INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., EBSCO Publishing, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar,

The American Economic Association's electronic bibliography, EconLit, U.S.A.,

Index Copernicus Publishers Panel, Poland with IC Value of 5.09 & number of libraries all around the world. Circulated all over the world & Google has verified that scholars of more than 5555 Cities in 190 countries/territories are visiting our journal on regular basis. Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

http://ijrcm.org.in/

ii

CONTENTS

| Sr. No. | TITLE & NAME OF THE AUTHOR (S) | Page No. |
|-------------|--|-------------|
| 1. | PROMOTING TRANSPARENCY IN UNIVERSITY ADMINISTRATION THROUGH E-GOVERNANCE | 1 |
| 2 . | VIJAY BHASKAR KOUDIKI & K JANARDHANAM IMPORTANCE OF CAPITAL STRUCTURE ANALYSIS IN CONSTRUCTION COMPANY | 6 |
| | DR. J. S. V. GOPALA SARMA | |
| 3. | LINKING INTERNAL MARKETING AND EMPLOYEE'S IN-ROLE PERFORMANCE: A CROSS-LEVEL MEDIATION ANALYSIS | 11 |
| 4. | YU-PING HSU, TSAI-FANG YU & CHUN-TSEN YEH STRENGTHENING MENTAL HEALTH SYSTEMS CASE STUDY WITH RESPECT TO KAMAYANI SCHOOL FOR MENTALLY HANDICAPPED PREETI CHAUDHARY & DR. MITA MEHTA | 18 |
| 5. | PERFORMANCE OF PUBLIC SECTOR BANKS IN INDIA – AN ANALYTICAL STUDY DR. M. NAGAMANI & K. ABIRAMI | 22 |
| 6. | A STUDY ON CONCEPT OF IFRS, BENEFICIARIES AND CHALLENGES S. BHUVANESWARI & JAMEELA M.K | 27 |
| 7. | WOMEN ENTREPRENEURSHIP: A STUDY OF INDIAN SCENARIO GURVEEN KAUR | 30 |
| 8 . | FINANCIAL INCLUSION REVISITED CA SANGEETA S | 38 |
| 9. | TRIBAL ENTREPRENEURSHIP IN INDIA: AN APPRAISAL DR. PADMINI TOMAR | 42 |
| 10 . | A STUDY OF INVESTOR PERCEPTION WHILE INVESTING IN RISK FREE SECURITIES JITIN SHARMA | 47 |
| 11. | THE IMPACT OF NEED FOR COGNITION IN SELECTION OF DEODORANTS AMONG FEMALE YOUNGSTERS DR. DEEPAK JOSHI | 53 |
| 12 . | AN ANALYSIS OF MANUFACTURING SECTOR'S CONTRIBUTION TO EMPLOYMENT AND INCOME GENERATION IN NAGALAND MEDONGULIE ZATSU & DR. Y. TEMJENZULU JAMIR | 58 |
| 13 . | GREEN BANKING AND ENVIRONMENT SUSTAINABILITY OF PRIVATE BANKS IN KARNATAKA DR. M. PRABHU & GIRISH V. | 62 |
| 14. | A STUDY OF FINANCIAL STATEMENT ANALYSIS OF OIL AND NATURAL GAS CORPORATION LIMITED L. PRABHA, DEEPIKA S & DHIVYA.B | 65 |
| 15. | MARKET REACTION ANALYSIS TO STOCK SPLIT ANNOUNCEMENT IN INDONESIA STOCK EXCHANGE EDI SUMANTO, SRI HARTOYO & LUKYTAWATI ANGGRAENI | 69 |
| 16 . | PARTICIPATION OF FEMALE IN AGRICULTURE SECTOR IN HARYANA VINOD KUMAR & SANTOSH | 74 |
| 17 . | CHALLENGES OF WOMEN ENTREPRENEURS: A STUDY OF WOMEN ENTREPRENEURS OF JAMMU & KASHMIR ZAHOOR AHMAD BOLAKI | 78 |
| 18 . | STARTUP INDIA: OPPORTUNITIES AND CHALLENGES: A CASE OF E-TOUR AND TRAVEL STARTUPS IN INDIA DR. SONAL SHARMA | 83 |
| 19 . | SUSTAINABLE AGRICULTURAL PRACTICES AND USE OF IRRIGATION WATER IN INDIA | 88 |
| 20 . | HUMAN RESOURCE ACCOUNTING: AN OVERVIEW KAINAT SIDDIQUI | 92 |
| | REQUEST FOR FEEDBACK & DISCLAIMER | 96 |

<u>CHIEF PATRON</u>

Prof. (Dr.) K. K. AGGARWAL

Chairman, Malaviya National Institute of Technology, Jaipur

(An institute of National Importance & fully funded by Ministry of Human Resource Development, Govern-

ment of India)

