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EDITORIAL

Prof Naveen Gupta
Chief Editor

With great pleasure I am presenting this seventeenth volume of "International Journal of Management Development and Infogggggrmation Technology" a peer reviewed annual journal brought out by Hindustan Institute of Management & Computer Science, Farah, Mathura.

The journal endeavors to provide forum for academicians, practitioners and researchers interested in deliberations and exchange of knowledge on current and future issues and challenges impacting the society and promoting and disseminating relevant, high quality research in the field of management and information technology. The Journal encourages submission of theoretical and empirical papers, case studies, and executive experience sharing and review articles in the different domains of management and information technology. Book reviews and commentaries on recent business updates are also considered for publication. The journal further wants to accomplish lots of milestones in terms of defining and redefining paradigms to achieve excellence in the area of applied research.

The first paper 'Role of Gender on Smart phone Dependency: A Study of University Students in India' explores various factors of smart phone dependency and proposes a dependency scale taking into consideration factors such as social needs, social influence, convenience, habit and hedonism. The results of factor analysis revealed that smart phone dependency is indeed an outcome of the Hedonism to the greatest extent, followed by Habit, Social Influence, Social needs & Convenience. Both males and females exhibit similar behaviour towards these factors, except convenience, to which females attach higher importance. The manufacturers and marketers have plethora of opportunities to enhance the user experience with a smart phone by catering to these needs.

Sociometry is a tool of Industrial Relations used to understand more about group activities. The paper titled 'Selecting Team Leader with the help of Sociometry: A Case Study' studies leadership characteristic as a particular aspect of industrial relations is explored. Attitudes and values prevailing in the group are reflected by sociometric measurement and interpersonal relationships established are realistic and meaningful.

Plagiarism stands as the process of the works of another person and using them off as one's own. The next paper 'Semantic and Syntax Based Copy Detection Techniques: A Review' is a comparative analysis of various works in this field of research with the help of comparison between their algorithms, methodology, technology, strength, limitations and quality of results.

The Internet of Things (IoT) is the concept of connecting any device to the Internet and to other connected devices. The paper titled, 'Internet of Things- Networks' explains the technological advancements in the field of IoT networks in recent years. It further discuses the Security Concerns in IoT networks.

The next paper titled, 'A synthesized framework from literature to study social networking intent among Undergraduate Students: A case of Saudi Arabia' aims to investigate the different aspects of the acceptance, perceptions and online social networking habits of college students in Saudi Arabia. The study also examines the effect of the attitude of students towards social networks and do a homophily analysis of how they use social networks.

Enterprise Resource Planning is among the main automation tool that supports the organizations. The study aims to understand why a conventional, yet smart ERP system is important to a business and also provides an explanation to the skills and benefits of the ERP software. For the purpose of study data was collected

via interviewing the employees at corporate office of Oil India Limited, Sector 16, Noida, UP, and headquarter of Oil India Limited, Duliajan, Assam, to determine their experiences of using ERP which was then analyzed via content analysis to derive SWOT Analysis.

The last paper titled, 'Performance Evaluation of Financial Inclusion in India: With Special Reference to Pradhan Mantri Jan Dhan Yojana (PMJDY) and Agricultural Insurance Scheme', touches upon the assessment of Number of accounts opened and the Number of beneficiaries under Pradhan Mantri Jan Dhan Yojna and increase in Number of farmers insured, Growth Rate of Farmers insured and Number of farmers benefitted under Crop Insurance Scheme of Agricultural Insurance Scheme from 2000 to 2019. The study is based on data collected from various secondary sources.

I am more than confident that interested students and research scholars, practitioners as well as teaching fraternity would find this issue very useful. I thank the editorial board and advisory board for their continuous support and valuable inputs. Finally, I thank each one of the authors for their outstanding contribution to this issue and to the reviewers for their punctual and valuable comments. I do look forward to a similar response for our next issue. Also, your views that can help us upgrade the journal are welcome.

