. Urvashi Sahitya, Assistant Professor, Shivaji College, Department of Business Economics, University of Delhi, Delhi.

"The money makes many things" with this quote Ms. Dhanrajani started the presentation. She highlighted that since it is a financial sector there are more chances of avoiding the ethical values to earn more money in short period of time. She pointed out some of the major financial scams like Satyam, 2G, IPO, Telgi, etc. The code of conducts should be followed without fail in this sector to avoid ethical issues.

TOPIC: "ENVIRONMENTAL ETHICS, SOCIAL INTEGRATION, AND SUSTAINABLE DEVELOPMENT: AN OBSERVATION".

Mr. Sanjeeb Kumar Sarma, Department of English, Dispur College, Guwahati, Assam.

Mr. Sarma focused on the social integration which involves the unified relationship of Man, Society, and Nature. From the realistic perspective, man and society are inseparable from each other because of the fact that organic integration of man becomes an anathema without the help of society, and that a sound and integrated society is unthinkable without the solid and constructive contribution of the individuals who form the society. It is therefore imperative that social integration is unthinkable in the absence of the total growth of individuals' body, mind and, soul.

TOPIC: "ROLE OF CORPORATE GOVERNANCE AND ETHICS".

Dr. (Mrs.) Beenu A. Singh, Lecturer, B.M. Ruia College, SNDT University, Mumbai.

Dr. Singh discussed about corporate governance and ethics of different companies of India. She also elaborated the ways to avoid these unethical situations by the companies. She advised that the corporate ethics should be properly explained to the managers, and they should be encouraged to submit reports regarding these activities. The company also should have a whistle blowing process to intimate the wrong goings in these activities. The corporate also nowadays feels the responsibility towards the society, and now it is important that the government policies should be strengthened to encourage them. Joining hands with related NGOs is therefore advisable.

TOPIC: "CORPORATE GOVERNANCE IN VEDAS AND UPANISHADS".

Ms. Aishwarya Sampath Kumar, Student, Shri SSS Jain College for Women, Chennai, Tamil Nadu.

Ms. Sima Kumari, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), New Delhi.

Ms. Kumari's presentation was totally unique and fully based on the golden principles of management which are sculptured in the Vedas and Upanishads. These principles were explained well with perfect real life examples. She emphasized the corporate guidelines with the touch of Indian culture. She focused not only on the corporate situations but also explained the qualities which a management student should possess like truthfulness, obedience, loyalty etc. It was insisted that the result should not be the only motive to perform any action. The management was defined with the help of five elements of nature, Land – means being grounded, Water means being flexible, Air means invisible presence, Fire means destroying evils, and Sky means endless opportunities. Good governance helps the company to motivate the employees to implement all the talent, and help in the growth of company. She concluded by declaring that every action should be done whole heartedly to achieve great success in the corporate world.

TOPIC: "NEED OF THE ETHICAL STATUS OF THE GOVERNMENT'S ACTIVITIES IN THE LIGHT OF GLOBALIZATION".

Mr. Budhen Kumar Saikia, Assistant Professor, Morigaon College, Assam (In Absentia).

Mr. Sanjeeb Kumar Sarma presented the paper on behalf of Mr. Saikia. He emphasized over the need and importance of ethical status required in this globalized era. He also said that the critical problems of India can be solved by our government with a united and spirited effort in all the government activities. So, the government activities should be designed on valuable judgments and ethical views which will bring the inclusive development for the corporates.

Conclusion of the Session

The Co-Chair, Dr. H.J. Ghoshroy, Director and Dean IMSAR, Maharshi Dayanand University, Rohtak, Haryana shared his experience and views about the research papers presented in the session. He said that only getting some thing should not be the ultimate aim but one should also practice to give something back to the society. Management is not only based on brain it is also based on feelings of the heart. Corporate citizens should always follow both. The general truth is that the Indians are more emotional, and so they are more corrupt. He also shared his personal experience to indicate the existence of corruption. He ended his speech by saying that though there are many schools to teach the human values but the parents and family are the first and foremost teachers for a child. If they are basically trained well in human values then they will shine as a better citizen globally.

Prof. Vinayek and Dr. Ghoshroy distributed the mementoes and certificates to the paper presenters,

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and later on the Chairman – GB, Dr. B. P. Singh honored both Prof. Vinayek and Dr. Ghoshroy with mementoes and certificates.

Rapporteur for the Session:

● **Mr. Amrit Preet Singh**

Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

TECHNICAL SESSION NO. 1(B) : ROLE OF ETHICS AND MORALITY IN BUSINESS, SOCIETY, GOVERNMENT, AND GOVERNANCE.

January, 5, 2012, 9:30 a.m. to 4:30 p.m.

Venue: India Habitat Centre, Lodhi Road, New Delhi - 110003 (India).

Chairperson: Prof. Nand Dhameja, Professor, Indian Institute of Public Administration, New Delhi.

Co-chairperson: Mr. Vikesh Sachdeva, Technology Consultant, Enzen Global.

Coordinator: Ms. Arkaja Garg, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

The chairperson began the session with a warm welcome and then started inviting the participants in the given order for making their paper presentations.

TOPIC: “DILEMMA OF IMPLEMENTATION OF ETHICAL AND MORAL OBLIGATION IN BUSINESS, GOVERNANCE, AND LEGAL JURISPRUDENCE”.

Mr. Abhinav Kumar, Student, National Law University, Orissa, Cuttack.

Mr. Rishav Jain, Student, National Law University, Orissa, Cuttack.

Abhinav Kumar and Rishav Jain emphasized on the ethical sentiment stating that it is natural in the universal sense, in as much as the foundation of it depends upon causes of universal occurrence not peculiar to any one age, or to any one form of society, or to any one particular mode of training, and described various schools of thought. Finally, the authors emphasized on the problems faced by organizations in communicating of ethical issues to employees and what should be the best means of communication.

TOPIC: “ROLE OF ETHICS TO ENHANCE THE BUSINESS”.

Ms. Alka, Research Scholar, Department of Law, University of Allahabad, Uttar Pradesh.

Ms. Alka focussing on the Role of Ethics to enhance the business in the world, addressed what problems business society is facing. She also described the utility of ‘Business Ethics’.

Finally she emphasized that good business ethics brings good will to a company and that will in the long run translates into tangible benefits. Good business ethics will definitely reflect on the quality of our products, because we have the satisfaction of our customer at hand while we were producing our products.

TOPIC: “RELEVANCE AND APPLICATION OF GANDHI’S PHILOSOPHY OF SARVODAYA IN THE 21ST CENTURY”.

Mr. Avkash Jadhav, Assistant Professor, Department of History, St. Xavier’s College, Mumbai.