Chancellor, K. R. Mangalam University, Gurgaon

Chancellor, Lingaya's University, Faridabad

Founder Vice-Chancellor (1998-2008), Guru Gobind Singh Indraprastha University, Delhi

Ex. Pro Vice-Chancellor, Guru Jambheshwar University, Hisar

FOUNDER PATRON

Late Sh. RAM BHAJAN AGGARWAL

Former State Minister for Home & Tourism, Government of Haryana Former Vice-President, Dadri Education Society, Charkhi Dadri Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR

Dr. BHAVET Faculty, Shree Ram Institute of Engineering & Technology, Urjani

ADVISOR

Prof. S. L. MAHANDRU Principal (Retd.), Maharaja Agrasen College, Jagadhri

<u>EDITOR</u>

Dr. R. K. SHARMA

Professor & Dean, Bharti Vidyapeeth University Institute of Management & Research, New Delhi

FORMER CO-EDITOR

Dr. S. GARG Faculty, Shree Ram Institute of Business & Management, Urjani

EDITORIAL ADVISORY BOARD

Dr. TEGUH WIDODO

Dean, Faculty of Applied Science, Telkom University, Bandung Technoplex, Jl. Telekomunikasi, Terusan Buah Batu, Kabupaten Bandung, Indonesia

Dr. M. S. SENAM RAJU

Director A. C. D., School of Management Studies, I.G.N.O.U., New Delhi

Dr. JOSÉ G. VARGAS-HERNÁNDEZ

Research Professor, University Center for Economic & Managerial Sciences, University of Guadalajara, Gua-

dalajara, Mexico

Dr. M. N. SHARMA

Chairman, M.B.A., Haryana College of Technology & Management, Kaithal

Dr. CHRISTIAN EHIOBUCHE

Professor of Global Business/Management, Larry L Luing School of Business, Berkeley College, Woodland Park NJ 07424, USA

Dr. SIKANDER KUMAR

Chairman, Department of Economics, Himachal Pradesh University, Shimla, Himachal Pradesh

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT

A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories
http://ijrcm.org.in/

Dr. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture and Technology (JKUAT), Westlands Campus, Nairobi-

Kenya

Dr. SANJIV MITTAL

Professor, University School of Management Studies, Guru Gobind Singh I. P. University, Delhi

Dr. NEPOMUCENO TIU

Chief Librarian & Professor, Lyceum of the Philippines University, Laguna, Philippines

Dr. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

Dr. KAUP MOHAMED

Dean & Managing Director, London American City College/ICBEST, United Arab Emirates Dr. NAWAB ALI KHAN

Professor, Department of Commerce, Aligarh Muslim University, Aligarh, U.P.

Dr. ANA ŠTAMBUK

Head of Department in Statistics, Faculty of Economics, University of Rijeka, Rijeka, Croatia

SUNIL KUMAR KARWASRA

Principal, Aakash College of Education, ChanderKalan, Tohana, Fatehabad

Dr. SHIB SHANKAR ROY

Professor, Department of Marketing, University of Rajshahi, Rajshahi, Bangladesh

Dr. S. P. TIWARI

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

Dr. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

Dr. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engineering & Technology, Amity Univer-

sity, Noida

Dr. ARAMIDE OLUFEMI KUNLE

Dean, Department of General Studies, The Polytechnic, Ibadan, Nigeria

Dr. ANIL CHANDHOK

Professor, Faculty of Management, Maharishi Markandeshwar University, Mullana, Ambala, Haryana

RODRECK CHIRAU

Associate Professor, Botho University, Francistown, Botswana

Dr. OKAN VELI ŞAFAKLI

Associate Professor, European University of Lefke, Lefke, Cyprus

PARVEEN KHURANA

Associate Professor, Mukand Lal National College, Yamuna Nagar

Dr. KEVIN LOW LOCK TENG

Associate Professor, Deputy Dean, Universiti Tunku Abdul Rahman, Kampar, Perak, Malaysia

Dr. BORIS MILOVIC

Associate Professor, Faculty of Sport, Union Nikola Tesla University, Belgrade, Serbia

SHASHI KHURANA

Associate Professor, S. M. S. Khalsa Lubana Girls College, Barara, Ambala

Dr. IQBAL THONSE HAWALDAR

Associate Professor, College of Business Administration, Kingdom University, Bahrain

Dr. DEEPANJANA VARSHNEY

Associate Professor, Department of Business Administration, King Abdulaziz University, Ministry of Higher Education, Jeddah, Saudi Arabia

