

DIAS Technology Review

The International Journal for Business & IT

Vol. 7 No. 1

#13

www.dias.ac.in



APRIL - SEPTEMBER 2010

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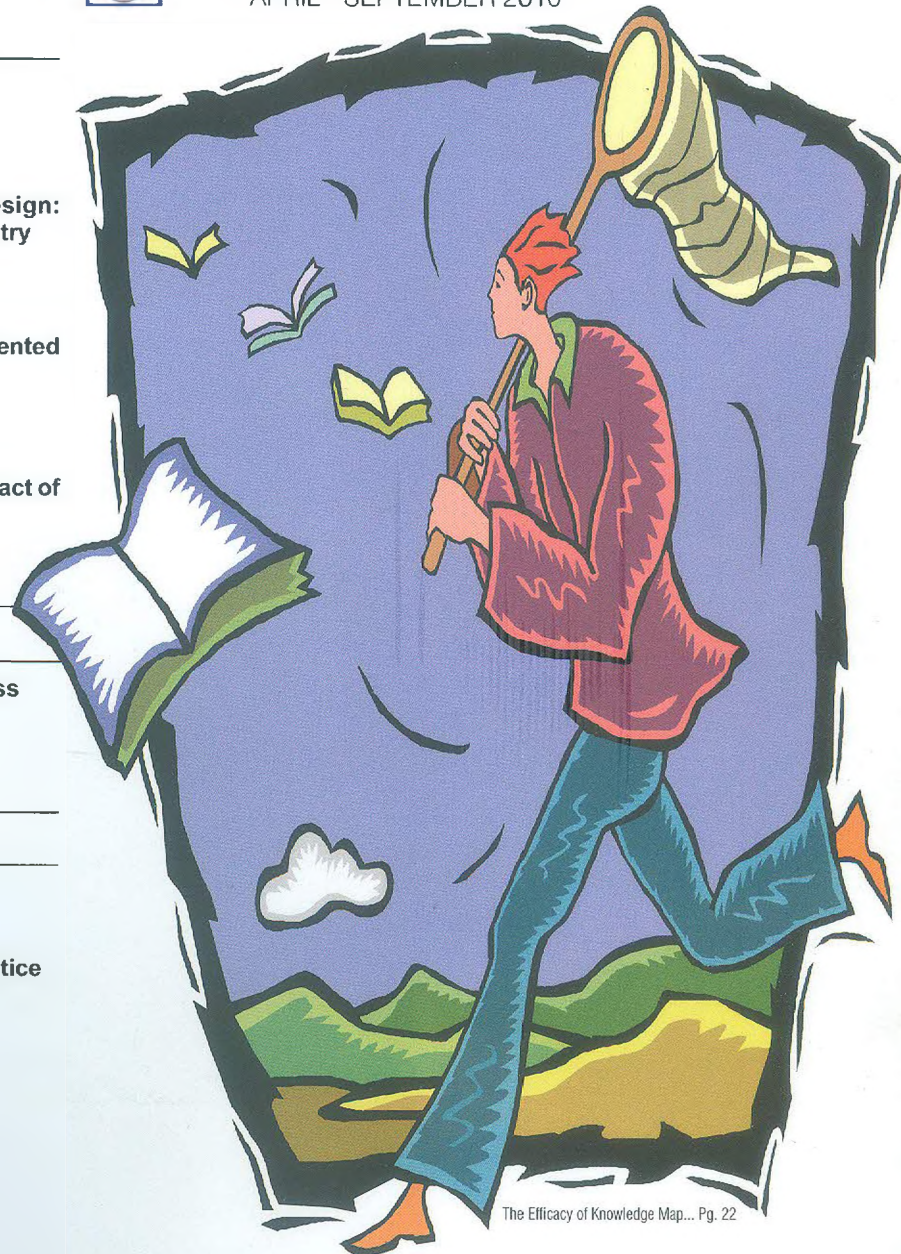
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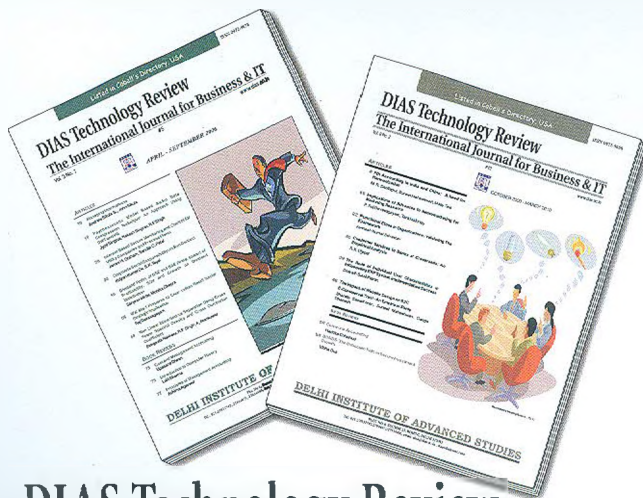


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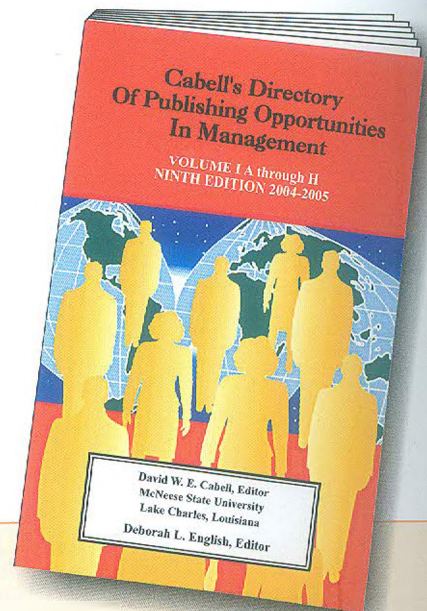


DIAS Technology Review

The International Journal for Business & IT

Listed In

10th Edition of
CABELL'S DIRECTORY, U.S.A.