Mr. Jadhav focused on the concept of dharma which is man’s inner nature. The greater the approximation of the moral standard, the more truly does man realize his own nature. The ultimate spring of hope is the faith in man’s reason, goodwill, and sanity. He has emphasized on the teachings of Gandhiji who has resolutely championed for the freedom of his country and moral uplift. He further advocated Gandhi’s theory, i.e. in order to complement our survival, one should follow the concept of Sarvodaya (progress of all), discussed the concept of tattavatyagan, and how Lokniti is absent from today’s scenario, and also pointed out the 7 evils present in our society. At last he explained how important it is to promote rural upliftment equally.

TOPIC: “TRADITIONAL DEVELOPMENT? JAVED AHMAD GHAMIDI, SHAR’A ETHICS AND WOMEN’S RIGHTS IN CONTEMPORARY PAKISTANI MEDIA”.

Mr. David Ambrose Doss, Fulbright Program Alumnus (2010-11), Graduate Student, Department of Religious Studies, Universität Erfurt, Germany.

The author concentrated on a unique voice within Pakistan's religious, social, and media revolution – Islamic theologian and public intellectual Javed Ahmad Ghamidi – and discussed about his ideology which is based on education and political Islam, and community network of believers, and his distinctive utilization of both popular electronic media and innovative Qur'an-based research in influencing public opinion on various facets of socio-religious *shari'a* ethics in Pakistani women's rights issues. He pointed out that there should be a bottom-up approach for personal development. Finally David concluded by bringing forth a question to the forum that "whether democracy is a majority or a rule? Or does it protect minorities also?"

TOPIC: "ETHICS, MORALITY, SPIRITUALITY, AND INNER PEACE".

Dr. Devinder Singh, Associate Professor, S.P.N. College, Mukerian, Distt. Hoshiarpur, Punjab.

Dr. Singh emphasized that it through truthful living that a man can achieve contentment, compassion, and understanding. Our society is full of those people who always remain on the look out for an opportunity to seek personal gain. The lofty virtue of morality and ethics is overlooked very soon. Such people can never be upright spiritually. He defined ethics by saying that these are the standards at which behavior is evaluated, and also that values determine what is ethical. He also discussed the philosophy of 'right thought, right conduct and right living'. Finally he concluded that man can overcome his loneliness and unhappiness only by reaching out to other human beings, by being useful to them, and also pointed out that we are what we refuse to adapt to.

TOPIC: "FROM ANCIENT INDIA TO WELFARE STATE, MORALITY, AND ETHICS: SOCIETY, RELIGION, AND TRANSFORMATION".

Ms. Gazal Choudhary, Student, Institute of Law, Nirma University, Ahmedabad.

Ms. Akansha Gehlot, Student, Nirma University, Institute of Law, Ahmedabad.

The authors concentrated on present law which is based on universal principles but has in parallel social errors attached to it, and the law is just universal, and has no perspectives about the after effects. Existing moral values are biased, e.g. when a girl roams late after 10 it is immoral and she portrays a bad image in society but it is not the same when a boy does. They emphasized that legal order must be distinguishable from ethical and moral order. Finally the authors concluded that level of enforcement of laws on moral grounds may vary from case to case, and discussed that laws at present are based on Bentham's theory, and things which are moral for some, maybe immoral for some.

TOPIC: "ETHICS, MORALITY, SPIRITUALITY, AND HUMAN LIFE".

Ms. Lakhwinder Jit Kaur, Assistant Professor, S.M.S. Karamjot College for Women, Miani Distt. Hoshiarpur, Punjab.

Ms. Kaur discussed that some take life as a struggle and some take it as being alive. But mere breathing can not certainly be called life. In its meaning life has something more than this. And as far as morality is concerned, one can most definitely be atheist, and have high morals and values. But one who is spiritually awakened and has a sense of humanity questions a religion that is divisive and judgmental, does not view those who are chosen and those who are sinful and concluded that love and peace for the society is eternal.

TOPIC: "CORPORATE ETHICS OF TOP IT COMPANIES IN INDIA".

Ms. Nilofer Hussaini, Research Scholar, T.M. Bhagalpur University, Bihar.

Ms. Nilofer had emphasized that ethics as an issue has gained importance in Indian IT companies with Satyam scam getting a global centre stage. She analysed the code of conduct of 2009-10 of top 10 IT companies. The findings were that out of 10 top companies only 50% followed the ethical practices, and only 2% of the companies have their own sustainability report. The paper examines the attributes related to building trust and confidence of its employees, customer privacy data protection, anti-competition policy, industry specific specification etc. under ethical boundaries.

TOPIC: “THE POLITICS OF POPULAR MOVEMENT: ANALYZING JANLOKPAL THROUGH KANTIAN LENS”.

Mr. Nisarg H. Vyas, Student, Institute of Law, Nirma University, Ahmedabad.

Mr. Vyas focused on the critical analysis of Janlokal movement, through the grid of Immanuel Kant’s moral/ ethical philosophy. Using Kant’s idea of categorical imperative, this paper highlighted that the Janlokal Movement centered on the consequences, rather than the moral law, that leads to irresolvable dilemmas.

TOPIC: “ETHICO-MORAL ASSESSMENT OF CORPORATE GOVERNANCE IN INDIA”.

Mr. Pankaj Sevta, Student, National Law University, Orissa.

Mr. Vikas Nehra, Student, National Law University, Orissa.

Authors emphasized on the exploration of the foundational basis of ethics and morality so far as the transactional pattern of corporate governance in India is concerned. He defined morality as the system or rules of moral conduct that people use to decide what is wrong and right. They had further discussed that they have adopted the combination of descriptive and analytical approach while judging the bases of ethics and morality in Corporate Governance of India, and pointed the role and need for ethics in framing corporate decisions. They concluded that the ethical practices in a corporation aids in producing positive reactions in a marketplace, and in the current scenario values of integrity and trust are considered to be of primary concern.

TOPIC: “POST SATYAM CASE: A STUDY OF IMPACT ON ROLE OF INDEPENDENT DIRECTORS”.

Mr. Ravi Thakur, Student, Institute of Law, Nirma University, Ahmedabad.

Mr. Thakur discussed that independent directors are viewed as partners of management and as outside guardians whose job is to make sure that management stays focused on delivering shareholder value. They are the watchdogs, the one responsible for safe guarding the interest of minority shareholders. A serious question has been raised on the creditability of such ‘independent directors’ after Satyam scandal erupted, and four independent directors of the company resigned.

Finally he concluded by making some recommendations in context of the issue surrounding independent directors such as better evaluation of board members, separate meetings and fixed tenure not beyond 9 years, and an adequate remuneration.