Dr. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

BIEMBA MALITI

Associate Professor, The Copperbelt University, Main Campus, Jambo Drive, Riverside, Kitwe, Zambia

Dr. ALEXANDER MOSESOV

Associate Professor, Kazakh-British Technical University (KBTU), Almaty, Kazakhstan

Dr. VIVEK CHAWLA

Associate Professor, Kurukshetra University, Kurukshetra

Dr. FERIT ÖLÇER

Head of Division of Management & Organization, Department of Business Administration, Faculty of Economics & Business Administration Sciences, Mustafa Kemal University, Tayfur Sökmen Campus, Antakya,

Turkey

Dr. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, Kurukshetra University, Kurukshetra

Dr. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

YU-BING WANG

Faculty, department of Marketing, Feng Chia University, Taichung, Taiwan

Dr. SAMBHAVNA

Faculty, I.I.T.M., Delhi

Dr. KIARASH JAHANPOUR

Research Adviser, Farabi Institute of Higher Education, Mehrshahr, Karaj, Alborz Province, Iran

Dr. MELAKE TEWOLDE TECLEGHIORGIS

Faculty, College of Business & Economics, Department of Economics, Asmara, Eritrea

Dr. SHIVAKUMAR DEENE

Faculty, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

Dr. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

Dr. VIKAS CHOUDHARY

Faculty, N.I.T. (University), Kurukshetra

SURAJ GAUDEL

BBA Program Coordinator, LA GRANDEE International College, Simalchaur - 8, Pokhara, Nepal

FORMER TECHNICAL ADVISOR

ΑΜΙΤΑ

FINANCIAL ADVISORS

DICKIN GOYAL

Advocate & Tax Adviser, Panchkula **NEENA** Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL Advocate, Punjab & Haryana High Court, Chandigarh U.T. CHANDER BHUSHAN SHARMA Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

<u>SUPERINTENDENT</u>

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography: Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript anytime** in <u>M.S. Word format</u> after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. <u>infoijrcm@gmail.com</u> or online by clicking the link **online submission** as given on our website (*FOR ONLINE SUBMISSION, CLICK HERE*).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. COVERING LETTER FOR SUBMISSION:

DATED: _____

THE EDITOR

IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF

(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript titled '_____' for likely publication in one of your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published anywhere in any language fully or partly, nor it is under review for publication elsewhere.

I affirm that all the co-authors of this manuscript have seen the submitted version of the manuscript and have agreed to inclusion of their names as co-authors.

Also, if my/our manuscript is accepted, I agree to comply with the formalities as given on the website of the journal. The Journal has discretion to publish our contribution in any of its journals.

| NAME OF CORRESPONDING AUTHOR | : |
|--|---|
| Designation/Post* | : |
| Institution/College/University with full address & Pin Code | : |
| Residential address with Pin Code | : |
| Mobile Number (s) with country ISD code | : |
| Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No) | : |
| Landline Number (s) with country ISD code | : |
| E-mail Address | : |
| Alternate E-mail Address | : |
| Nationality | : |

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation etc. <u>The qualification of</u> <u>author is not acceptable for the purpose</u>.

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. <u>**pdf.**</u> <u>version</u> is liable to be rejected without any consideration.
- b) The sender is required to mention the following in the SUBJECT COLUMN of the mail:

New Manuscript for Review in the area of (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

- c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
- d) The total size of the file containing the manuscript is expected to be below 1000 KB.
- e) Only the **Abstract will not be considered for review** and the author is required to submit the **complete manuscript** in the first instance.
- f) **The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours** and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
- g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
- 2. MANUSCRIPT TITLE: The title of the paper should be typed in **bold letters**, centered and fully capitalised.
- 3. **AUTHOR NAME (S) & AFFILIATIONS**: Author (s) **name**, **designation**, **affiliation** (s), **address**, **mobile/landline number** (s), and **email/alternate email address** should be given underneath the title.
- 4. ACKNOWLEDGMENTS: Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
- 5. **ABSTRACT:** Abstract should be in **fully Italic printing**, ranging between **150** to **300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA**. *Abbreviations must be mentioned in full*.
- 6. **KEYWORDS**: Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
- 7. **JEL CODE**: Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
- 8. **MANUSCRIPT**: Manuscript must be in <u>BRITISH ENGLISH</u> prepared on a standard A4 size <u>PORTRAIT SETTING PAPER</u>. It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.
- 9. HEADINGS: All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
- 10. **SUB-HEADINGS**: All the sub-headings must be bold-faced, aligned left and fully capitalised.
- 11. MAIN TEXT:

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:

INTRODUCTION REVIEW OF LITERATURE NEED/IMPORTANCE OF THE STUDY STATEMENT OF THE PROBLEM OBJECTIVES HYPOTHESIS (ES) RESEARCH METHODOLOGY RESULTS & DISCUSSION FINDINGS RECOMMENDATIONS/SUGGESTIONS CONCLUSIONS LIMITATIONS SCOPE FOR FURTHER RESEARCH REFERENCES APPENDIX/ANNEXURE

The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript

- 12. **FIGURES & TABLES**: These should be simple, crystal **CLEAR**, **centered**, **separately numbered** & self-explained, and the **titles must be above the table/figure**. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.
- 13. **EQUATIONS/FORMULAE:** These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
- 14. **ACRONYMS:** These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
- 15. **REFERENCES**: The list of all references should be alphabetically arranged. *The author (s) should mention only the actually utilised references in the preparation of manuscript* and they may follow Harvard Style of Referencing. Also check to ensure that everything that you are including in the reference section is duly cited in the paper. The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
- Use (ed.) for one editor, and (ed.s) for multiple editors.
- When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
- Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
- The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
- For titles in a language other than English, provide an English translation in parenthesis.
- *Headers, footers, endnotes* and *footnotes* should *not be used* in the document. However, you can mention short notes to elucidate some specific point, which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

• Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

• Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

• Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

• Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

• Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 http://epw.in/user/viewabstract.jsp

STARTUP INDIA: OPPORTUNITIES AND CHALLENGES: A CASE OF E-TOUR AND TRAVEL STARTUPS IN INDIA

DR. SONAL SHARMA POST-DOCTORAL FELLOW UNIVERSITY GRANTS COMMISSION NEW DELHI

ABSTRACT

Indian electronic tour and travel industry is progressing at a faster rate due to knowledge based society, ease of access and cost-effective techniques. India is looking forward to the fastest growing online travel market in the Asia-Pacific region with aggregate bookings expected to meet \$24 billion and \$7.1 billion respectively. Online travel is the part of the ecommerce segment, with a global contribution of 70 per cent of all e-commerce activities and its importance is anticipated to increase in the future. The Electronic Travel Agency has lots of opportunities to offer for new ventures. Various offers and deals provided by these online tour and travel agency have made it easy for the customers to plan their holidays well in advance, and thus it creates competitive spirit among others. The main idea behind this is the low investment required in the online domain. Also, there is an added convenience to a traveler for booking tickets, comparing the fare rates and choosing destinations. This paper presents opportunities in e-tour and travel startups and comparison of successful startups in the domain of electronic tour travel agents, find out the entrepreneurship, innovation, and other challenges of startups in India.

KEYWORDS

e-travel agency, entrepreneurship, innovation, competition, opportunities.

INTRODUCTION

Trom chasing the undisturbed islands, a summer vacations in freezing Himalayas, to a peaceful escape, International Yoga Day in serene beauty of south, all these and much more are on offer for the wanderlust Indian.

🏴 Tour and Travel startups are searching out the discerning Indian traveler, offering them customized experiences at a premium price.

India has a lot of potential in online tour and travel industry because of growing e-commerce business in India. India tour and travel startups have lot to offer to customers through online gateway. India is in the stage of entrepreneurship revolution with online startups. Over the years a large number of online travel startups have entered the fray to cash in on the e-commerce boom that has to a large extent been driven by travel segment in the country. One of the biggest challenges in the online travel space is competition, both from other online service providers and from established travel agencies. Startup India action plan aims to promote entrepreneurship through innovation and design in order to generate large scale employment opportunities that will drive sustainable economic growth.

DETERMINANTS OF E-TOUR AND TRAVEL START-UPS IN INDIA

CHANGES IN ECOSYSTEM

- 1. Internet and Smartphone penetration: Startups foresee the next big technology disruption coming in the travel space, and hence have taken a dive into the sector.
- 2. The rising household incomes and the corresponding expansion of the middle class have triggered more cash flow in households, opening up possibilities for spending and leisure.
- 3. Experts also attribute this sudden boom in travel startups to the recent stabilization of the macro-government, enabling FDI and various other routes for capital to flow through the economy.

CHANGES IN CUSTOMER BEHAVIORAL PATTERNS

- 1. Highly sophisticated: These are people who have travelled widely and prefer to plan, discover and book their travels themselves.
- 2. Casual traveler: These are early stage consumers, who research a lot but finally prefer packaged tours for convenience's sake.
- 3. Young experience-seeker: These are the new generation youth, who are inspired to travel, not just to explore a certain destination, but more for the experiences. These consumers choose meaningful products over standard holiday options.

OPPORTUNITIES OF E-TOUR AND TRAVEL START-UPS IN INDIA

Online travel booking has been one of the big success stories in India.