Prof. (Dr.) Naveen Gupta

Chief Editor

ROLE OF GENDER ON SMART PHONE DEPENDENCY:
A STUDY OF UNIVERSITY STUDENTS IN INDIA

Dr. Mohammed Naved Khan and Obaidur Rahman

Modern mobile phones are used for many useful functions apart from their fundamental purpose of calling and messaging. They have significantly affected the lives of people, their search process, shopping pattern and how they interact with the rest of the world. Globally, the number of smart phone users is expected to increase from 2.5 billion in 2016 to roughly 3.8 billion in 2021. Nearly half of the world's population owns a smart phone by the end of 2019, an increase of about 26 percent from 2011. This study explores various factors of smart phone dependency and proposes a dependency scale taking into consideration factors such as social needs, social influence, convenience, habit and hedonism. The results of factor analysis revealed that smart phone dependency is indeed an outcome of the Hedonism to the greatest extent, followed by Habit, Social Influence, Social needs & Convenience. Both males and females exhibit similar behaviour towards these factors, except convenience, to which females attach higher importance. The manufacturers and marketers have plethora of opportunities to enhance the user experience with a smart phone by catering to these needs.

Key words: gender, smart phones, students, social needs, social influence, convenience, hedonism, habit

INTRODUCTION:

The smart phone has surpassed its fundamental role of communication and has advanced to become an extension of the users' personality (Persuad and Azhar, 2012; Chou et al., 2013). Modern mobile phones are used for fundamental purposes like calling and messaging as well as other useful functions and thus they are referred to as smart phones also (Harun et al., 2015). Smart phone, through its numerous applications enable quick access to the internet, faster information search, online transactions, accessing social media platforms and online shopping (Kleijnen et al. 2007; Huh and Kim 2008; Aljomaa et al., 2016). Smart phone have significantly affected the lives of people, their search process, shopping pattern and how they interact with the rest of the world (Goldman, 2010). Smart phones have seen a continuous increase in demand also because of the attractiveness and utilities offered by them (Park and Chen, 2007).

Globally, the number of smart phone users is expected to increase from 2.5 billion in 2016 to roughly 3.8 billion in 2021, complemented by swelling smart phone penetration rate (Statista.com, 2018a). Nearly half of the world's population owns a smart phone by the end of 2019, an increase of about 26 percent from 2011 (Statista.com, 2018a). The smart phone industry in India is growing with a steady pace and India surpassed USA in terms of smart phone users in 2017 with nearly 340 million smart phone users (www.businesstoday.in, 2017).

Most users prefer smart phone over feature phones because of its convenience, amazing features, easy installation of apps and its ability to perform most functions of the computer (Harun et al., 2015).The interaction of human beings with smart phones is found to be a lasting one (Farnsworth and Austrin, 2010). Smura et al. (2009) stated that mobile phones have slowly become an integral part of consumer lifestyle. The functionality of a smart phone helps users in their everyday affairs particularly the business people and university students (Suki, 2013a).

Previous studies have suggested that males have a greater chance of getting addicted to Internet (Lam et al., 2009), however in the case of smart phone, females were found to be more prone to dependency (Billieux et al., 2008). Females have been found to be more involved with their mobile than males (Walsh et al., 2011).

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SELECTING TEAM LEADER WITH THE HELP OF SOCIOMETRY: A CASE STUDY*

Jyoti Kulshreshth

In the modern management system, all industrialists are recognizing human beings as an individual. They understand the formula for success is not only composed in raw material, machinery, money and infrastructure but also that the human element is a primary factor to be considered. Industrialists are now convinced that to achieve social and economic gains they must give more attention to human force, which are the pillars of production. Sociometry can help administrative and supervisory personnel in business and industry. Society is engaged in a life-or-death struggle with technological advancements; these far outdistance the strides being made by the social sciences. The applied sciences, vastly increase man's wealth and cause violent and near-violent social revolution. Democracy and socialism as we know them today are direct developments of the machine age and afford us an excellent illustration of this point. Initially the Industrial Revolution work was a way of life and it coexisted with social activity. The medieval guilds were keenly aware of this bond and reflected it by providing close association, a means of learning a trade, job security, and social participation in and out of work. The removal of work from the home or the neighborhood to the industrialized city tended to separate and is latent from social activity. Only after the Industrial Revolution, accompanied by urbanization and specialization of occupation, did work begin to differentiate itself from leisure and social life. Down through history work has never been so abruptly segregated from other aspects or living as it was in the nineteenth and twentieth centuries in the large urban communities.