TOPIC: “EMPLOYEES’ EXTENDED HOURS IN THE ORGANIZATIONS: AN ETHICAL PERSPECTIVE”.

Dr. Shalini Verma, Assistant Professor, Communication and Soft Skills, Asia Pacific Institute of Management, New Delhi.

Ms. Sneh Anand, Student, M.A. Human Resource Management, Jamia Millia Islamia, New Delhi.

Authors emphasized on the study which investigates the ethicality of overworking employees to maximize an organization’s profits. Though it increases one’s job satisfaction owing to one’s professional success, it leads to a poorer marital quality. Additionally, the overworking employees believe that they are not healthy but they claim that they enjoy challenges, they discussed that overworking leads to dysfunctions like stress, marital discord. Poor marital quality which in long run would spill over at work, making the individuals dissatisfied at his job as well, leading to poorer productivity, and then highlighted the point why people willingly overwork. Further they told about their sample size which included 100 human resource professionals from various organizations, whose views on the issue whether employee should be overworked so as to increase company’s profits was taken. Job satisfaction and marital quality tests were conducted on 30 heterosexual married couples using the *Job Satisfaction Scale* by Singh Sharma (1999) along with *Marital Quality Scale* by Shah (1991). Finally they discussed the results of the survey which showed that job satisfaction and marital quality are negatively correlated.

TOPIC: “EMPLOYEE’S POSITION DURING TRANSFER OF UNDERTAKING - A CORPORATE GOVERNANCE PERSPECTIVE”.

Ms. Shinjni Kharbanda, Student, School of Law, Christ University. Noida.

Ms. Kharbanda focused on corporate governance and employee welfare which are often overlooked by the managers thereby culminating in failure of such a business decision, and even harming the interests of the investors. It is due to non-performance of the obligations stipulated in the implicit contracts by the acquirers pertaining to wages and benefits for the employees. She defined undertaking and discussed the terms of undertaking in United Kingdom and United States.

TOPIC: “HUMANITARIAN ETHICS IN THE PHILOSOPHY OF EMMANUEL LEVINAS”.

Ms. Sindhu Poudyal, Research Scholar, Department of Humanities and Social Sciences, IIT Bombay, Mumbai.

The author focused on the importance of the understanding of ethical relation which is the starting point of the human interaction and the sociality through Emmanuel Levinasian ethics. Levinas approaches the basic problem of ethics, and how it originates in its first place from our every day experiences, and gradually he approaches the importance of the other person in our relationships. She further discussed that how his philosophy originated from the Nazi horror and objected western philosophy, and perceived ethics as the central idea. She tried to bring the religious and spirituality of ethical aspect into picture.

TOPIC: “CSR REPORTING IN INDIAN BANKS”.

Ms. Sudepta Pradhan, Research Scholar, Department of Marketing and Strategy, ICFAI Business School (IBS), Hyderabad.

Ms. Pradhan focused on the socially responsible acts initiated by Indian firms that have increased over the last decade. That may be for the purpose of attracting more and more customers; however, these firms benefit the society in due course. The Indian banking sector has taken immense steps to benefit the society as a whole. She pointed that CSR is not a strategy but a culture, and communicating about it would increase the goodwill of the firm.

TOPIC: “PARENTAL PARTICIPATION IN PROMOTING MORALITY OF STUDENTS”.

Ms. Wilaiwan Wongjinda, Ph.D Student, Department of Education and Extension, University of Pune, Maharashtra.

The author defined morality as a guideline for desirable behavior and emphasized that it is essential to take action for promotion of morality in that society. The objective of the paper was to study the parental participation in promotion of morality of students at Watbangplanak School Chachoengsao Province, Thailand. The findings were that parents participated responded in the highest to the aspect of politeness, children were expected to pay respect and maintain discipline. Further she emphasized that most parents hardly encouraged their children to respect the Thai national anthem at 8 am and 6 pm, to be patient, to use efficiently natural resources, and to use wisely their leisure times. Models of parental participation in promoting morality of the students include most parents suggesting to promote their children’s morality in respect of particularity, gratitude, sharing an hour’s work with parents, to behave politely, to save money, and to keep promises.

TOPIC : “IMPORTANCE OF ETHICS, MORALS, AND VALUES IN THE DEVELOPMENT OF SME SECTOR IN INDIA IN THE POST WTO ERA”.

Prof. G.S. Popli, Dean, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Prof. Popli focussed on the importance of ethics, morality, and values in the development of SME sector in India in the post WTO era. He talked about the importance of SME sector in India, and the effects of WTO agreements on its functioning. He advocated on the role of ethics and morality in the competitive scenario of business. The success story of many big organisations viz. Vodafone, Microsoft, Hewlett-Packard, Google, and Volkswagen were discussed.

Rapporteur for the Session:

- **Ms. Latika Khanna**

Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

TECHINICAL SESSION NO. 2: “ROLE OF SPIRITUALITY IN BUSINESS, SOCIETY, GOVERNMENT, AND GOVERNANCE”.

January 05, 2011, 9:00 a.m. to 10:30 a.m.

Venue, Deck Suite Hall, India Habitat Centre, Lodhi Road, New Delhi.

Chairperson: Prof. Balwinder Singh Saini, Secretary, Indian Commerce Association.

Co-Chairperson: Mr. Arvind Mishra, Vice President, Steria Pvt. Ltd.

Coordinator: Mr. Chintan Vadgama, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

The session began with the welcome address by Mr. Chintan Vadgama followed by the introduction of the Chairperson of the morning session and then, the session was handed over to the Chairperson.

The chairperson, Prof. Balwinder Singh Saini started the session beautifully by creating an understanding of variables and their essence in spirituality in terms of business, society, and government. He then welcomed everybody for the healthy knowledge discussion.

TOPIC: “ROLE OF KRIYA YOGA IN DEVELOPING HUMAN VALUES”.

Dr. Keshav Sharma, Professor of Education (Rtd.), Himachal Pradesh University, Shimla, Himachal Pradesh.

Dr. Mrityunjay Sharma, Lecturer, Faculty of Performing Arts, Himachal Pradesh University, Shimla, Himachal Pradesh.

He advocated the role of Kriya Yoga in developing human values. He introduced Sri Paramhansa Yogananda (1893-1952) and described moral values in the context of Dharma, Sanskara, and present environment. He also discussed about methods and techniques for inculcating moral value system of a person. He defined one of the best techniques as Kriya Yoga with respect to the Patanjali Yoga, and the Bhagwad Gita. Kriya Yoga is a scientific technique to bring prana from vibrating state to stationary state. He also discussed the Kumbhaka as the retention of the breath. Then, he discussed the techniques of Kriya Yoga as Talabhya Kriya, Nabhi Kriya, Mala Mudra, Mental Pranayam, and then Actual Pranayam.

