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Deposit and Lending Behavior of Commercial Banks under Financial Deregulation in Bangladesh: An Empirical Investigation

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The adoption of financial deregulation still remains a concern for developing countries since the banking sector in these countries play a more significant role than that in developed countries. Using the aggregate data for the period 1978-2017, this study aims to assess the deposit and lending behavior of commercial banks both before and after the implementation of financial deregulation in Bangladesh, which has been inadequately addressed in the existing banking literature in developing countries. Ordinary Least Square (OLS) regression has been used to investigate the impact of financial deregulation, coupled with a few macro variables, on the deposit and lending behavior of commercial banks during the sample period. It is evident that financial deregulation has a significant and negative impact on the banking sector. The study also reveals that designating separate branches for socially desirable sectors like agriculture, Small and Medium Enterprise (SME), and with export, along with fixing specified rates of financing for these sectors do not necessarily make any difference in a deregulated and competitive framework. For a developing country like Bangladesh, it is more important to provide sufficient incentives for banks, and particularly for private commercial banks for executing these policy instruments successfully through the establishment of desired number of branches in rural areas.

Key Words: *Bangladesh, Banking sector, Deposit behavior, Financial deregulation, Lending behavior*

Sustainable Scenario: A Systematic Review of Definitions of Sustainability and Agenda for Future Research

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This paper systematically analyzes the published literature on sustainable supply chain from different perspectives by scrutinizing various published definitions of sustainability, specifically about supply chain and its different facets. In particular, the review focuses on developing critiques of all the definitions to address critical research issues and develop a comprehensive definition for implementing sustainability aspects. The study hence provides a different viewpoint on sustainability in the form of a "sustainable scenario". It is proposed to undertake research at the tactical levels of organizations owing to the unique set of requirements in their nature of operations. It also presents some important research issues viz., logistics, corporate performance and sustainability, performance measurement and human issues, etc. to be addressed while implementing the sustainability principles in supply chain management. This study also helps the industry professionals to achieve efficient, adaptable and cohesive systems of SSCM using various energy-efficient and cost-effective approaches.

Key Words: *Economic sustainability, Environmental sustainability, Human issues, Social impact, Sustainable Supply Chain Management (SSCM)*

A Study of Factors Affecting Mobile Governance (mGov) Adoption Intention in India using an Extension of the Technology Acceptance Model (TAM)

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Due to the advancement in Information and Communication Technology (ICT) and mobile phone penetration, the Indian government has initiated mobile governance (mGov) for delivering public services to citizens and businesses over mobile devices. However, despite making several efforts, the pace of mGov adoption has been rather slow. This study aims to explore factors affecting the intention to adopt mGov. A total of 379 responses were collected and analyzed. To determine the reliability and validity of the proposed framework, Confirmatory Factor Analysis (CFA) and Structural Equation Model (SEM) were used. The findings show that perceived usefulness, perceived ease of use, perceived security, and perceived compatibility are crucial determinants affecting the mGov adoption intention. Additionally, the results also indicate that the trust significantly mediates the relationship between perceived usefulness, perceived ease of use and mGov adoption intention. Through the results obtained, we propose which specific determinants government should focus on in order to encourage citizens to adopt and use mGov services.

Key Words: *Adoption intention, Electronic governance, Mobile governance, Technology Acceptance Model (TAM), Trust*

Impact of Personality (*Gunas*) and Belief Systems on Helping[†]

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The belief in the law of karma is an essential element of the Indian worldview and gunas constitute the Indian personality theory. The ideal of Indian philosophy is to achieve a sense of oneness with all creation. In this study, we investigate the effects of sattva guna (a dimension of Indian personality theory) and belief in the law of karma (an essential aspect of Indian culture) on oneness and helping behaviors in teams. We studied a group of 292 students over a period of 45 days while they worked on a live team project. We measured the students' beliefs and their personality (gunas) at the start of the study and their peers rated the students' helpfulness in a group activity after 45 days. We found that students who were high on sattva guna and who believed in the law of karma were more likely to experience a sense of oneness (relatedness) with others. In addition, these students were perceived by their team members to be more helpful.