Keywords: Sociometry, leadership

INTRODUCTION:

As the machine age gathered momentum, focus shifted away from the worker and his social relations. Instead of satisfaction, self direction, and sense of achievement, production, profit and income, took place, because of the final task of economy. The worker increasingly became a commodity or merely another tool of production. They began to consider their income as the only purpose of their working. Through violence, social revolution, development of unions, and the advent of enlightened management the position of the worker degraded.

Sociometry is a tool of Industrial Relations used to understand more about group activities. The user of this tool acts within the framework of the group he is studying or attempting to serve. In this study leadership characteristic as a particular aspect of industrial relations is explored. Attitudes and values prevailing in the group are reflected by sociometric measurement and interpersonal relationships established are realistic and meaningful.

Sociometric methods can only be applied where there is mutual trust and confidence between worker and management. The proper utilization of this tool extends democracy into the work place. Sociometry as it is being used in the fields of business and industry has taken many shapes and forms and gained a reputation for uncovering the basic structure of a group. Sociometric testing and observation of informal activities are brought into the open and various behavior and attitudes can be traced out. The isolate is identified, a powerful social leader's strength is vividly portrayed, and the subgroups are clearly seen. Sociometry confirms observations and increases an individual's effectiveness with group. The kind of information gathered in a sociometric study is most essential if a public relations-minded person is to gain the confidence of the group and promote the ideas. Many scholars implemented the sociometry to find out attitudinal characteristics of team members.

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SEMANTIC AND SYNTAX BASED COPY DETECTION TECHNIQUES:
A REVIEW

Rohit Sharma and Sumit Pathak

Nowadays, most of the information is found and process in the digital form as documents over the internet or in the library. Plagiarism stands as the process of the works of another person and using them off as one's own. With this easy availability, security is the major constraint. Also, illegal source code reuse has become a dangerous threat to the software industries. So, there is need to provide security in the copying of the information. In the past various type of work is already done related to the providing security to some one's work. In this area of research security of work is based on different copy detection schemes such based on semantically/syntactically or based on fuzzy logic. In this paper, various works in this field of research are discussed with the help of comparison between their algorithms, methodology, technology, strength, limitations and quality of results.

Keywords: Copy detection techniques, syntax-based methods, semantic-based methods.

INTRODUCTION:

Nowadays, a digital library is very accessible for storing various research works, various documents, and various books in the digital form. For example IEEE, ACM, etc. store the different research works in their systems. They provide various works for different users according to their needs, by this way a user can see and use contents from research papers for their own. Users manipulate these contents and use this manipulated information in their work. It is a part of plagiarism, which is a form of copying the text and idea also without citation and permission (Brin, Davis, and Garcia-Molina, 1995). From the previous researches in the field of copy detection, various researchers use syntax-based or semantic-based in their work for detection of plagiarism. Syntax-based methods used part-of-speech tags, chunks, sentence and phrase structure based features followed by other string similarity metrics in the analysis and calculation of similarity between texts and semantic-based methods used synonyms, semantic dependencies, and functional based features in the determination of similarity detection. Figure 1 describes the classification of the copy detection work according to copy detection mechanisms.
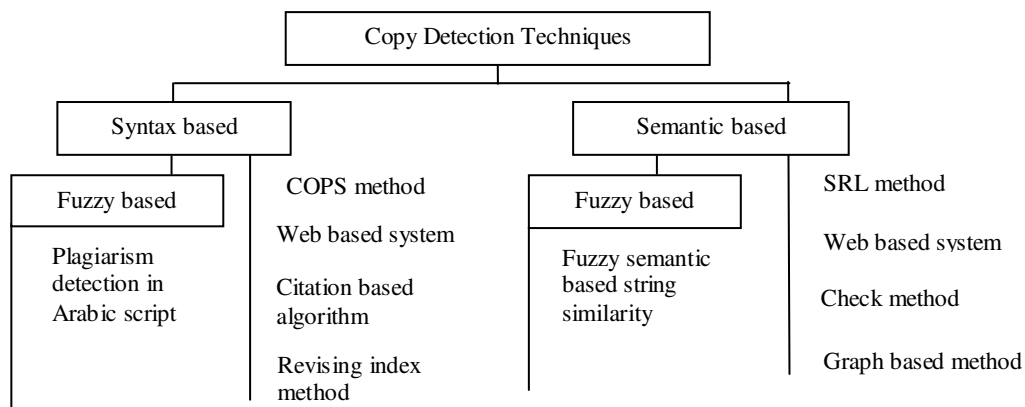