STATEMENT ABOUT OWNERSHIP AND OTHER PARTICULARS OF THE JOURNAL

Printed, Published and Edited by Shri Sanjay Sachdeva, on behalf of Delhi Institute of Advanced Studies, Plot No.-6, Sector-25, Rohini, Delhi-110085 and Printed at Swan Press of Lahore, B-71, Naraina Industrial Area, Phase-II, New Delhi-110028.

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ARTICLES

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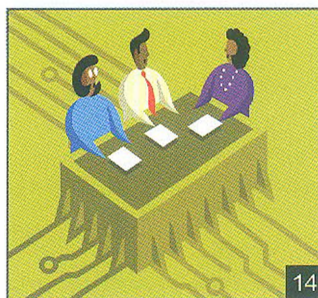
- The article examines the positive impacts of globalization on the economy of nations, and the unintended negative effects it is having on poor nations. This article inspires a search for alternative paradigms of globalization that can alleviate the plight of poor nations.



14 Process Based Role Analysis and Design: Application in Information Technology Industry

Dr. Avinash Kumar Srivastav

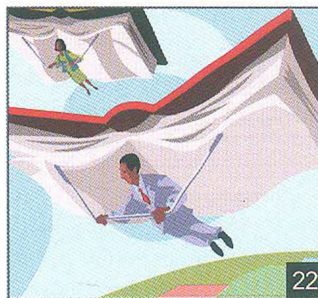
- In this article author has described the development and application of Process Based Role Analysis and Design (PROBRAD), a practical role based OD intervention.



22 The Efficacy of Knowledge Map in Object-Oriented Software Training: ADO.NET Components

Dr. Michael B. Knight

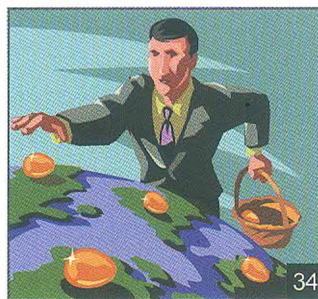
- The article focuses on the data-access component ADO.NET (Active Data Objects) of this target software. ADO.NET is a database access component and allows users to interact with database systems from browsers. A pre-test and post-test was administered to assess the effect of knowledge map-based learning on learning outcomes, with the traditional F2F training group as a controllable group.



34 A Study of Investment Performance and Impact of Stock Analysts' Recommendations

Dr. Kapil Chaudhary, Mr. Sushil Bajaj

- The article uses the Sharpe Performance Measure to capture the impact of analysts' recommendations over the investment performance. The article shows the absence of association between abnormal return and the recommendations provided by the equity analysts.



CASE STUDY

51 Indian Premier League: Run Out on Business Ethics

- *Ms. Sakhi Saxena, Dr. Vibha Dua, Dr. Shilpa Jain*



BOOK REVIEWS

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- *Ms. Shilki Bhatia*

59 Financial Management – Principles & Practice

- *Ms. Ruchi Gupta*

From The Editor's Desk

Editorial

DIAS fraternity feels proud in placing before you the XIII issue of its research journal DIAS Technology Review.

There goes a saying that "Change is inevitable and growth is intentional."

Change is the law of nature. In the present era, change is visible in every walk of life- personal, professional or business. Revolutionary changes are taking place due to the comprehensive use of technology, liberalized government policies and innovative organizational strategies resulting in stupendous growth of trade, commerce and industry across the world. All this has led to the global environment becoming more challenging and vibrant.

The dynamic environment of business demands high levels of performance from its employees. The employees also experience constant pressures for enhancing their performance. A clear understanding of roles and responsibilities of employees in organization aids their performance. The very first article of our journal, "Process Based Role Analysis and Design: Application in Information Technology Industry" deals with the solution to the problem of role clarity. The article proposes a model called PROBRAD (Process Based Role Analysis and Design) used in IT industry. The model focuses on enhancing role effectiveness while attaining a comprehensive organizational alignment.

The fast pace computerization in the organization needs to deal with work force inertia motivating them to embrace change. The Second article, "The Efficacy of Knowledge Map in Object Oriented Software Training: ADO. NET Components", examines the effect of knowledge map based learning, a form of Computer Assisted Instructions (CAI), on assisting novice users in acquiring software knowledge and skills. The author has tried to explore the effectiveness of knowledge based learning and face-to-face training as an on-the-job training tool.

The wave of liberalization has enhanced the trade among various countries, strengthening the world economy and finally leading to globalization. However what seemed to be a panacea, in fact, has resulted in creating certain negative impact on world trade. The next article, "Globalization and Matters Arising", examines the both positive impact of globalization on the economy of developed nations and its unintended negative effect on the economy of poor nations. .

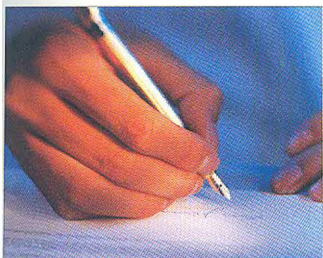
The stock market across the world has become very volatile and investors have to make right decisions at right time to augment their returns on their investments. The last article, "A Study of Investment Performance and Impact of Stock Analysts Recommendations," showcases the complexities of investment decision-making in current scenario. In this article, authors have examined the impact of information be it economic, political or social on stock returns.

We hope that the present edition of the journal will prove to be both interesting and beneficial to our esteemed readers.

Regards,



Vibha



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