

**Key Indicator - 3.3 Research Publication and Awards (15)**

3.3.1 Number of papers published per teacher in the Journals notified on UGC website during the last five years (5)

SN	Title of paper	Name of the author/s	Dept. of the teacher	Name of journal	Year of publication	ISSN number	Link to the recognition in UGC website	Link to the recognition in UGC website
1	A Study on the Impact of Merger Announcement on Shareholders' Wealth in India: A Case Study of Sun Pharmaceutical Industries Ltd.	Vilas Bagade	BBM	RESEARCH ARENA- A MULTI-DISCIPLINARY INTERNATIONAL REFEREED RESEARCH JOURNAL	2018	2320-6263	<a href="http://www.vishwaLink">www.vishwaLink</a>	<a href="http://www.vishwaLink">www.vishwaLink</a>
2	Corporate Merger: Effect on Profitability Performance of Sun Pharmaceuticals Inds. Ltd. - Vilas S Bagade	Vilas Bagade	BBM	INDIAN LITERATURE AND CULTURE TODAY	2018	2395-3721	<a href="http://www.vishwaLink">www.vishwaLink</a>	<a href="http://www.vishwaLink">www.vishwaLink</a>
3	Do mergers increase efficiency?: A study with reference to Sun Pharmaceutical Industries Limited - Vilas and Shivakmar Deene	Vilas and Shivakmar Deene	BBM	Multidisciplinary Scientific Reviewer	2019			
4	Impact of merger announcement on Profitability of Aurobindo Pharma Limited - Vilas and Shivakmar Deene	Vilas and Shivakmar Deene	BBM	Multidisciplinary Scientific Reviewer	2020			<a href="https://www.inspirajournal.com">https://www.inspirajournal.com</a>
5	WORK LIFE BALANCE OF WOMEN EMPLOYEES IN BPO SECTOR, INFOSYS MYSORE	Shruti M	BBM	International Journal of Advanced Research in Commerce, Management & Social Science (IJRCMSS)	2021	2581-7930	<a href="https://www.inspirajournal.com">https://www.inspirajournal.com</a>	<a href="https://www.inspirajournal.com">https://www.inspirajournal.com</a>

## **Do mergers increase efficiency?: A study with reference to Sun Pharmaceutical Industries Limited**

**Vilas<sup>a</sup>, Shivakmar Deene<sup>b</sup>**

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<sup>b</sup>Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Kalaburagi, India

### **Abstract**

In this paper researcher had made an attempt to ascertain the technical efficiency of Sun Pharmaceutical Industries Limited i.e., the company's ability to make optimum utilisation of combined resources. The study covers the period of 6 years i.e. three years pre-merger and three years post-merger. Data envelopment analysis (computer) program is used to determine the technical efficiency score of the company for pre-merger and post-merger period and the same is statistically tested using Paired t-test. It was found that the firm's technical efficiency after its merger is insignificantly decreased by 2.83 per cent. In the outcome of the findings it is suggested to the company that it needs to minimise its input values by 4.83 per cent to become technically efficient and it has to make optimum utilization of its combined and available resources.

### **Introduction**

A business organisation starts growing when the utility of its products and services are recognised. To expand its business activities, corporates may opt for either organic or inorganic growth strategies. When a business opts to strategically change by altering its internal sources without altering its external sources this strategy is termed as an organic growth strategy. Whereas when a business opts to strategically change its level of output, expansion in the workforce, customers, and infrastructure resources and thereby an overall increase in the revenues and profits of the entity this strategy is termed as an inorganic growth strategy.

Mergers and acquisitions are significant tools for growth and are increasingly getting accepted by Indian businesses as a critical tool of business strategy. They are widely used in a wide array of fields such as information technology, telecommunications, and business process outsourcing as well as in traditional business to gain strength, expand the customer base, cut competition or enter into a new market or product segment. Mergers and acquisitions may be undertaken to access the market through an established brand, to get a market share, to eliminate competition, to reduce tax liabilities or to acquire competence or to set off accumulated losses of one entity against the profits of other entity.

### **Review of Literature**

The study of corporate restructuring deals is very important as corporates consider and use it as one of the important strategies to expand their business reach, sustain in the market for a longer period and to increase profitability. Mergers and acquisitions (M&A) is an important branch of corporate strategy, the value of mergers and acquisitions (M&A) worldwide from 1985 to 2019, according to data provided by The Institute for

## Impact of merger announcement on Profitability of Aurobindo Pharma Limited

Vilas<sup>a</sup>, Shivakmar Deene<sup>b</sup>

<sup>a</sup>Faculty Gurukul Degree College, Kalaburagi, India

<sup>b</sup>Asst. Professor, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Kalaburagi, India

### Abstract

The present study aims to ascertain the impact of merger announcement on profitability of Aurobindo Pharma Limited. The study requires secondary data in order to achieve the set objective. Dupont model is used to ascertain the profitability of the company. From the study it is found that ROE, NPR, ATR of the company is insignificantly increased. Hence it can be concluded that there is no significant increase in the post-merger profitability of Aurobindo Pharma Limited.