Figure 1: Classification of Copy Detection Work

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INTERNET OF THINGS- NETWORKS

Akhilesh Chandra and Prashant Kumar Sharma

The Internet of Things (IoT) is the concept of connecting any device to the Internet and to other connected devices. It is a huge network of connected devices and things – all of which collect and share data about the way it is used and about the environment around them. In-built sensors enabled devices and objects with are connected to an IoT platform, which assimilates data from the various devices and put-on analytics to share the furthermost valued information with applications built to solve specific problems This Paper explains the technological advancements in the field of IoT networks in recent years.

Introduction:

The Internet of Things (IoT) (Evans, 2018) is how we describe the digitally connected universe of every day's physical devices. These devices are implanted with sensors, internet connectivity and other hardware that allow communication and have web-based controller (Qiu, 2018). It has changed the world a lot. IoT technology is moving with a great pace to fulfill the expectations of Business-houses and consumers (Shah, 2016; Pötsch, 2017). IoT enables "non- intelligent" devices to be "smarter" by providing them the capability to send data via internet, letting the device to communicate with other IoT-enabled things (Lee, 2017).

The linked "smart home" is a good working practical example of IoT. Internet-enabled thermostats, doorbells, smoke detectors and security alarms create a connected hub where data is shared between physical devices and users can remotely control the "things" in that hub (i.e., switching on/off AC, operating remote CCTV camera, etc.) via a mobile app or website (Brown, 2016).

IoT is not just restricted to home, it can be found in an array of devices used in industries, defence, academics and almost every area of life. From smart blackboards in school classrooms to medical devices that can detect signs of Parkinson's disease, IoT is rapidly making the world smarter by connecting the physical and the digital.

In 2020, area of IoT has evolved largely. There has been merging of multiple technologies like wireless networking, cloud computing, machine learning, sensors and embedded systems, real-time analytics (Gubbi, 2013; Evans, 2018). The traditional fields of embedded systems, wireless sensor networks, control systems, automation and others all contribute to enabling the IoT (Qiu, 2018).

Trends in IoT-networks:

High Speed Connectivity define IOT, as a technology that allows devices to communicate it comes with a need to connect different devices with a network that will help these devices to transfer and share the content acquired by the sensors, which need to be addressed with their unique IDs (like IP addresses). The data collected should be analyzed and information be retrieved to make the automated system even more seamless, as learning is important, and the received content, though from various nodes, should be accumulated in a productive manner to allow all the devices to communicate. This interaction is based on fundamentals like ubiquitous computing, need for effective communication and platform-based analytics. Ubiquitous computing, as the word suggests, needs one network that can continuously transfer data in an environment comprising of three elements (Shah, 2016):

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A SYNTHESIZED FRAMEWORK FROM LITERATURE TO STUDY SOCIAL NETWORKING INTENT AMONG UNDERGRADUATE STUDENTS: A CASE OF SAUDI ARABIA

