Impact Factor (IJMIE) 3.911 for 2012 and 4.297 for 2013

INTERNATIONAL JOURNAL OF MANAGEMENT, IT & ENGINEERING

ISSN: 2249-0558
Impact Factor (IJMIE) 3.911 for 2012 and 4.297 for 2013

Chief Patron
Dr. JOSE G. VARGAS-HERNANDEZ
Member of the National System of Researchers, Mexico
Research professor at University Center of Economic and Managerial Sciences, University of Guadalajara
Director of Mass Media at Ayuntamiento de Cd. Guzman
Ex. director of Centro de Capacitacion y Adiestramiento

DR. RAMACHANDRAN GURUPRASAD
Scientist, Knowledge and Technology Management Division (KTMD), National Aerospace Laboratories.

Patron
Dr. Mohammad Reza Noruzi
PhD: Public Administration, Public Sector Policy Making Management, Tarbiat Modarres University, Tehran, Iran
Faculty of Economics and Management, Tarbiat Modarres University, Tehran, Iran
Young Researchers' Club Member, Islamic Azad University, Bonab, Iran

Chief Advisors
Dr. NAGENDRA. S.
Senior Asst. Professor,
Department of MBA, Mangalore Institute of Technology and Engineering, Moodabidri

Dr. SUNIL KUMAR MISHRA
Associate Professor,
Dronacharya College of Engineering, Gurgaon, INDIA

Mr. GARRY TAN WEI HAN
Lecturer and Chairperson (Centre for Business and Management), Department of Marketing, University Tunku Abdul Rahman, MALAYSIA

MS. R. KAVITHA
Assistant Professor,
Aloysius Institute of Management and Information, Mangalore, INDIA

Dr. A. JUSTIN DIRAVIAM
Assistant Professor,
Dept. of Computer Science and Engineering, Sardar Raja College of Engineering, Alangulam Tirunelveli, TAMIL NADU, INDIA
Dr. Krishan Kumar
Dean,
School of Life Sciences, Singhania University Rajasthan, INDIA

Dr. G. D. Singh
Certified Manager - Cambridge Association of Managers, England,
Founder & President, The Indian Management Academy - IMA

Dr. Sorinel Capusneanu
Associate Professor,
Faculty of Finance and Accounting, “ARTIFEX" University, Bucharest, ROMANIA

Benard Okelo Nyaare
Assistant Lecturer,
Bondo University College, Bondo, KENYA

Dr. Meenakshi Gupta
Assistant Professor,
Shri Mata Vaishno Devi University- Katra, INDIA

Editor-in-chief
Dr. Tsung Hung Lee
Professor,
Graduate School of Leisure and Exercise Studies
National Yunlin University of Science & Technology
123, section 3, University Road, Touliu, Yunlin, Taiwan 640

International Editorial Board

Dr. N. Kavitha
Department Of Management,
College Of Business And Economics, Mekelle University, ETHIOPIA

Dr. Roli Pradhan
Mechanical Engg. Deptt., Nitttr Bhopal, INDIA

Dr. Pranam Dhar
Associate Professor,
Department Of Commerce & Management, West Bengal State University, INDIA

Dr. Sanjay Aswale
Head And Research Guide,
Department Of Commerce, Scs College Omerga

Impact Factor (IJMIE) 3.911 for 2012 and 4.297 for 2013

A Monthly Double-Blind Peer Reviewed Refereed Open Access International e-Journal - Included in the International Serial Directories
Impact Factor (IJMIE) 3.911 for 2012 and 4.297 for 2013

Dr. Farah Naaz Gauri
Associate Professor, Department Of Commerce,
Dr. Babasaheb Ambedkar Marathwada University, Aurangabad 431 001, (M.S), India.

Prof. Dr. Badar Alam Iqbal
Professor,
Department Of Commerce, Aligarh Muslim University, 202002 (Up) India.

