

From the Desk of the Editor

The notion of the innovation and development and its significance in contemporary societies and business world is much debated and contested. The business world is undergoing a period of radical change. New disruptive innovations are not only changing the business practices and business models but also the way we live, we work, we communicate. Hence, uneven development, rising inequality, transforming nature of businesses and their requirement, analysts, development scientist, business people and policy makers to rethink about innovation and development models in a transforming business practices perspective.

This collection of select papers presented in the International Conference on Transforming Business Practices for Innovation, Development and Governance held at Amity Business School, Amity University Jaipur on September 1-2, 2016. The papers address a wide range of developmental, innovation and governance related problems for transforming business practices. The first paper of this issue focuses on the employee empowerment and job satisfaction in IT industry. Results of this study indicate that employee empowerment and the empowerment dimensions have a positive and significant relationship with job satisfaction. The results also confirm a significant difference on account of demographic variables in empowerment and job satisfaction. However, Kumar and Sharma paper evaluates the effect of banking Ombudsman scheme in India and highlights that the ombudsman scheme is immensely powerful channel for redressal of grievances by the general public against banks and banking services. This study also found that many a times disputes arise between customers and banks on the problems related to banking operations which include wrong debit to accounts, excess recovery of interest/charges, wrong dishonor of cheques, inadequacy in services, etc. in order to provide

quick, inexpensive and expedite settlement of customer's grievances.

Presently, the businesses are going through a transformation process which is also affecting the returns of enterprises and production relations. Based on field survey, Upadhyaya and Sarswat evaluates whether employer branding dwindle the employees turnover intentions and found that employer branding efforts are negatively associated with Turnover intentions and they are mediated by job satisfaction. The study suggests that organizations can positively work towards providing a value to their employees which in turn increases satisfaction and reduces their turnover intentions. In spite of its incredible economic growth in the past decade, India's progress in reducing child malnutrition has been extremely slow and still, it is far behind from its neighbors and the world. Khan and Hussain study describes that the children are suffering from stunting (38.7%), wasting (15.1%), underweight (29.4%), and other micronutrient deficiencies and these are the key contributing factors to child mortality, disease, and disability. The average rates of anemia from 6 to 59-month-old children are approximately 29 percent mild, 41 percent moderate and 2 percent severe.

The Journal of Amity Management Review offers a range of topics and perspectives that its editor's hope speaks to the issues you deal with daily as business professionals, academicians and policy makers. The issue will certainly mark the recognition of the serious scholarly engagement in management and social science research. Overall, we sincerely hope that the readers will find this issue more informative and insights for future research. I would like to express my gratitude to the authors for their valuable contributions and reviewers for providing comments and suggestions.

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Editor-in-Chief