

From the Desk of the Editor

The business world is undergoing a period of radical changes. New disruptive innovations are not only changing the business practices and models but also creating new challenges for business people and entrepreneurs. Indian economy has witnessed these changes during last couple of years. Demonetization has brutally affected the small and petty businesses especially informal sector. Even the latest tax reform policy (GST) is unable to create hope among business community. Hope, the current issue of Amity Management Review address some of the important undergoing issues of business world.

I feel exhilarated in placing before you the Vol. 6 issue 1 of AMR. It is compendium of studies conducted on contemporary research issues in the business world.

Hernández & Martinez in their research paper "Growth in SMES based on Its Resources: Case GASTICOM" have offered an overview of SMEs in developing countries. The Authors discusses how growth strategy as an opportunity for SMEs to increase their chances of survival. It also provides insights in understanding the necessary capabilities of the company in such a way that they can generate value.

Banking sector has been considered backbone of economic development. The second research paper by Dr. Manisha and Mrs. Kaveri Hans discusses Impact of Basel Norms on Indian Banking Sector with the help of panel data analysis which indicate that the capital adequacy ratio has a positive significant impact on the return on assets, return on advances and return on advances adjusted to cost of funds. Also, negative significant impact can be noticed on return on investments and return to investment adjusted to cost of funds. It also provides insights in understanding the positive impact of capital adequacy ratio on the profitability factors of banks suggest that banks with strong capital base take higher risk by granting more loans and they make less investment which in turn increase

profitability, return on advances and decrease return on investments. Malhotra and Jain highlight why financial education is important for women. This paper also focuses the level of financial education among Indian women and their strength to manage finance. The finding of this study shows that though women are not very much familiar about financial terms even they are week in practice, yet they make their budgets efficiently and work to maintain it.

Kumar V, Prasad and Samikannu in their research paper entitled "Optimization of Micro Grid Using Homer: A Comparative analysis between India and Botswana" talks about the Renewable energy as an important resource which is playing a pivotal role in gradually adding to the development of community and country. This paper provides a comparative analysis and insight into of two different countries with near similar climate profile. It focuses on optimal sizing and design, planning and operation of a microgrid solution for two communities and demonstrates the usage through the case study while taking into account cost factors, environmental emissions, economics. This paper compares the renewable models and how it can be beneficial in powering up of electricity-starved communities and also how it can accommodate frequent power cuts and disruptions and also encourage the use of renewable energy resources in the countries.

Rural Development is the another key area that always attracts academicians and policy makers. Jampala and Shivnani in his article discuss about the determinant of rural development. This study suggests that rural banking plays a vital role in rural development by providing credit and other financial services to the poor. Thus it helps in raising the standard of living of rural people and contributes to social development as a whole. Authors also suggest various measures to boost the development of rural banking in Rajasthan. Beside, Manisha and

Singh in her empirical research on “Interpersonal Conflict and Workplace Bullying”, investigate the different factors which support that why there is an interpersonal conflict between the employees and employers. As well as the study aims to explore the different types of problems they are faced (employees) due to workplace bullying and how they will come out with that problems. Authors suggest Since workplace bullying affects all levels of a corporation, it must be stated that the concern and focus of this paper is for today's manager to understand the background and history of workplace bullying, and what they can do to foster a safe working

environment and prevent the bully from creating mental and physical harm to their employees.

The Journal Amity Management Review offers a range of topics and perspective that its editor's hope speaks to the issues you deal with daily as business professionals, academicians and policy makers. We sincerely hope that the readers will find the current issue of AMR informative. I would like to express my deepest sense of appreciation and gratitude to the authors for their contributions, reviewers for providing comments and suggestions.

Ashish Kumar
Editor-in-Chief