Dr. Jigar VITthalbhai Patel
Associate Professor,
Kalol Institute Of Management, Affiliate With Gujarat Technological University (Gtu)

Dr. Manisha Singhai
Assistant Professor,
Prestige Institute Of Management And Research, Indore, INDIA

Prof. (Dr.) Bharat Raj Singh
Director (R & D) And Hod-ME, School Of Management Sciences,
Kashimpur-Biruha, Near Gosainganj, Nh-56, Lucknow-227125, Up, India

Dr. Gajendra Singh
Associate Professor, School Of Management,
Doon University, Mothrawala Road, Kedarpur, Po Ajabpur, Dehradun, Uttarakhand-248001, India

Dr. S. N. TAKALIKAR
Principal,
St. Johns Institute of Engineering, PALGHAR (M.S.), INDIA

Dr. RAMPRATAP SINGH
Professor, Bangalore Institute of International Management, (BIIM),
Banglore University, Bangalore - 560 059, KARNATAKA

Prof GURSEL ILIPINAR
ESADE Business School,
Department of Marketing, Av. Pedralbes, 60-62, E-08034, BARCELONA, SPAIN

Dr. ZEESHAN AHMED
Software Research Eng,
Department of Bioinformatics, Biocenter, University of Wuerzburg, GERMANY

Dr. Y. LOKESWARA CHOUDARY
Asst. Professor Cum Head (Academics) PG & Research,
SRM B-School, SRM University, Vadapalani, CHENNAI, INDIA

Prof. Dr. TEKI SURAYYA
Professor and Head, Department of Management Studies, Adikavi Nannaya University,
Rajahmundry-533105, ANDHRA PRADESH, INDIA

Dr. T. DULABABU
Professor & Principal, Nimra College of Business Management,
The Oxford College of Business Management, BANGALORE- 560 102, INDIA
Impact Factor (IJMIE) 3.911 for 2012 and 4.297 for 2013

Dr. A. ARUL LAWRENCE SELVAKUMAR
Professor, Department of Computer Science Engineering,
Adhiparasakthi Engineering College, MELMARAVATHUR, TN.

Dr. S. D. SURYAWANSHI
Lecturer, Mech. Engg. Department,
College of Engineering Pune, SHIVAJINAGAR, PUNE-411005(MAHARASHTRA), INDIA

Dr. S. KALIYAMOORTHY
Professor & Director,
Alagappa Institute of Management, Alagappa University, KARAIKUDI, INDIA

Dr. Sandeep Bansal
Dept of Commerce,
Indira Gandhi National College Ladwa, Kurukshetra,INDIA

Prof SANJAY ASATI
Dept of ME,
M. Patel Institute of Engg. & Tech., GONDIA(M.S.)

Dr. Gajendra Singh
Associate Professor,
School of Management, Doon University, Mothrowala Road, Kedarpur, Dehradun, INDIA

Dr. R.P.C.S. Rajaram
Assistant Professor,
Kalasalingam University, 91/C.P.K.S.A.Arumuga Nadar Road, Sivakasi

Dr. D. R. Prajapati
Assistant Professor,
Mech. Engg. Deptt., PEC University Of Technology, Sector-12, Chandigarh, INDIA

Dr A. Justin Diraviam
Assistant Professor,
Sardar Raja College Of Engg, Alangulam, Tirunelveli, INDIA

Dr. V. S. Sreebalaji
PRINCIPAL,
Thamirabharani Engineering College, Tirunelveli, Tamilnadu 627 357, INDIA

Dr. B. C. M. Patnaik
Associate Professor,
School Of Management, KIIT University, Bhubaneswar, Odisha, INDIA

Technical Advisors

Mr. Rajan Verma
Lecturer, Department of Computer Science, Ambala, INDIA

Mr. Ankit Jain
Department of Chemical Engineering, NIT Karnataka, Mangalore, INDIA
Mr. Anil Chandra  
Department of Biotechnology, Indian Institute of Technology Guwahati, Assam, INDIA  

Prof. Bharati Veerendra  
Asst. Professor - MCA, K. J. Somaiya's SIMSR,, univeristy of Mumbai, Mumbai, INDIA  

Mr. Gagandeep Singh  
Department of Biotechnology, Kurukshetra University, Kurukshetra, INDIA  

