

job involvement by coordination and decentralization. Findings highlighted the significance of autonomy to choose their work methods and work at their own. Study also highlighted the significance of co-ordination among various specialties and departments in hospitals that can be promoted by hospital administrators for increasing perceived contract fulfillment among their medical staff and their job involvement. Study have important implications for government health care sector as involved employee always puts more effort towards their responsibility and shows more commitment and satisfaction hence contributes for delivery of quality patient care to a large section of population of India who depends on public sector hospitals for their health care needs.

## **HRM – 04**

### **4 Leadership Conversations – Jagirdari To Civilized Leaders**

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Industries in India have got a democratic set up in terms of leadership, very well known as Jagirdari. “Everybody for his rights and no body for his obligations” approach are fast spreading where every imaginable activity carried out in public except work, for which privacy is essential. Jagirdari approach has made industry growth declining straight line. Leadership can act as a drive for moving so called Jagirdari system to civilized one.

Each of us is born into genius but most of us die as mediocre. Only the mediocre die always at their best but real leaders keeps on improving and rising. Organizations should have titles as it helps to maintain order and keep everything running smoothly but each one of us needs to assume personal i.e. own roles and responsibilities in organizations. If people in every organization, like companies, bank, schools, tapri, shops, etc embraced this concept the whole world will transform. To lead in an organization you don’t have to have a title.

This paper based on 4 leadership conversations explain by Robin Sharma on the concept of “No Role is a Small Role”

## **HRM – 05**

### **E-Governance In Day To Day Life-With Special Reference To India**

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In recent times, e-Governance is being widely encouraged both by the regional as well as the central Government of India for bringing Simple, Moral, Accountable, Responsive and Transparent (SMART) governance. As an importance some of e-Governance projects

have been undertaken encompassing a wide range of governmental functions. While an attempt is being made to provide Transparent, Scalable, Manageable and easily accessible services. This has led to some of the major concerns, like integration of such projects, interoperability among the services, and reusability of services. Because of e-Governance are playing increasingly important roles in the day-to-day lives of people; transforming their work and leisure and changing rules of doing businesses. Development of Information Technology leads to e-Governance, which has now become the most talked word around the world.

In this paper, I have done the study on the some of e-government projects across India with a view to explore the natures of implementations of these projects, benefits imparted from them to citizens. Also converse the e-Governance and its day to day use in citizens (rural as well as urban) life.

## **HRM – 06**

### **Action Research & Blooms Taxonomy Based Research Methodology For High Impact Teaching**

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This era can be mentioned as an era of teaching learning process. Modern approaches are carried out to give the learners better experience of the same. But still the high impact teaching of ancient gurukula type education found even recently in Rabindranath Tagore's Santiniketan (previously called Bhubandanga ; named after Bhuban Sinha) which means abode (niketan) of peace (shanti) is moving into close cabins with projectors. These modern changes might hinder the growth of engineering education in general. Kurt Lewin, a professor at MIT, first coined the term "action research" in about 1944. Action research is done simply by action, hence the name. This is composed of a circle of planning, action, and fact-finding about the result of the action. Bloom's Taxonomy is a classification of learning objectives within education proposed in 1956 by a committee of educators chaired by Benjamin Bloom. Bloom's Taxonomy divides educational objectives into three "domains": Cognitive, Affective, and Psychomotor .This paper deals with providing high impact teaching using the above mentioned methodology so that even the academically backward student can excel in the learning process and surely be motivated to achieve greater heights.