TOPIC: “GANDHIAN PARADIGM OF WORKPLACE SPIRITUALITY FOR MODERN DAY ORGANIZATIONS”.

Dr. Jaya Srivastava, Assistant Professor, Rajiv Gandhi Institute of Petroleum Technology, Rae Bareli, Uttar Pradesh.

Dr. Jaya focused on the spirituality at the workplace becoming a popular talking point today, and focused on numerous challenges to its study and practice. She talked about spirituality just a passing fad in management literature or is there a deep rooted foundation to this area of activity.

She described the reasons of the influence of Gandhiji as he was having management ideas to get people together. She defined spirituality as heavenly-mindedness, and then discussed Gandhi's ideas of spirituality and business in terms of ethics, corporate social responsibility, and trusteeship.

TOPIC: “VIVEKANANDA’S THEORY OF RAJA YOGA AND SOCIAL HOLISTIC DEVELOPMENT”.

Ms. Priyanka Vaidya, Assistant Professor, Govt. P.G. College, Nalagarh, Solan, Himachal Pradesh.

Ms. Deepti Vaidya, IT Analyst, TCS, Gurgaon, Haryana.

Ms. Deepti Vaidya elaborated about the immortal philosophy of desire, want, prayer, and fulfillment. The science of Raja Yoga proposes to give us a means of observing the internal states. The instrument is mind itself. The powers of mind are rays of light dissipated; when they are concentrated, they illumine. Raja Yoga is divided into eight steps. These steps are: Yama, Niyama, Pranayam, Pratyahara, Dharana, Dhyana, and Samadhi. She advocated all the enlightening impacts of all these in brief.

TOPIC: “SPIRITUALITY OF CONVERSION OF RELIGION, AND ETHICAL IMPLEMENTATION OF MORALS”.

Dr. Sonia Dutt Sharma, Faculty (G), University Law College, University of Rajasthan, Jaipur.

She focused on the inherent spiritual values as the backbone of Religion. Faith, Trust, Devotion and Dedication to human welfare are natural, and original components of divine values. Thus Religion is far away from fraud, cheatings, malafide and immorality. She also advocated that the conversion of religion for the matrimonial concerns is not ethical.

The first half of the session ended here at 11 a.m. for the half an hour break for tea. After the break, at 11:30 a.m. the session resumed.

Ms. Shipra Singh, Coordinator, XIII Annual International Seminar took the session for a while and invited Prof. B.P. Singh, Chairman, Divine Group of Institutions to talk about Ethics, Morality and Spirituality in Indian Ethos for his keynote speech. He started his words by the quotes of Socrates, in Plato’s Republic as “we are discussing no small matter, but how we ought to live”.

He beautifully described the concept of ethics in a very lucid manner. Ethics is concerned with norms, and it is normative in nature. He defined the origin of morality and then moral code. He also discussed amorality as an unawareness of indifference or disbelief in any set of moral standards or principles. Then he built the bridge between ethics and morality. He also defined the four Ashrams of human life. He defined spirituality as the search to know our true self that makes us altruist.

He also defined Rajarshi leadership. King is the secular aspect, and Rishi is the secret aspect, and both should be mixed together. He gave the example of Emperor Ashoka, JRD Tata, and Mahatma Gandhi. He also defined these things in 21st century span of time.

Spirituality has to be master, not the servant. He also raised many questions like reservation, corruption etc. with the help of Bhagwad Gita. He defined the intellectual foundation theories as the Panch Kosa Theory, the theory of Purusartha, the theory of Gunas.

TOPICS: “GLOBALISATION, SPRITUALITY, AND BUSINESS ETHICS: THE PERSPECTIVE OF DEVELOPING ECONOMIES”.

Dr. Assad Abdallah Kipanga, Senior Lecturer and Dean, Faculty of Commerce and Business Studies, St. John’s University of Tanzania, Tanzania.

The objective of this paper was to show good governance through the application of moral business. Ethics can be achieved through observing the ethical guidelines that are backed up by religious faiths. He suggested to exercise social responsibility. He gave many examples of ethical misconduct. He raised many questions like spirituality and religion, how it can be achieved, the institution of the family, the world as one family, and regarding poverty and injustice.

TOPIC: “THE INTEGRATION OF SPIRITUALITY WITH BUSINESS: THE EXPERIENCE OF SELECTED MALAYSIAN BUSINESSMEN”.

Ms. Nur Suriya Mohd Nor, Research Scholar, International Islamic University, Malaysia.

She talked on the Secularism as the separation of a government, institution, or organization from religion or religious beliefs. She also said any company that successfully integrates performance and responsibility will thrive. Thus, the paper tried to study the impact of spirituality upon business, politics, and society from the experiences of Malaysians businessmen, politicians, and academicians.

She also discussed the successful businessmen in Malaysia. She defined how to integrate spirituality with business, and horizontal as well as vertical practices of spirituality at work. A businessman should have entrepreneurial spirit. She also told that an spiritual leader thinks from his values.

TOPIC: “ETHICS, MORALITY, AND SPIRITUALITY: A NEW PERSPECTIVE”.

Mr. Kamal Yash Sahwal, Student, BHU.

Author discussed that weakness in our thinking is not only something that happens by mistake, it

shows up an inherent weakness in us to face the alienation and shock which comes with a change of concepts. We need to brace ourselves to face up the reality and consequences. We need to form new ideas and act on them, get the feedback, make corrections, and move on to the next step in our theorizing.

TOPIC: “AGGRANDIZING EMOTIONAL INTELLIGENCE THROUGH SPIRITUALITY”.

Ms. Poorvika Vijayavargia, Student, Jaypee University of Information Technology, Solan, Himachal Pradesh.

Mr. Shubhrangshu Naval, Associate Software Engineer, Accenture India.

Mr. Naval said that by analyzing the emotional intelligence more objectively it can be sensed that, it lays the foundation of variety of soft skills. Skills which have nothing to do with one’s technical knowledge, but are rather owned by other human experiences.

Spirituality is a concept which is very relative in nature, and differs from person to person due to the idiosyncratic ways in which it is perceived and practiced. Spirituality is not necessarily religious in nature, and can also be practiced by a person having atheistic beliefs. Spirituality is something beyond the religion, and religion is a subset of spirituality rather. They defined the materialistic approach of senses. They told that soft skills are the skills that is not technical in nature.

Multinationals have undermined and exploited the very weak economies they were supposed to promote and protect. They gave the theory of “MAGIC” as an acronym that stands for managing emotions, altruism, go better attitude, and increase tolerance, empathy, compassion & love.