It is one of the sectors where online e-commerce first worked in a nascent Internet market, as the emerging country started using credit card payments in a big way over the last decade and other alternative and hybrid payments system (like cash-on-delivery) took off.

Almost 200 online travel companies, both large OTAs and startups, now function in India, according to a recent data compilation on the Indian online travel and startup market by Traxcn, a venture capital deals and company information tracking service.

Tourism in India has registered significant growth over the years. Rising incomes, increasing affordability, growing aspirations, increasing globalization, a growing airline industry, an ever increasing online travel companies like yatra.com, goibibo.com, makemytrip.com, cleartrip.com etc. and the presence of the big retail travel companies like Cox & Kings, Thomas Cook, SOTC etc. have supported the industry growth.

People are increasingly shifting to online booking from the traditional ticketing feature for almost all sorts of journey- domestic and foreign. Online Travel Agency (OTA) is one sector which holds immense potential to make use of social media channels in the best possible way.

For travelers, internet is their number one source of information for travel and tourism. Brands can experiment with several social networking platforms like Facebook, Twitter, Instagram, Pinterest etc. with varied range of content like contests, travel trivia based quizzes, food, culture, hotels and so on, making the content interesting, engaging and compelling enough which gets the maximum views and worth of sharing.

- One of key challenges faced by Startups in India has been access to finance. In order to provide funding support to Startups, Government will set up a fund with an initial corpus of INR 2,500 crore and a total corpus of INR 10,000 crore over a period 4 years (i.e. INR 2,500 crore per year). The Fund will be in the nature of Fund of Funds, which means that it will not invest directly into Startups, but shall participate in the capital of SEBI registered Venture Funds.
- As per the action plan of startup India the compliance procedure for newly established firms is simple and flexible in order to allow them to focus on their core business activities. Startups shall be allowed to self-certify compliance (through the Startup mobile app) with 9 labour and environment laws.
- Startup India Hub- It creates a single point of contact for the entire Startup ecosystem and enables knowledge exchange and access to funding. The "Startup India Hub" will be a key stakeholder in this vibrant ecosystem for the startups.
- Mobile App- To serve as the single platform for Startups for interacting with Government and Regulatory Institutions for all business needs and information exchange among various stakeholders.

Easier norms for wind up- the startup India action plan makes easier norms for wind up business operations in case failures.

ROLE OF E-TOUR AND TRAVEL START-UPS IN INDIA

- Indian tourism sector boost due to increase in e-travel and tour startups.
- Travel start-ups also have a wider role to play in the Indian economy in terms of job creation and creating dynamic opportunities for talent.

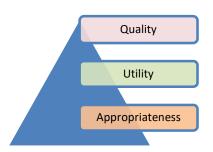
VOLUME NO. 7 (2017), ISSUE NO. 05 (MAY)

- Travel start-ups have to offer something unique to stand out from the crowd. For example, Triphobo, my start-up, specializes in planning itineraries for
 customers through an interface product that ensures a more reliable and realistic approach towards forming travel plans, along with benefits such as hotel
 bookings, activity planning and so on.
- The travel industry is undergoing a sea-change. The new age start-ups have popped up and are re-defining the concept of planning a travel, and in many ways the travel industry.
- The role of these travel start-ups, and their focus on specific areas like women-only travel sites or a student-focused hostel or many others activities.
- Bridging the gap between the travellers and the place. Travelling is now no more just site-seeing, but more activity based. By introducing an app likes near & far which provides the people to acquire information about the interesting things to do at a particular place.

SUCCESS FACTORS OF E-TOUR AND TRAVEL START-UPS

- Quality,
- Utility
- And appropriateness of the product that determine success.