## Associate Editors

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Institution/University</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. SANJAY J. BHAYANI</td>
<td>Associate Professor</td>
<td>Department of Business Management, RAJKOT</td>
<td>INDIA</td>
</tr>
<tr>
<td>MOID UDDIN AHMAD</td>
<td>Assistant Professor</td>
<td>Jaipuria Institute of Management, NOIDA</td>
<td></td>
</tr>
<tr>
<td>Dr. SUNEEL ARORA</td>
<td>Assistant Professor</td>
<td>G D Goenka World Institute, Lancaster</td>
<td>NEW DELHI</td>
</tr>
<tr>
<td>Mr. P. PRABHU</td>
<td>Assistant Professor</td>
<td>Alagappa University, KARAIKUDI</td>
<td></td>
</tr>
<tr>
<td>Mr. MANISH KUMAR</td>
<td>Assistant Professor</td>
<td>DBIT, Deptt. Of MBA, DEHRADUN</td>
<td></td>
</tr>
<tr>
<td>Mrs. BABITA VERMA</td>
<td>Assistant Professor</td>
<td>Bhilai Institute Of Technology, DURG</td>
<td></td>
</tr>
<tr>
<td>Ms. MONIKA BHTNAGAR</td>
<td>Assistant Professor</td>
<td>Technocrat Institute of Technology, BHOPAL</td>
<td></td>
</tr>
<tr>
<td>Ms. SUPRIYA RAHEJA</td>
<td>Assistant Professor</td>
<td>CSE Department of ITM University, GURGAON</td>
<td></td>
</tr>
<tr>
<td>Sr. No.</td>
<td>TITLE &amp; NAME OF THE AUTHOR (S)</td>
<td>Page No.</td>
<td></td>
</tr>
<tr>
<td>--------</td>
<td>-----------------------------------------------------------------------------------------------</td>
<td>----------</td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Strategic Human Resource Management: Creating and Managing Tomorrow’s Workforce. Kalpana Kumari and Dr. Ashfaque Alam</td>
<td>1-13</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Analysis of Funds Management in Cooperative Banks- a Case study of Shri Vijay Mahantesh Cooperative Bank Ltd., HUNAGUND. Dr. Ramesh Onkareppa. Olekar</td>
<td>14-34</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>The Nature And Causes Of Employee Turnover And Absenteeism In The Hospitality Industry In Ghana. Tsatsu MacCarthy [MIH]</td>
<td>51-63</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Guided Filtering with Visibility Restoration. Harjot Singh and Prabhpreet Kaur</td>
<td>64-80</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Carbon Trading Scenario In India. Dr Namita Rajput. Dr Vipin Aggarwal and Ms Ritika Ahuja</td>
<td>81-91</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>International Market Segmentation is vital and different from domestic. Sheeba Wani</td>
<td>92-104</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Sources of Finance for Women Micro and Small Enterprises (MSEs) in Zimbabwe: A Study of Selected Women MSEs in Harare Town. Yeukayi Dzapasi and Jeremiah Machingambi</td>
<td>105-119</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>A Frame Work Of Electronic Commerce Components And Its Impact On Organizational Systms. Dr. D. Sathish Kumar</td>
<td>120-135</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Stress Management Through Meditation. Ms. Kamalpreet Kaur</td>
<td>136-144</td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Electronics in Textiles. Rajesh Maghe, Ramchandra Sawant and Veeresh Mudnoor</td>
<td>165-174</td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Employability And Employability Skills- Glimpses Into Global Views And Practices. Remadevi O.T. and Dr. Ravi Kumar V</td>
<td>175-190</td>
<td></td>
</tr>
<tr>
<td>Article Number</td>
<td>Title</td>
<td>Authors</td>