Key Words: *Gunas, Helping, Karma, Oneness, Spirituality*

Examining the Antecedents and Consequences of Disability Inclusion at the Workplace: A Study of Persons with Disabilities (PWDs) in the Union Territory (UT) of Jammu and Kashmir, India

Sonali Heera* and Arti Maini**

Diversity and inclusion have garnered a lot of attention amongst management practitioners and researchers. However, limited literature has been found about disability inclusion in the organizational context. This study aimed to explore the antecedents and consequences of disability inclusion at the workplace. 190 Persons with Disabilities (PWDs), who were employed in the formal sector participated in this study. Respondents' perception on their inclusion, and about its antecedents and consequences were assessed. Multiple regression analysis was used to examine the role of self, co-worker, supervisor and specific organization variables on predicting disability inclusion. Regression has also been used to examine the association between disability inclusionand consequences such as intention to quit, job satisfaction, and organizational commitment of PWDs. Results indicated that several factors (organizational, inter-personal and personal) were antecedents of disability inclusion and that disability inclusion could increase organizational commitment and job satisfaction and reduce their intention to quit.

An Investigation of Portfolio Optimization using Modified NSGA-II Algorithm

Biplab Mahapatra[1], Sanjay Mohapatra[2], Biswajit Samanta[3] and Soumya Guha Deb[4]

This study aims to utilize the optimization framework of Markowitz and Random Immigration Non-dominated Sorting Genetic Algorithm-II (RINSGA-II) to trace portfolio with extreme values, which are Pareto optimal. Using dataset from OR-library, this study tested the efficacy of the modified algorithm against NSGA-II. The results indicate that random immigration NSGA-II is efficient to trace the extreme values. The suggested optimization algorithm of random immigration NSGA-II replicates the efficient frontier of OR-library and gives better spread compared to NSGA-II. Finally, to our best of knowledge this is the first study to adopt random immigration NSGA-II to construct an optimized portfolio with additional constraints.

Key Words: *Genetic Algorithm, Heuristics, NSGA-II, Portfolio optimization, Random Immigration*

ISRAI: A New Barometer
to Appraise Retailing Attractiveness
in Indian States

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The greatest challenge in decision making that retailers cope up, is in choosing an ideal destination for retailing. This paper delves deep to evaluate the relative attractiveness of retailing destinations among 29 Indian states by constructing a new composite index (ISRAI). Multiple criteria decision making framework of TOPSIS forms the structural base of this index. Five factors representing market attractiveness and fifteen differing criteria explaining them are identified from prior research. For a more realistic estimation, this index incorporates criteria weights determined from entropic considerations. This study has identified states with higher attractiveness of retailing opportunities, which includes the larger as well as smaller ones in terms of geographical area. Finally, the outcome of ISRAI has been validated with VIKOR, a contemporary prioritization model. A significant convergence of outputs from these two approaches endorses validity of ISRAI and thus its use by retailers as a decision making tool is anticipated.

Key Words: *Entropy, ISRAI, Market attractiveness, Multiple criteria decision making, Retailing attractiveness*

Exploring Regional Cultural Differences in China Using Hofstede's Framework of Cultural Value Dimensions

Hai Xu[1], Yanmei Xu[2], Qianglin Tang[3] and Xiumei Zhu[4]

While hundreds of studies have adopted Hofstede's framework to examine national cultural differences and individual variations in cultural values, very few have focused on cultural differences among different regions within the same country, and even fewer applied the framework to regional cultural differences in Chinese organizations. As the first study of a larger research project on the organizational consequences of regional cultural differences in China, the present study aims to: (a) qualitatively assess the extent regional cultural differences are experienced by organizational members; (b) inductively uncover the content of regional cultural differences as reported by organizational members; and (c) explore the applicability of Hofstede's cultural framework to regional differences in China. Semi-structured interviews were conducted with 35 employees from a regional subsidiary of a Fortune 500 state-owned enterprise with employees coming primarily from two geographically distant and historically very different provinces, namely, Xinjiang in the Northwest corner of China, and Shandong on the East coast of China. Open and axial coding procedures were applied to extract and organize segments of expressions in the interview records relevant to our research questions. Analysis found that: (a) interviewees reported substantial cultural differences between employees from Xinjiang and those from Shandong; and (b) the reported regional cultural differences can be organized into Hofstede's six cultural dimensions. Implications for future research and for organizational practitioners have been discussed.

Key Words: *China, Cultural values, Hofstede's cultural dimensions, Regional cultural differences*