FIG. 1: SUCCESS CHART OF E-TRAVEL START-UPS



CHALLENGES OF E-TOUR AND TRAVEL START-UPS IN INDIA

- 1. Attitude of Travellers Indian tourism sector is witnessing a sudden shift in the attitude of travelers. New evolved travelers are diving deep to understand the unique cultural and social fabric of the place they visit.
- 2. Building Market Place There are a staggering number of travellers who prefer offbeat locations to get the local, unique real-life experience. According to the Ministry of Tourism report, the market is worth \$3 billion in India while it is around \$140 billion globally.
- 3. Behaviour of tour guides- the role and effectiveness of tour guides influence the tourist behaviour. The development of the tourism industry depends on in providing effective technical interpretation (tour guides) to tourists in the coming future.
- 4. Consumer loyalty Customer loyalty is often hard to gain, and with multiple options available at few clicks, it becomes even trickier to win it. Top attributes which decide the loyalty of a consumer can be enlisted as follows:
- Product: Since the OTA's are replacing the in-person communications for booking the travel itinerary, it becomes important that the product takes care of all the needs of the customer.
- Pricing: Indian consumers are extremely price sensitive.
- Customer service: This controls whether a customer will return next time or not.
- User experience: Convenience, easy to navigate and readily available information can leave a customer wow.
- Content: Making content more searchable, vernacular, consumable and customized (on mobile) also plays a significant role.
- 5. Consumer acceptance: People in India were unsure of how to use such a platform and how it would work. They preferred to do things in person.
- 6. Airline's trust: Airlines were also wary of new age travel agents since they weren't aware of how they would perform.
- 7. Industry practices: Paper tickets had to be printed and delivered; the concept of e-tickets was still not prevalent.
- 8. Tech infrastructure: Real-time loading and integration of the flight plans onto a platform had challenges due to limited tech infrastructure. A lot of the hotels didn't have their inventory online, which made it difficult for them to bring more players online.
- 9. Government Agencies: The most trusted government agencies such as bus and railways have also been riding on this wave, having set up user-friendly online platforms that can help people with both information and travel plans.

| Tour and Trave | I Headquarters | Category | Website | Founders |
|-----------------|----------------|--|--------------------|--|
| Startups | | | | |
| Routofy | New Delhi | Online Travel & Tourism | www.routofy.com | Abhishek Agarwal, Ronak Gupta |
| Trip38 | Bangalore | Travel | www.trip38.com | Niranjan Gupta |
| iTraveller | Bangalore | Travel | www.itraveller.com | Shiju RadhakrishnanSanjay Kumar, Chitra Parija Ni- santh Kumar. |
| Tripoto | New Delhi | Online Travel | www.tripoto.com | Michael Pargal Lyngdoh, Anirudh Gupta |
| HolidayIQ.com | Bangalore | online travel community | www.holidayiq.com | Hari Nair |
| Cleartrip | Mumbai | Online travel portal | www.cleartrip.com | Mathhew Spacie, Hrush Bhatt & Stuart Crighton |
| MakeMy Trip.com | Gurgoan | Online Travel Company | www.makemytrip.com | Deep Kalra |
| Yatra.Com | Gurgaon | Online travel agency | www.yatra.com | Dhruv Shringi, Manish Amin and Sabina Chopra |
| Go ibibo | Gurgaon | Online travel aggregator | www.goibibo.com | Ashish Kashyap |
| Ola Cabs | Bangalore | Indian online transportation network company | www.olacabs.com | Ankit Bhati, Bhavish Aggarwal |
| Meru Cabs | Mumbai | Taxi aggregator company | www.merucabs.com | Neeraj Gupta |

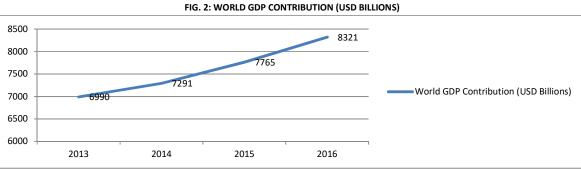
TABLE 1: ONLINE TOUR AND TRAVEL STARTUPS IN INDIA

TRAVEL AND TOURISM INDUSTRY IN INDIA

Travel and Tourism Industry is one of the top most industries in the world when it comes to GDP Contribution. The Travel and Tourism Industry also provides 8.9% of employment in the world, with 1 out of 11 people in the world working for this industry creating 266 million jobs across the world.

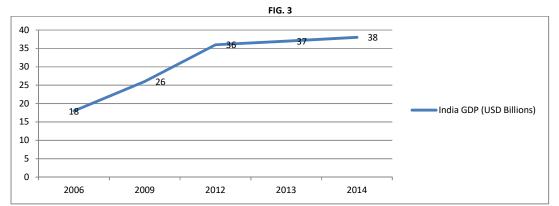
INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/

| | TABLE 2 |
|-----------------------------|---------------------------------------|
| Travel and Tourism Industry | World GDP Contribution (USD Billions) |
| 2012-13 | 6990 |
| 2013-14 | 7291 |
| 2014-15 | 7765 |
| 2015-16 | 8321 |



India is also not behind, with 9.5% of GDP growth in India (2013) is via the Travel and Tourism Industry, estimating at USD 38 billion in 2014 and reaching USD 71 billion in next 10 years, spanning a growth of ~87%. (Note: as per the reports of IBEF)

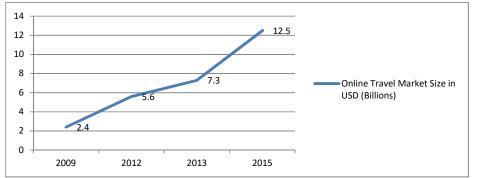
| TABLE 3 | | | |
|---------|--------------------------|--|--|
| Year | India GDP (USD Billions) | | |
| 2005-06 | 18 | | |
| 2008-09 | 26 | | |
| 2011-12 | 36 | | |
| 2012-13 | 37 | | |
| 2013-14 | 38 | | |



The online Travel and Tourism Industry is also not far from the offline business. **As per the stats by Internet and Mobile Association of India (IAMA)** in 2013 Online Travel Industry in India was worth USD 7.3 billion that is an estimated 20% of the total Travel and Tourism industry earnings in 2013. This clearly showcases how the future of India is bent towards online business than offline or traditional ways of booking.