TOPIC: “MEDITATION: A MAGIC POTION”.

Mr. Kaoshal Kishor Kumar, Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

He firstly defined ethics and morality, and then talked about spirituality as the connection and association of all positive energies of the universe. He defined these with the help of words of great spiritual and transformational leaders like Stephen R. Covey, Robin Sharma, Paulo Coelho, Steve Jobs etc. He described that in the ancient period, meditation is thought to be a pure spiritual aspect which is helpful to achieve an enlightened personality, and in the present scenario, meditation has proved to be more concern with health, consciousness, intellect and self-realization. The paper reviews the studies based on effect of meditation on attention along with the other dimensions like physical advantages, physiological benefits, psychological benefits, spiritual advantages too.

He discussed the origin of meditation and many researches on meditation with respect to the attention. He also informed that we can connect all the dots of our lives by looking not only forward, but backward too. Meditation is one of the greatest gifts of our ancestors, and it is a panacea for our lives.

Rapporteur for the Session:

● **Mr. Kaoshal Kishor Kumar**

Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

TECHNICAL SESSION NO. 4 : “LAWS VIS-À-VIS ETHICS AND MORALITY”.

Venue: Mahogany Hall, India Habitat Centre, New Delhi.

Chairperson: Dr. Rajveer Sharma, Associate Professor at ARSD College, University of Delhi, Delhi.

Co-chairperson: Prof. L.S. Singh, Professor at Magadh University, Bodhgaya, Bihar.

Coordinator: Manish Bhalla, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

A brief summary of the papers presented is as follow:

TITLE: “ROLE OF PRINCIPLES OF MORALITY AND ETHICS IN THE PROCESS OF CRIMINALIZATION, AND FRAMING OF CRIMINAL LAW POLICIES - AN ASSESSMENT”.

Ms. Nagarathna A., Assistant Professor, National Law School of India University, Nagarbhavi, Bangalore.

Ms. Nagarathna discussed that ethics and morality have always influenced legal policies especially criminalization in all societies. Various legal systems have declared various acts as illegal and criminal for being against the principles of morality and ethics. Child trafficking, bestiality, obscenity etc. are some examples. Also it must be considered that morals differ from nation to nation, and also from time to time and so does criminal law policies. Homosexuality for instance is no longer considered criminal activity in India. She mentioned in her presentation that “morality can be stronger than jail” which means the guilt of doing a wrong thing is harsher than the punishment. Conclusively, ethics and morality have always been considered in formulation of laws.

TITLE: “AN ANALYSIS OF LAW-VS- ETHICS AND MORALS IN A CHANGING SOCIETY”.

Mr. P. Vasantha Kumar, *Research Scholar, Department of Legal Studies, University of Madras, Chennai.*

Mr. Vasantha explained the distinction between ethics and morality, and their relation with law. While ethics conform to code of behavior with regard to a group such as family, community or professional place; morals are more personalized in their definition. Ethical standards benefit in restraining human behavior from acts of misconduct. Laws regulate the external conduct of individuals while morality regulates the internal conduct of individuals.

TITLE: “ETHICS, MORALITY, AND SPIRITUALITY- LAW VIS-À-VIS ETHICS AND MORALITY”.

Mr. Ankit Kumar Nema, *Student, MATS Law School, Chhattisgarh.*

Mr. Arunesh Nanda, *Student, MATS Law School, Chhattisgarh.*

Ethics as per the authors is about ‘what is wrong’ and ‘what is right’ in the eyes of society. In a traditional society, laws have never had a very dominating character, but religion and morality have always had a very predominant role. But in a modern society, life changes very fast. Hence morality and religion are under a great pressure. Hence law is the only alternative to human development. At any particular time, for any situation, law becomes a technique to establish a certain expected social behavior. So it can be concluded that not only the morality and ethics are somewhat dependent on law, but also the law itself is to a considerable extent dependent on morality and ethics, and what is right should ultimately be the law.

TOPIC: “BACKBONE OF LAW IS MORALITY: MYTH OR REALITY”.

Mr. Hitesh Agarwal, *Student, Institute of Law, Nirma University, Ahmedabad.*

According to the findings of the researcher, morality has been an integral part of law but law today can be identified without reference to morality except where law accepts the moral criteria for creating it. Morality stems from individual’s conscience and values of a society, therefore morality may have different meanings for different individuals or groups. It is very technical to create a law on a point when there is conflict of opinion. Not all laws are based on morality, and if something is immoral, it does not inevitably make it illegal. E.g., live-in relationships, which are legal in India, but are still not considered to be moral. It can thus be drawn from the research that a complete separation of morality and law is not possible but law should not restrict itself to morals.

TOPIC: SIGNIFICANCE AND DISTINCTION OF LAW, ETHICS, AND MORALITY.

Mr. Siddhanth Pandey, *Student, Institute of Law, Nirma University, Ahmedabad.*

Mr. Ayush Yadav, *Student, Institute of Law, Nirma University, Ahmedabad.*

Mr. Siddhanth explained the distinction between the terms Ethics and Morality. In simplest terms ‘Morality’ is concerned about how one ought to live one’s life and, ‘Ethics’ refers to code of conduct governing social interactions. Ethics can also be understood as “inquiry into the nature and grounds of morality”, and Morality as “moral judgments, standards and rules of conduct”. Laws on the other hand are rules and principles developed through ethics, and applied in situations involving morality. Ethics and Morality cover a wider scope when compared to law because law only regulates particular aspects of ethics and morality.

TOPIC: “LAW, ETHICS, AND MORALITY AS A GOVERNING PRINCIPLE OF HUMAN CONDUCT”.

Mr. Umang Dave, Student, Institute of Law, Nirma University, Ahmedabad.

The study aimed at analyzing how ethics, morality, and laws control human conduct. Law controls human action of citizens by putting sanction on it. The concept of law emerged from moral principles of society. Our moral principles often shape the character of our laws thus the laws must be made in conformity with morality. If morality fails to control the actions, law comes in, and as such it acts as a weapon of social transformation.

TOPIC: “ROLE OF ETHICS AND MORALITY IN THE DEVELOPMENT OF LEGAL PROFESSION IN INDIA”.

Dr. Ved Pal Singh Deswal, Assisant Professor, Faculty of Law, M.D. University, Rohtak, Haryana.

The researcher believes that the legal profession plays an important role in the administration of justice, and thus helps in maintaining peace and order in the society. An advocate has to play a dual role in the administration of justice delivery system. Being an officer of the court, he has to assist the bench in proceedings of the case, and being a torchbearer he has to look after the interest of clients, and ultimately the society. “A person who is pure in heart can do the real justice”, and this is possible only when we are able to maintain the principles of ethics and morality in harmony with the provisions of law of nation. We need to maintain ethics which are in tune to law and honesty.

