



IJMIE

(ISSN: 2249-0558)

**INTERNATIONAL JOURNAL
OF
MANAGEMENT, IT & ENGINEERING**

- editorijmie@gmail.com
- info@ijmra.us
- www.ijmra.us





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., Nittr 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



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, Mothrowala 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),
Bangalore 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



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

Dr. SANJAY J. BHAYANI

Associate Professor ,Department of Business Management, RAJKOT, INDIA

MOID UDDIN AHMAD

Assistant Professor, Jaipuria Institute of Management, NOIDA

Dr. SUNEEL ARORA

Assistant Professor, G D Goenka World Institute, Lancaster University, NEW DELHI

Mr. P. PRABHU

Assistant Professor, Alagappa University, KARAIKUDI

Mr. MANISH KUMAR

Assistant Professor, DBIT, Deptt. Of MBA, DEHRADUN

Mrs. BABITA VERMA

Assistant Professor, Bhilai Institute Of Technology, DURG

Ms. MONIKA BHATNAGAR

Assistant Professor, Technocrat Institute of Technology, BHOPAL

Ms. SUPRIYA RAHEJA

Assistant Professor, CSE Department of ITM University, GURGAON

**CONTENTS**

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
<u>1</u>	Human Resources accounting: views from professionals in the Midlands Province Mining Sector of Zimbabwe. Marcus MUTANGA	<u>1-16</u>
<u>2</u>	Role of Organisational Climate on Employee Job Satisfaction: A Critical Study on Indian IT Industries. Rashmi Rai	<u>17-33</u>
<u>3</u>	Enzymes In Textile Industry: A Review. Dr Kiro Mojsov	<u>34-44</u>
<u>4</u>	Linking HRM Planning to TQM Implementation in Palestinian Private Sector, the Moderating Role of Competitive Strategies: A Proposed Study. Mahmoud Ali Salahat and Issa Mahmoud Smirat	<u>45-59</u>
<u>5</u>	Coaching Leadership Styles and Team Cohesion in Ethiopian Public Universities Male Football Teams. Dagne Getachew and Abera Assefa	<u>60-71</u>
<u>6</u>	Productivity Improvement of a Forging Industry Using Time Study Technique -A Case Study. Dr. D. R. Prajapati	<u>72-84</u>
<u>7</u>	FDI in Indian Retail: Myths and Realities. Mr Anshuman Padhy and Dr. Priyadarshini Padhi	<u>85-91</u>
<u>8</u>	An Analytical Study of HRIS and its effectiveness on the Working of Human Resource Management - A Case Study of SRF Ltd. India. Drs. Shalini Dubey	<u>92-99</u>
<u>9</u>	An Examination of the Role of Social Influence in Saudi Arabia: A Structural Equation Modeling of an Extended Technology Acceptance Model. Ayman Alkhaldi, Islam Taamneh, Haitham Alali, Zaid Alhalhouli	<u>100-114</u>
<u>10</u>	A Research Paper on Work-Life Balance in Banking Sector. Hema Mirji and Dr. Nitin Nayak	<u>115-130</u>
<u>11</u>	Identify and prioritization of factors affecting the energy consumption in CNG stations by using data envelopment analysis. Mohsen Moradian and Naser Hamidi	<u>131-149</u>
<u>12</u>	An approach on Efficient Paging Scheme and Mobility management for Interworked Fixed and Mobile Networks. Ravi Mathey and K.Naveen Kumar	<u>150-161</u>

<u>13</u>	Development of Robots from Robotic Surgery to Minimally Invasive Robotic Surgery: A journey. Rahul Jamwal and D. R. Prajapati	<u>162-182</u>
<u>14</u>	Employees Job satisfaction and work life balance in an Organization. Shreya Panwar and Dr. D.M Bansal	<u>183-189</u>
<u>15</u>	Alternative Engine's Cooling System Using Refrigerant. Vinoth.B	<u>190-199</u>
<u>16</u>	Quality Councils: An Overview. Kapil Mittal and Rishi Kumar Prajapati	<u>200-211</u>
<u>17</u>	Revolution of HR Functions. Mr. Chandrashekar M. Mathapati	<u>212-220</u>
<u>18</u>	Detection Of Misbehaving And Selfish Node in Optimized Link State Routing (OLSR) in mobile adhoc network. Mansi Kharya and neeraj Shukla	<u>221-232</u>
<u>19</u>	Development Of A Regenerative Shock Absorber For A Two Wheeler Vehicle For Energy Harvesting. Harish Vishwanathan and Arun Kumar	<u>233-263</u>
<u>20</u>	Aligning Ict Policies And Strategies With Information Communication Technology For Developments. Sethunya Rosie Joseph	<u>264-271</u>
<u>21</u>	Bank Demand Guarantee And Standby Letter Of Credit As Collaterals In International Trading Operations. M.Sc. Aleksandar Lukic	<u>272-278</u>
<u>22</u>	The Origin And Production Of Indian IT Industry. G.V. Vijayasri	<u>279-293</u>
<u>23</u>	Finding Patterns of DNS Packets from the Clustered Internet Traffic Data. Rohini Badgujar and Shrikant Lade	<u>294-301</u>
<u>24</u>	The Effect Of Information Technology On Human Resource Performance. Mr. Nader Naghshbandi and Mr. Robert Mosomi Ombati	<u>302-310</u>
<u>25</u>	Design of Lung Cancer Specific Questionnaires for the south Indian Population. Manikandan.T, Bharathi.N and Velavan.K	<u>311-331</u>