Mohammed Ashar Khan, Dr. Asif Ali Syed, Prof. Harsh Purohit and Dr. Rajesh Modi

Social networking has become an integral part of the lives of students in the twenty-first century. While it is responsible for bringing changes in almost all walks of life, the education sector has been one of the most highly influenced (Synder, 2018). Students now have a range of technological tools that have reshaped their educational environment; it offers people the opportunity to share content like pictures, videos and information online via social media, blogging and Web-based communities. A large community of students are using an array of social networks for the purpose of communication, having fun, learning, remaining updated and staying connected. Saudi Arabia, that has a young population with an average of 30.3 years (Worldometers Report, 2019), is one of the top users of social networks globally. The Kingdom of Saudi Arabia is the 4th largest user of Twitter after the US, Japan and the UK (Statista.com, 2019). More than 90 percent of the Saudi population uses Facebook (Statcounter.com, 2019). Therefore, there is a need to understand specifically for what purposes and to what extent the young Saudi generation uses social networks. This research aims to investigate the different aspects of the acceptance, perceptions and online social networking habits of college students in Saudi Arabia. The study will also examine the effect of the attitude of students towards social networks and do a homophily analysis of how they use social networks.

Key Words: Social Networking, attitude of students, social media

INTRODUCTION:

Social networking has become an integral part of the lives of students in the twenty-first century. While it is responsible for bringing changes in almost all walks of life, the education sector has been one of the most highly influenced (Synder, 2018). Students now have a range of technological tools that have reshaped their educational environment. It offers people the opportunity to share content like pictures, videos and information online via social media, blogging and Web-based communities. A large community of students are using an array of social networks for the purpose of communication, having fun, learning, remaining updated and staying connected. Saudi Arabia, that has a young population with an average of 30.3 years (Worldometers Report, 2019), is one of the top users of social networks globally. The Kingdom of Saudi Arabia is the 4th largest user of Twitter after the US, Japan and the UK (Statista.com, 2019). More than 90 percent of the Saudi population uses Facebook (Statcounter.com, 2019). Therefore, there is a need to understand specifically for what purposes and to what extent the young Saudi generation uses social networks.

This research aims to investigate the different aspects of the acceptance, perceptions and online social networking habits of college students in Saudi Arabia. The study will also examine the effect of the attitude of students towards social networks and do a homophily analysis of how they use social networks. It is expected that this research will help educators in understanding the learning environments where the use of social networking is widespread amongst students.

NEED FOR THE STUDY:

Saudi Arabian Social Networking Environment:

Unprecedented technological development and its extensive use across all sectors has brought far-reaching changes in social, economic and educational fields. The social networking tools used by students change at the same rate as the transformation in technology. Therefore, the characteristics of the learners of the

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ANALYZING THE ERP SYSTEM OF OIL INDIA LTD:
A CASE OF PUBLIC SECTOR ENTERPRISE

Jaya Yada, Abhilasha Singh Raghav and ThanesaIyer

Enterprise Resource Planning is among the main automation tool that supports the organizations. It helps by integrating the main functional areas of an organization's processes. So the study aims to understand why a conventional, yet smart ERP system is important to a business and also provides an explanation to the skills and benefits of the ERP software. For the purpose of study data was collected via interviewing the employees to determine their experiences of using ERP which was then analyzed via content analysis to derive SWOT Analysis. The findings revealed that the corporates' gain a global recognition with the help of ERP system by strengthening their internal and external environment thereby providing smooth functioning of organization especially during expansions, collaborations and mergers. The benefits of ERP system were found to be both tangible and intangible. Therefore, in a nutshell it can be stated that the ERP has proven to be one of the most effective tools in managing the organizations. It has been found to support all aspects of process management thereby benefitting both organization as well as employee which is evident from its outreach to even public sector firms.

Key Words: Enterprise resource planning, Information and Communication technology, SAP, Software

INTRODUCTION:

Technology has always been important for the business world. Technology provides us with innumerable benefits which help corporates in making money and satisfy customers' needs and demands. Regardless of the corporates' size, technology affects the internal and external environment of a business. In the business world where everyone believes in staying connected to each other, companies have realized the importance of having the ERP system. ERP will primarily help to increase the efficiency of the corporates, and it will simultaneously increase the overall business decisions in the future.