Dr. Ved Pal concluded his presentation with a quote of Einstein- “Try not to become a man of success but rather to become a man of value.”

TOPIC: “EUTHANASIA - A COMPARATIVE ANALYSIS OF UK AND INDIAN POSITION”.

Mr. Diwakar Shukla, Student, School for Legal Studies, Department of Law, Babasaheb Bhimrao Ambedkar University, Lucknow, Uttar Pradesh.

Derived from a Greek word meaning “pleasant death”, Euthanasia is the act of deliberately ending a life to relieve suffering. The debate over euthanasia seems to have no concrete solution, at least in the years to come. Suicide is considered as a sin in all the religions, and thus granting euthanasia a legal position is a question of morality, spirituality, and religion. At present euthanasia has no legal position in U.K. Recently the Supreme Court of India passed a historic judgment relating to this debate by allowing ‘passive euthanasia’ (i.e. withdrawing medical treatment with the deliberate intention of causing the patient’s death) under ‘exceptional circumstances’ as in case of Aruna Ramchandra Shanbaug.

TOPIC: “INTEGRITY AND NOT LAW SHALL GUIDE THEM”.

Mr. Manav Bhargava, Student, Institute of Law, Nirma University, Ahmedabad.

The purpose of the research was to draw attention towards the importance of developing ethics and morals within people, and to acknowledge that law is not the only way to maintain peace in the society. Emphasis was laid on the need to understand that everything that goes wrong in the society cannot be rectified by resorting to a remedy available under law. Law is the ‘cure’ not the ‘prevention’. Value education and parental guidance have major roles to play in building up ethics from the elementary level only. The concluding statement said “values are priceless, valuables have a price”.

TOPIC: “LAW VIS-À-VIS ETHICS AND MORALITY”.

Mr. Safdar Ismail, Student, KIIT Law School, Bhubaneshwar, Orissa.

Mr. Gautam Kumar, Student, KIIT Law School, Bhubaneshwar, Orissa.

The paper recognized the differences between law, morality, and ethics, and also their distinct character and potential. Morality is the notion of right and wrong, Ethics are norms shared by groups of people, and Law is a written code which deals with rights and duties. Law and Morality are very closely intertwined. There must be coexistence of law and morality, and law has to stand on the moral principles of land. Morality lacks binding obligation, and thus we require law.

TOPIC: “CHANGING TRENDS OF ETHICS AND MORALITY IN LAW”.

Ms. Nandita Bajpai, Student, Amity Law School, Amity University, Lucknow, Uttar Pradesh.

The voice of one's conscience is the concept behind ethics. Ethics and Morality are the building blocks of humanity, and hence the society. They give a human touch to the law. Ethics and Morality have not lost relevance at all but have become liberal with time. Some examples of changing trends of ethics and morality in law are- the right to die, which is treated morally wrong, is being strived for; decriminalization of homosexuality is another example. In live-in-relationships, the live-in partner is also provided with equal rights as that of a wife. There are many more changes to come but we must ensure that we keep a hold of morality and ethics to present a civilized society to our future generations.

TOPIC: “LAWS VS ETHICS AND MORALITY”.

Mr. Vaibhav Kumar, Student, Chankaya National Law University, Mithapur, Patna.

Ms. Swarnmala Singh, Student, Amity Law School, GGS Indraprastha University, New Delhi.

Authors defined law as a consistent set of universal rules that are widely published, generally accepted, and usually enforced. These rules describe the ways in which people are required to act in relationship with others in a society. A relationship exists between law and ethics though all laws cannot be backed by ethics. In certain cases, what is perceived as unethical is still legal, and in others, what is illegal is perceived as ethical. Over speeding, for instance, is illegal but is not considered to be unethical generally.

TOPIC: “LAW VIS-À-VIS ETHICS AND MORALITY - ROLE OF ETHICS AND MORALITY IN THE CODIFICATION OF LAWS”.

Ms. Akriti, Student, Dr. RML National Law University, Lucknow, Uttar Pradesh.

Mr. Siddhant Jaiswal, Student, Dr. RML National Law University, Lucknow, Uttar Pradesh.

Researcher aimed at analyzing how and why ethics and morality determined through societal context translate into law. Law and Morality/Ethics are just two sides of the same coin. Morality and Ethics play an essential role in the codification of law as certain acts are declared illegal or against the law because of them being immoral or unethical, but not all laws are backed by morality. Laws, Ethics, and Morality are distinct terms but cannot be separated.

TOPIC: “ETHICS AND LAW CO-RELATION IN BUSINESS, SOCIETY, GOVERNMENT, AND GOVERNANCE”.

Ms. Hema Priyadarshini Patnaik, Student, National Law University, Orissa.

Mr. Chirayato Banerjee, Student, National Law University, Orissa.

The study aimed at finding the areas where ethics and laws persist, and influence business, society and the government. The existence of ethics in business cannot be denied. Business ethics is the extent to which the employees' behavior match up to the standards of the company, the organizational policies, and the expectations regarding what is right and what is wrong. Both ethics and law go hand in hand, and together complete each other. Where there is no law, ethics steps in. Society is governed by the law but driven by ethics and morals.

TOPIC: “ETHICS AND MORALITY OF LEGAL PROFESSION”.

Ms. Naina Jain, Student, Institute of Law, Nirma University, Ahmedabad.

Ms. Chitrakshi Singh, Student, Institute of Law, Nirma University, Ahmedabad.

The paper discusses the role of Ethics in legal profession. Lawyers play an important role in maintenance of peace and order in society. Ethics in legal profession denote a much wider scope for values that underpin the profession. A certain standard of professional conduct must be followed by the law professionals. He has to look after the interest of the clients, and also of the society, and for that the profession must not be treated as a business.

Following the paper presentations the chairperson and co-chairperson were invited to the dias to share their expert knowledge and award the best presenter. In words of Dr. Rajveer Sharma, the Chairperson,

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“Ethics and Morality give mechanism for the behavior of the society, and law should give due importance to them. Laws, Ethics, and Morality are there to provide life and sustenance to the society, and they must play complementary and supplementary roles”.

Prof. L.S. Singh, the co-chairperson stated that Law, Ethics, and Morality are coming more into picture because of increased number of scams and scandals.

After the enlightening speech of the delegates, the paper presenters were awarded certificates, and Ms. Nagarathna A. was awarded as the best paper presenter followed by Dr. P. Vasantha Kumar.