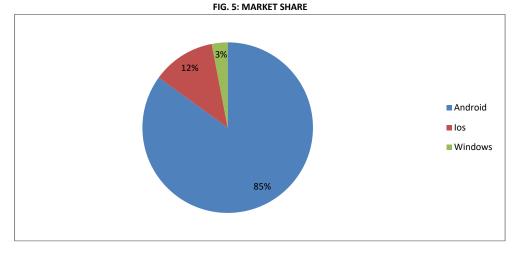
| TABLE 4 | | |
|---------|---|--|
| Year | Online Travel Market Size in USD (Billions) | |
| 2008-09 | 2.4 | |
| 2011-12 | 5.6 | |
| 2012-13 | 7.3 | |
| 2014-15 | 12.5 | |





| TABLE 5 | | |
|--------------------------|--------------|--|
| Mobile Operating Systems | Market Share | |
| Android | 85% | |
| los | 12% | |
| Windows | 3% | |

MARKET SHARE (INDIA) - MOBILE OPERATING SYSTEMS



| т | ABLE 6: | MOBILE PENETRATION IN INDIA (in millions) |
|---|---------|---|
| | Year | Mobile penetration in India(in Millions) |
| | 2011 | 20 |
| | 2012 | 29 |
| | 2013 | 67 |
| | 2014 | 116 |
| | 2015 | 171 |

Source: as per the reports (2014-15) of IAMAI Internet and Mobile Association of India

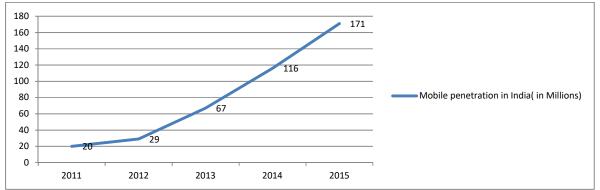
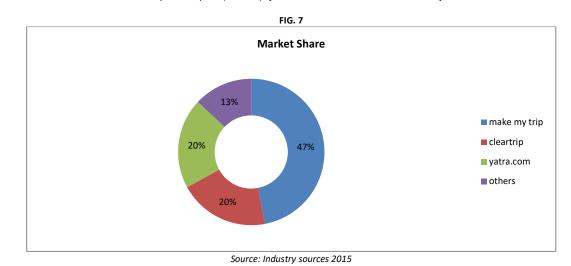
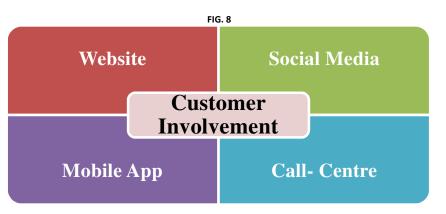


FIG. 6: MOBILE PENETRATION IN INDIA (in Millions)

Source: as per the reports (2014-15) of IAMAI Internet and Mobile Association of India



INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/ THE MAJOR POINTS FOR CUSTOMER INVOLVEMENT WITH E-TRAVEL COMPANIES ARE GIVEN BELOW:



GOVERNMENT INITIATIVES

The Indian government has realized the country's potential in the tourism industry and has taken several steps to make India a global tourism hub. Some of the major initiatives taken by the Government of India to give a boost to the tourism and hospitality sector of India are as follows:

- The Union Cabinet has approved the signing of Memorandum of Understanding between the Ministry of Tourism of India and the Ministry of Trade Industry and Tourism of Colombia in order to boost cooperation in the field of tourism between the two countries.
- The Central Government has given its approval for signing of a Memorandum of Understanding (MoU) between India and Cambodia for cooperation in the field of tourism with a view to promote bilateral tourism between the two countries.
- Ministry of Tourism has sanctioned Rs 844.96 crore (US\$ 142 million) to States and Union Territories for developing tourism destinations and circuits during FY 2014-15, which includes projects relating to Product/Infrastructure Development for Destinations and Circuits (PIDDC), Human Resource Development (HRD), Fairs and Festivals & Rural Tourism.
- The Heritage City Development and Augmentation Yojana (HRIDAY) action plans for eight mission's cities including Varanasi, Mathura, Ajmer, Dwaraka, Badami, Vellankini, Warangal and Amaravati have been approved by HRIDAY National Empowered Committee for a total cost of Rs 431 crore (US\$ 64.7 million).
- Government of India plans to cover 150 countries under e-visa scheme by the end of the year besides opening an airport in the NCR region in order to ease the pressure on Delhi airport.
- Under 'Project Mausam' the Government of India has proposed to establish cross cultural linkages and to revive historic maritime cultural and economic ties with 39 Indian Ocean countries.

