



**Institute of
Management Technology**
Ghaziabad, Delhi NCR



Current Contents

March-April 2026

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PRINT ISSN - 0424-2513
ONLINE ISSN - 0976-4666

Economic Affairs



AESSRA

Agricultural Economics and Social Science
Research Association - AESSRA (India)

NAAS Rating: 5.45

Print ISSN : 0424-2513
Online ISSN : 0976-4666

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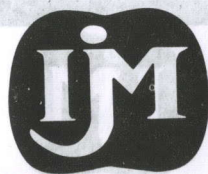
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Distinct Dimensions of Human Capital in Distressed Firms: Implications for Firms and Research

Amol Baxi and V. Raveendra Saradhi

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Abstract: This study examines how research has analysed human capital in distressed firms, which face unique challenges and complex choices impacting survival. This paper highlights that while literature has grappled with several sub-streams of interrelated research, their integration into a specialised subject from a distress perspective remains. Drawing perspectives from multiple research streams, we highlight the distinct issues distressed firms face in the human capital context. We present a conceptual framework outlining the ex-ante interactions of bankruptcy and human capital across the distress lifecycle (pre-distress, distress, and bankruptcy). This paper recommend a greater ex-ante focus (managerial, academic, and research) on the distinct dimensions of human capital across the distress lifecycle to avoid firm collapse/liquidation events.

Keywords: Human Capital, Distress, Bankruptcy, Downsizing, Labour and Finance

RESEARCH

Rethinking Security Paradigms in the Face of External Backlash: A Case Study in Private Security

Soumendra Narain Bagchi and Rajeev Sharma

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Abstract: Security of premises, assets and personnel form an essential requirement for commercial organisations. Lack of security impacts beyond the bottom-line, signalling a joint failure of organisation's leadership and public governance, attracting more crime. The overloaded government's police force can hardly dedicate resources to specific businesses. Private security firms, while offering a way out, create legal and socio-political challenges when, in line of duty, they resort to the use of firearms. In this article we research a manufacturing firm whose different security paradigm offers a rare insight into the hitherto relatively unexplored world of industrial security in an Indian context.

Keywords: Industrial Security, Psychological Deterrence, Attack Dogs, Security Paradigm

Examining Relationship of Workplace Spirituality with Work Engagement, Organizational Commitment and Trust

Vikram Singh Chouhan

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Abstract: The article attempts to measure financial inclusion at the household level with the Wroclaw taxonomic approach as an appropriate method of construction of composite indices and study the effects of various socio-economic development indicators on financial inclusion at the disaggregated level. Data analysis exemplified that the level of financial inclusion was directly related to per-capita income, household amenities, literacy and awareness of Pradhan Mantri Jan Dhan Yojana (PMJDY) and inversely to the distance from the bank (beyond 3 km). The results also suggested that the intended outcome of creating awareness about PMJDY to promote financial inclusion was not achieved in rural areas.

Keywords: Workplace Spirituality, Trust, Work Engagement, Organizational Commitment

Abstract: The digital revolution has significantly contributed towards the growth of online retail, and logistics play a pivotal role in the online retail loop. This study utilizes the dynamic capability view theory to understand the role of anticipating and seizing opportunities, innovative practices, environmental pressures and logistics 4.0 on the performance of an organization. The study utilizes a mixed-method research approach wherein focus group discussions were conducted prior to the quantitative study. A mediation was observed on the two attributes of the dynamic capability view theory, whereas no mediation was observed for the third attribute. The study adds to the knowledge on logistics capabilities and has important managerial implications.

Keywords: Logistics, Dynamic Capability View Theory, Anticipate Opportunities, Seize Opportunities, Environmental Pressure

Factors Affecting Going Public Decision in Sri Lanka: Structural Equation Modelling Approach

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Mohamed Ismail Mohamed Riyath, Debehaarage Athula Indunil Dayaratne and Athambawa Jahfer

Abstract: This study aims to identify the factors that influence the decision of companies to go public in Sri Lanka, where many qualified companies remain private despite meeting the listing requirements. The data are collected through a survey, and the analysis is conducted using exploratory factor analysis, binary logistic regression and structural equation modelling. The findings reveal that financing for future growth at a lower cost of capital, corporate image and liquidity, ownership and control rights, market establishments, company size, age and sector impact the decisions, while information and compliance costs and market efficiency do not.

Keywords: Binary Logistic Regression, Going Public, Listing Decision, Sri Lanka, Structural Equation Modelling, Survey

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