The session was a knowledgeable and bright experience for all the participants and the audience.

Rapporteur for the Session:

● **Ms. Rashi Sharma**

Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

TECHNICAL SESSION NO. 5: “RESEARCH PAPER PRESENTATION ON CONTEMPORARY ISSUES”

January 05, 2012, 9:30 a.m. to 4:30 p.m.

Venue: Amaltas Hall, India Habitat Centre, Lodhi Road, New Delhi.

Session Chair: Mr. Vivek Gupta, CEO, Steria India Limited.

Co-chair: Dr. Rakesh Gupta, Senior Lecturer, Department of Accounting, Finance and Economics, Griffith University Nothan Campus, Australia.

Coordinator, Farah Ahmad, Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Chairperson Mr. Vivek Gupta and Co-chairperson Dr. Rakesh Gupta, Department of Accounting, Finance and Economics, Griffith University Nothan Campus, Australia were invited on the dias followed by a brief introduction of both by Mr. Farah Ahmed, the coordinator of the session.

The paper presenters were then invited for presenting their papers. A brief summary of the papers presented is as follow:

TOPIC: “A STUDY ON PERCEPTION OF SOFT DRINKS AND FAST FOODS ADVERTISEMENTS, AND ITS IMPACT ON YOUTH LIFESTYLE AND EATING HABITS”.

Prof. Zeeshan Amir, Dean, Faculty of Management and Research Integral University, Lucknow, Uttar Pradesh.

Ms. Asma Farooque, Research Scholars, Department of Business Management, Integral University, Lucknow, Uttar Pradesh.

Ms. Rizwana Atia, Research Scholars, Department of Business Management, Integral University, Lucknow, Uttar Pradesh.

Researchers emphasized that advertising is a complex phenomena ultimately tied to society culture, history, and the economy. Some aspects of it are universal whereas others culturally specific. The core objective of their study was to see the impact of advertisements on youth life style, that how these advertisements affect their lifestyle and their eating habits. The conclusion of this study was that, adopting cross culture and social values is appreciated but not on the cost of our own culture and morals.

TOPIC: “LOGISTICS INFORMATION SYSTEM”.

Dr. Anubha Vashisht, Associate Professor, Symbiosis, Ghaziabad, Uttar Pradesh.

Ms. Aakansha Uppal, Assistant Professor, INMANTEC, Ghaziabad, Uttar Pradesh.

She said that Logistics is the process of planning, implementation, and controlling the efficient cost, which effects forward and reverse flow, and warehousing of raw material. Logistics information system involves the integration of information, transportation, inventory warehousing, material handling and packaging. She also said that Indian Logistics industry is on peak and expected to capture a huge

market size. The core objective of her study was the relationship between IT and Logistics information system. She laid emphasis on the issue that logistics integration is necessary to provide ethical products to the customer.

TOPIC: "CAREER COMMITMENT AND CAREER SATISFACTION: ROLE OF ETHICS AND AFFECTIVE COMMITMENT"

Dr. Avinash D. Pathardikar, Reader and Head, Department of HRD, FMS, VBS Purvanchal University Jaunpur.

Dr. Sangeeta Saha, Reader, Department of HRD, FMS, VBS Purvanchal University Jaunpur, Student, MATS Law School, Raipur.

He said that private players are actively participating in the Indian Insurance Industry which attract the youth and give better opportunities to them. His study involves Career Commitment and Career Satisfaction. In his study he lights up the issue of individual commitment towards his Career, Profession, and Occupation. He emphasised on using ethics in the industry so that the industry can satisfy the customer needs. The finding of his study was that, there is a negative relationship between the employees, and their career in private industry as they are not 100% ethical.

TOPIC: "CONSUMER AWARENESS AND MOTIVATION OF GREEN PRODUCTS AND BUYING INTENTION OF FAST MOVING CONSUMER GOODS: AN EMPIRICAL STUDY"

Dr. H.C. Purohit, Reader, Department of Business Economics, FMS VBS Purvanchal University, Jaunpur, Uttar Pradesh.

The study shows the relationship between consumer satisfaction and brand loyalty. The buying decisions have a positive relationship with satisfactions emotional value, and loyalty of a product with consumer. His study reflects that consumers are willing to pay more prices for eco-friendly products. The green attributes of a product attracts the consumer.

TOPIC: "A STUDY OF ORGANIZATIONAL STRESS AND COPING MECHANISM IN PUBLIC AND PRIVATE SECTOR BANKS"

Dr. Ajay Kr. Singh, Associate Professor, Department of Commerce, Faculty of Commerce and Business, Delhi School of Economics, University of Delhi, Delhi.

Ms. Nidhi Dhawan, Research Scholar, Department of Commerce and Business, University of Delhi, Delhi.

"Stress is the state of deviation from normal state due to unplanned actions". His study includes the comparison of stress levels of Private sector banks employees and Public sector banks employees. The study comes to the conclusion that Private sector employees have more stress compared to public sector employees. Researchers also compared the levels of organization, wherein it was found that middle level employees experience more stress level compared to top level management. To improve this climate he suggested some measures like improved working conditions, planning with full efforts, meditation etc.

TOPIC: "FINANCIAL LITERACY EVALUATION AND INVESTMENT DECISION OF INDIAN RURAL INVESTOR: AN ANALYTICAL STUDY"

Dr. S.K. Sinha, Reader, Department of Financial Studies Faculty of Management Studies, VBS Purvanchal University, Jaunpur, Uttar Pradesh.

The objective of his study was to find out the level of financial literacy in rural areas of Jaunpur districts, to know the sources which are used by people in their investment decisions. He also gave the measures that government needs to take care about rural investors and make the programmes to save their interest.

TOPIC: "IMPLEMENTATION OF MGNREGA IN ASSAM: AN EVALUATION IN TWO GRAM PANCHAYATS OF LAKHIMPUR DISTRICT"

Dr. Suresh Dutta, Associate Professor and Head, Department of Economics, North Lakhimpur College, Assam.

Poverty in rural areas is very high as the vast majority of workforces are engaged in agriculture. His study is all about implying MGNREGA in rural areas to provide more employment opportunities to the people in rural areas. The act provides 100 days of employment. This employment programme has 33% of reservation for women.

TOPIC: “A STUDY ON THE FUNCTION OF INVOCATION IN THE HEALTH OF BODY AND SOUL”.

Dr. Habib Reza Arzani, Assistant Professor, Department of Sociology, Isfahan University, Isfahan, Iran.

His study comprises of invocation in the health of body and soul. He told us about the teaching of religion that can help reducing the psychological pressures. “Praying increases spirituality” content of the prayer is necessary to increase spirituality.