THE FUTURE OF ONLINE TRAVEL INDUSTRY

INTERNET AND SMARTPHONE USERS

With the growing number of Internet and Smartphone users, the industry has evolved, and like any other online business is shifting its focus to mobile. Traffic and transaction from mobile is on the rise.

COMPETITION AND CHANGING LANDSCAPE

The lower entry barriers invite new player in an online travel space and thus creates competition.

TRAVELER ATTITUDE

A wary traveler today has transformed into an informed traveler, credits to the Internet. Potential of online travel market is the highest in India, which has broken all barriers, and will continue with its winning spree for more time to come.

CONCLUDING REMARKS

Startups are driving the Change in Domestic Travel in India. Domestic travel meant pilgrimages, honeymoon destinations and treading the beaten track. But that's changing fast. There is a radical shift in tour and travel industry in current times because of younger consumers looking for experiences rather than destinations. The Indian online travel industry has also fastened to cater to this new segment. Travel sites have started focusing on localized experiences than standard sight-seeing. The high degree of convenience, increasing e-commerce penetration, a growing population, international air connectivity, and government initiatives are some of the factors that increasing online travel bookings. Startups are walking an extra mile to bring fresh and innovative ideas to involve users.

REFERENCES

- 1. Alexander Osterwalder, Yves Pigneur (2009), "Business Model Generation: A Handbook for Visionaries, Game Changers, and Challengers", OSF, 281 pages.
- 2. Elizabeth Becker (2013), "Overbooked: The Exploding Business of Travel and Tourism", Simon and Schuster, 464 pages.
- 3. Eric Ries (2011), "The Lean Startup: How Today's Entrepreneurs Use Continuous Innovation to Create Radically Successful Businesses", Crown Business, 320 pages.
- 4. Fannin Rebecca A. (2011), "Startup Asia: Top Strategies for Cashing in on Asia's Innovation Boom", John Wiley & Sons, 239 pages.
- 5. Goyal Anuradha (2014), "The Mouse Charmers: Digital Pioneers of India" Random House India, 344 pages.
- 6. Kidder David (2013), "The Startup Playbook: Secrets of the Fastest-Growing Startups from Their Founding Entrepreneurs", Chronicle Books, 291 pages.
- 7. Kumar, Muneesh (2011), "Trust and Technology in B2B E-Commerce: Practices and Strategies for Assurance: Practices and Strategies for Assurance", IGI Global, 329 pages.
- 8. Livingston Jessica (2007), Founders at Work: Stories of Startups Early Days, Apress, ISBN 1430203277, 9781430203278, 500 pages.
- 9. Narayanan M.K Badri, Deepeka S. P. (2015), "Online Travel and Tourism Startups in India: Business Models & Growth Challenges, International Journal of Marketing & Financial Management, Volume 3, Issue 01, Jan, pp. 20-29
- 10. Owens Trevor, Fernandez Obie (2014), "The Lean Enterprise: How Corporations Can Innovate like Startups", John Wiley & Sons, 2014, 256 pages.
- 11. Peter Thiel, Blake Masters (2014), "Zero to One: Notes on Startups, or How to Build the Future", Crown Publishing Group, 224 pages.
- 12. Sunetra Roday, Archana Biwal, Joshi Vandana (2009), "Tourism Operations and Management" Oxford University Press, 502 pages.
- 13. Tussyadiah Iis, Inversini Alessandro, "Information and Communication Technologies in Tourism 2015: Proceedings of the International Conference in Lugano", Switzerland, February 3 6, 2015.
- 14. Vivek Wadhwa (2012), "The Immigrant Exodus: Why America is Losing the Global Race to Capture Entrepreneurial Talent", Wharton Digital Press, 106 pages.
- 15. Yevgeniy Brikman (2015), "Hello, Startup: A Programmer's Guide to Building Products, Technologies, and Teams", O'Reilly Media, Inc., 604 pages.

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, Economics & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue as well as, on the journal as a whole, on our e-mail <u>infoijrcm@gmail.com</u> for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active cooperation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Fournals

ERNATIONAL JOURNAL OF RESEARCH COMMERCE & MANAGEMENT





INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, ECONOMICS & MANAGEMENT A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories http://ijrcm.org.in/