<td>Page Numbers</td>
</tr>
<tr>
<td>---------------</td>
<td>----------------------------------------------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------</td>
<td>--------------</td>
</tr>
<tr>
<td>14</td>
<td>A Novel Approach of Test Case Selection in Regression Testing based on Genetic Algorithms.</td>
<td>Garima, Mr. Deepak Kr. Singh and Dr. Ajit Singh</td>
<td>191-202</td>
</tr>
<tr>
<td>16</td>
<td>Prognostic Defect Model for Factory Mode Agile Testing - An Approach...!!!.</td>
<td>Gopalakrishnan Visvanathan and Neeraj Dhote</td>
<td>220-241</td>
</tr>
<tr>
<td>17</td>
<td>Social Networks Personality GOOGLER.</td>
<td>Durga Shankar Baggam, Archana Kumar, Meenakshi M and Varsha S</td>
<td>242-250</td>
</tr>
<tr>
<td>18</td>
<td>Demographic Perception Towards Mobile Banking In India.</td>
<td>Sultan Singh and Madhu Arora</td>
<td>251-259</td>
</tr>
<tr>
<td>19</td>
<td>Relationship between Corporate Governance and Firm’s Performance.</td>
<td>Dr Sanjay Nandal and Ms Sunil Kumari</td>
<td>260-268</td>
</tr>
<tr>
<td>20</td>
<td>An Enhancement on Block Cipher Key Wrapping Algorithm of the Advanced Encryption Standard.</td>
<td>Ratnesh Kumar Jain and Prof. Dileep Singh</td>
<td>269-276</td>
</tr>
<tr>
<td>21</td>
<td>Understanding Factors Affecting Attrition and Retention among Shipping Company Employees in Kutch: A Delphi Approach.</td>
<td>Prof. Deepa Mishra and Dr. Shivani Mishra</td>
<td>277-289</td>
</tr>
<tr>
<td>22</td>
<td>Financial Inclusion….An Assessment Of Impact.</td>
<td>Aijaz Qurashi</td>
<td>290-313</td>
</tr>
<tr>
<td>23</td>
<td>To What Extent Have Japan’s Problems Over The Last Decade Or So Necessitated A Radical Change In The Japanese Management Model And Evaluate Its Current Situation.</td>
<td>Bakshi Satpreet Singh</td>
<td>314-320</td>
</tr>
<tr>
<td>25</td>
<td>Cototal Block Domination In Graphs.</td>
<td>M.H. Muddebihal, P. Shekanna and Shabbir Ahmed</td>
<td>337-349</td>
</tr>
<tr>
<td>28</td>
<td>Impact of incorporated Customer Relationship-An insight towards Hospitality Industry in realms of CRM integrated framework.</td>
<td>Tilottama Singh</td>
<td>381-396</td>
</tr>
<tr>
<td>29</td>
<td>Impact Of Supervisor Support On Employee Loyalty-A Study Of IT Companies In India.</td>
<td>K.T. Anjali and Dr. D. Anand</td>
<td>397-410</td>
</tr>
<tr>
<td>No.</td>
<td>Title</td>
<td>Authors</td>
<td>Pages</td>
</tr>
<tr>
<td>-----</td>
<td>----------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
<td>-----------</td>
</tr>
<tr>
<td>30</td>
<td>Malware Clearance For Secure Commitment Of Os-Level Virtual Machines.</td>
<td>A.Vidhya and R.Rajeswari</td>
<td>411-420</td>
</tr>
<tr>
<td>31</td>
<td>Emerging Need For Bio-Medical Wastes Management In Hospitals.</td>
<td>Miss. Dhyana Sharon Ross</td>
<td>421-432</td>
</tr>
<tr>
<td>33</td>
<td>Portable Wireless Cracker.</td>
<td>Neeti Sangwan, Abhishek Goyal, Prateek Mogha and Rishabh Luthra</td>
<td>444-453</td>
</tr>
<tr>
<td>34</td>
<td>Extended Boolean Retrieval Model Using P-norm and Term Independent Bound Methods.</td>
<td>C.Nagarjuna, D.Khadar Hussain and S.Vasundra</td>
<td>454-465</td>
</tr>
<tr>
<td>35</td>
<td>Characteristics of Women Entrepreneurship in Kerala and Tamil Nadu.</td>
<td>Dr.Santha S.</td>
<td>466-487</td>
</tr>
<tr>
<td>36</td>
<td>Retail FDI In India……..Assessment Of Impact.</td>
<td>Aijaz Qurashi</td>
<td>488-508</td>
</tr>
</tbody>
</table>