TOPIC: “THE STATUS OF WOMEN’S IN INDEPENDENT INDIA”.

Dr. Bhupendra Kumar Gautum, Assistant Professor, Galgotias College of Engineering and Technology, Greater Noida, Uttar Pradesh.

His study was about the status of women in independent India. He presented the history of women. Indian women in current scenario have excelled in each sector such as politics, sports, and corporate. He also presented the problems women are facing today such as education, health, dowry etc.

TOPIC: “SIGNIFICANCE OF ETHICS: A CASE STUDY OF TEACHERS WORKING IN ENGINEERING INSTITUTE IN PALWAL DISTRICT IN HARYANA”.

Mr. Abhishek Rai, Assistant Professor, MVN Education City, Palwal, Haryana.

Ms. Sarita Goel, Assistant Professor, MVN Education City, Palwal, Haryana.

Mr. Rai told us about the code of ethics which consists of four basic principles; ethical conduct towards student, ethical conduct towards performance, ethical conduct towards family, and ethical conduct towards our professional colleagues. The main objective of his study was to include ethics in teaching. Ethics among teachers seems to be in a compromising state in rural areas. His study also reveals that some teachers do not have high regards for their own profession. Many teachers think that ethics is the need of the society and not of the teaching community.

TOPIC: “SUPPLY CHAIN MANAGEMENT AND ORGANIZATIONAL PERFORMANCE: A RESEARCH AGENDA”.

Er. Rajwinder Singh, Assistant Professor, SMS Punjabi University, Patiala, Punjab.

He said that flexibility, demand visibility, coordination are the important points that should be considered while observing supply chain performance and without supply chain management the company’s products cannot survive.

TOPIC: “CHARACTERISTICS OF TRAFFIC MOVEMENT IN JORHAT CITY AND ITS IMPACT ON HEALTH: A CASE STUDY”.

Mr. Sunil Kumar, Lecturer, Department of Commerce, SP Jain College, Sasram, Bihar.

Transport is an essential ingredient for any kind of development. His study is all about to study the urban and suburban transport in Jorhat city. His study also presents some problems, such as, parking, and distance. The principle complaint of motorized vehicle is air pollution and noise level. Only 40% of people went for pollution checkups. He also presents some measures for improvement of existing traffic facilities, proper use of existing traffic facility, and increase of footpath width.

TOPIC: “UNIQUE HR PRACTICES IN INDIA IT INDUSTRY: THE RESEARCHER AGENDA”.

Ms. Sucheta Mohapatra, Research Scholar Flinders Business School, Flinders University, Adelaide, South Australia.

Dr. Marian Whitaker, Senior Lecturer, Flinders Business School, Flinders University, Adelaide, South Australia.

Dr. Jane Jons, Lecturer, Flinders Business School, Flinders University, Adelaide, South Australia.

The problem of Ms. Mohapatra study was to what extent the Indian HR practices can be considered unique and in what ways are they developing? She is concerned with employee prospective. The main objective of her study was to identify areas in HR practices that can be extended or modified and to learn about the nature of HR system appropriate for the Indian context.

TOPIC: “CONTINUOUS AND COMPREHENSIVE EVALUATION: A CASE STUDY OF TEACHER’S PERCEPTION”.

Ms. Pooja Singhal, Research Scholar, Department of Educational Studies, Jamia Millian Islamia, New Delhi.

She begin her presentation with the fact that education plays an important role in the development of the country. By her study she comes to the conclusion that many teachers are not aware of CCE. Some problems which are faced by teachers due to CCE are work load, appropriate training, cost factor, and time consumption.

TOPIC: “CURRENT SCENARIO OF HUMAN RESOURCE MANAGEMENT IN INDIAN HOTEL INDUSTRY”.

Mr. Anuj Kumar, Student, Bharti Vidyapeeth University, New Delhi.

His emphasis was on human resource management by selecting right people on right job, that increases specialization, and reduces training cost. In Indian hotel industry there is no on the job training programme. He also shared his own experience about hotel industry that there were no motivational factors. He said that Indian hotel industry need champions to grow and to create champions they need motivational actors and rewards.

TOPIC: “BUSINESS INTELLIGENCE: BUILDING ON INTELLIGENT MANAGEMENT”.

Mr. Raghavendra R.N.

Ms. Smeerti Tiwary, Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Business intelligence delivers a rich set of benefits that drive significant and tangible return on investment, broad category of application and technologies. The amount of information is growing rapidly. The objective of his study was how to design business intelligence system, and how to implement business intelligence system?

● **Mr. Rajat Dua**

Student, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Valedictory Session

This time the valedictory session of the International Seminar was totally unique and different. It never ever happened that the dais was held by the students of DSPSR during the valedictory session. They were highly motivated and full of energy even after two days extensive exercise since morning till late evening. They started with sharing their learning experiences during two days of International Seminar with the audience. Further, they sang songs and made the evening even more memorable. Their level of excitement was so high that it even spread over the audience and could not stop our foreign guest to sing a song. Prof. Coskun Can Aktan, Professor, Faculty of Economics and Management, Dokuz Eylul University, Izmir, Turkey sang a song in his Turkish language further he translated the song into English for the audience. Later on faculty members of DSPSR also accompanied students in singing songs, shared their experience and took the event to its next level.

Awards Distribution Ceremony

The Coordinators, Rapporteurs of all the sessions of International Seminar and students of DSPSR were given certificates for their valuable contribution and active participation during the Seminar by

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Professor B.P. Singh, Chairman-GB, DSPSR, Dr. Ajay Kr. Singh, Secretary General, International Seminar, Dr. V.K. Goyal, Professor and Dean (Academics), DSPSR, Dr. G.S. Popli, Professor and Dean (Administration and Finance), and Dr. Aditya P. Tripathi, Assistant Professor, Shyam Lal College (Eve.), University of Delhi, Delhi on the dais.

Vote of Thanks

Dr. Ajay Kr. Singh, Secretary General, XIII Annual International Seminar extended a hearty vote of thanks to each and every valued guest present over there from the fraternity of teaching profession from India and abroad for sharing their findings and opinions, and spending their valued time with us. Further, he also acknowledged all the students and faculty members of DSPSR for their enormous involvement and cooperation on the completion of tasks beyond their comfort zones, and making the seminar a grand success. He concluded with a remark to meet all the speakers in the coming XIII Annual International Conference which will take place in the month of May 2012 at Bangkok, Thailand.

National Anthem

The Valedictory Session ended with National Anthem.

Rapporteur for the Session:

- **Ms. Sima Kumari**
Assistant Professor, Delhi School of Professional Studies and Research (Approved by AICTE), Delhi.

Edited by
- Shipra Singh