SIGNIFICANCE OF THE STUDY:

This study contributes to theoretic information of ERP and highlights the excellent internal and external flow of data in the organizations. The readers will be able to understand why a conventional, yet smart ERP system is important to their business. It also provides an explanation to the skills and benefits of the ERP software- SAP. Specifically, readers can get the insight information about the functioning of the SAP software in Oil India Limited.

LITERATURE REVIEW:

The Enterprise Resource Planning system emerged in 1960, beginning with material requirement planning (MRP). After that there was advancement in the system, and it was transformed into MRP II (Basoglu et al., 2007).

The MRP II system was a useful tool for planning for all types of resources present in an organization. It was logical for the planning of materials and production processes, but organizations realized the need for the incorporation of customer satisfaction and profitability (Wallace and Kremzar, 2002). In early 1980s,

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PERFORMANCE EVALUATION OF FINANCIAL INCLUSION IN INDIA: WITH SPECIAL REFERENCE TO PRADHAN MANTRI JAN DHAN YOJANA (PMJDY) AND AGRICULTURAL INSURANCE SCHEME

Gunjan Bhatnagar, Riju Agarwal Singh and Megha Bhatnagar

One of the reasons which differentiate developed economy from the developing economy is the number of people within the fold of the financial sector. With government thrust to bring majority of the population into the financial sector through various initiatives of direct transfer, Aadhar card and digital India, strong initiative has been taken for population to come under the umbrella of financial inclusion. The banking industry has been able to reach only 35 - 40 % of the population. Banking industry has witnessed both lateral and transformational growth in the past, though it may still be required to undergo adjustments to new public initiatives taken during last two and half years by the present central government. The opening of Pradhan Mantri Jan Dhan accounts has seen steep penetration into the lower strata of the society. The digital India initiative and linking of account through a unique Aadhar number has cleaned up the banking industry of its perennial problems of benami accounts and multiple accounts.

The general insurance sector with a penetration of 0.6% of GDP in India is one of the lowest in the world, thereby having lot of scope for further penetration. Growth of insurance sector has also supported various financial initiatives. The insurance initiatives of central and state governments have supported the farmers and BPL people at the time of distress and also the various changes in the banking norms have helped insurance sector to penetrate the rural sector, giving boost to the rural economy.

This paper touches upon the assessment of Number of accounts opened and the Number of beneficiaries under Pradhan Mantri Jan Dhan Yojna and increase in Number of farmers insured, Growth Rate of Farmers insured and Number of farmers benefitted under Crop Insurance Scheme of Agricultural Insurance Scheme from 2000 to 2019. The study is based on data collected from various secondary sources. The results obtained from data analysis reveal that various initiatives taken by government in financial sector are moving on positive notes but continuous efforts are required for its further penetration.

Key Words: Pradhan Mantri Jan Dhan Yojana, Insurance initiatives, Financial Inclusion

INTRODUCTION:

Financial inclusion can be understood as delivery of banking/ financial facilities to different strata of society in fair and equitable manner. Financial inclusion growth means more people would come in banking industry. It would lead to symbiotic growth of account holder and bank. Government decision of making more people financially strong would be catered. It would help the government to better monitor and control various schemes that it runs for people under BPL. Government schemes through direct bank transfer are eliminating the middle man.

Since liberalisation of the insurance industry, the sector has witnessed flurry of activities and has seen rapid growth and operational innovations. The regulator, IRDA has been working with the twin objectives of providing guarantee and enhancing transparency. On the life side, the changes introduced are like higher death benefit, guaranteed surrender value and maturity benefit, illustration for all life insurance products augur well for the end customer.

On the non-life side, the industry has seen variety of products with use and file guidelines in place, the quick demand off the new product will not have to witness the mandatory approvals before usage. With the rising medical cost, the health sector has seen products covering OPD benefits, life threatening diseases

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