### Introduction

A diversified factor like competition, technological change, and transformation of economies, innovation and development of global trade has driven M&A activities. Globally, corporate restructuring is considered as an overriding corporate theme. On the total, merger and acquisition activities has been a delightful success and led to notable improvements in corporate performance. But, M&A witnessed subdued activity in 2019, while domestic factors like growth slowdown, tight liquidity, market sentiment and currency depreciation added to the prevailing uncertainty. The year recorded less than one-third of deal values at USD 27 billion compared to 2018, which recorded USD 90 billion. However, Corporate mergers increase the firm's performance is a contentious issue (Grant Thornton, 2020).

Globally, Mergers and acquisition (M&A) are considered as strategic tool for business growth. M&A deal activities in India have shown an increasing trend from the year 2015, well into early 2019 more than 3,600 deals with an aggregate value of more than \$310 billion (Ayilavarapu & Chandrashekar, 2019). Mergers and acquisitions offer a tremendous opportunity for well-managed businesses with a strong deal proposal, looking for new avenues of growth and/or improving profitability.

### Review of Literature

Several studies have been conducted with the intention to identify the factors/determinants for mergers and acquisitions. Ruhani Ali and G S Gupta identified that the takeover deals were motivated by size, growth, and profit considerations, and supported by the desire of having a balanced leverage (Ali & Gupta, 1999). Vyas, Narayanan and Ramanathan identifies that R&D intensity has positive and significant relation with M&A activities (Vyas et al., 2012). Jayanthi, Sivakumar, and Haldar finds that strategic assets as a key determinant for Indian pharmaceutical firms to go for restructuring transactions (Jayanthi et al., 2016). Various researchers have attempted to

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**Abstract:**

Corporate restructuring enhances the firm value through any significant change in ownership, control and fiscal structure of a firm, or through systematically planned corporate portfolio. Various studies are reported with diversified results on how merger and acquisition activities effect the profitability. Thus, the present paper aims to examine corporate mergers and its impact on profitability performance of Sun Pharmaceuticals Inds. Ltd. For this purpose, financial data is collected for the period of 6 years based on data available in the data source from 2011–12 to 2016–17 (i.e. 3 years pre and post-merger). Further, researcher made use of paired samples t-test to statistically examine the change in Pre and post-merger profitability performance of Sun Pharmaceuticals Inds. Ltd. Results of the study conclude that there is insignificant change in profitability performance during post-merger period, the acquiring firm have not made proper utilization of its combined resources in enhancing the profit after merger.

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**Vilas S. Bagade:** Research Scholar, Dept. of Commerce, SBS, Central University of Karnataka, India.

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**A Study on the Impact of Merger  
Announcement on Shareholders' Wealth in  
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**Abstract:**

The aim of this research paper is to know the post-merger impact of merger announcement on the shareholders' wealth of Sun Pharma Industries Ltd. This study is an attempt to evaluate the impact of a merger through a database of Sun Pharma Industries. Ltd. The study was conducted by collecting the daily stock prices of the company prior to and after the merger announcement. The study shows that firms use the merger as not only a tool to grow but also to avoid competition, increase their market share, improve their performance, etc. This study shows that the mergers have worked in case of the sample selected; they often involve the performance of compulsory management or achieving a kind of synergy. The deceptive reason for firms to merge is to create profits larger than the joint profits of the merging companies. This study proves that the mergers have added

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## WORK LIFE BALANCE OF WOMEN EMPLOYEES IN BPO SECTOR, INFOSYS MYSORE

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Dr. Veena Ishwarappa Bhavikatti\*  
Miss. Shruti J Myageri\*\*

### ABSTRACT

*The Paper was carried out to study the importance of a balanced professional and personal life of employees of BPO sector, Infosys Mysore. Objective being to recognize key need to strike this balance, to understand the personal issues of female jobseekers on their professional job, to analyze a basic impression of imbalance on work gratification, work productivity with performance, to study the challenges faced by women and ascertain measures which the organization took with a view to support their employees strike an equilibrium. The study was confined to the employees of BPO Sector, Infosys Company. The study was limited within Mysore campus. The study also included finding the role of strategic measures taken by the company in supporting the workers to have a balance between their personal life and professional life. Data for research was found through questionnaire. Based on the results, the final conclusions were made. It was found that flexible work schedule does have an impact on the performance, motivation and retention of employees to some extent.*

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**Keywords:** Work Life Balance, Personal Life, Professional Life, Performance.

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### Introduction

The label "work life balance" is newly started as its initial usage was made in US and UK during the latter part of 1970s-1980s. Work life balance is a label that is generally made use to describe the equilibrium between the personal and professional life of any individual. Zone considering personal life and excluding professional life can include aspects like family time, self-attentiveness, personal space, societal duties, and spare moments with friends and near ones, etc. The growing technology and development has made it possible to reduce the time of professional work with the usage of smart phones, advance software, meetings and conference through video calls, electronic mails, etc. Such advancements have brought in a very different perspective of doing professional work eliminating the classic nine to five work schedules. Going through a hectic working schedule having no personal space, extreme work load, unfriendly professional environment has proven to have a negative impact not only on the physical life of the employee but also disturbing his/her mental and emotional peace. This was recognized as the call of the hour by many organization sin various countries and likewise initiative steps were taken to improve the conditions of employees and allow them to have a good balance between work life and family life.

### Objectives of the Study

- To examine the key need of work life balance in Infosys BPO, Mysore.
- To understand the personal issues of female employees in Infosys BPO, Mysore, on professional work.

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