

Indexed Journal  
Refereed Journal  
Peer Reviewed Journal

[www.managejournal.com](http://www.managejournal.com)  
ISSN: 2455-1627

**Volume: 10**

**Issue: 1**

**Year: 2024**

## International Journal of Commerce and Management Research





# International Journal of Commerce and Management Research

Indexed Journal, Refereed Journal, Peer Reviewed Journal

ISSN: 2455-1627

## *Publication Certificate*

This certificate confirms that **Yusuf Rombe M Allo** has published article titled **Financial services institution literacy online loans in the community village Cawang East Jakarta** .

Details of Published Article as follow:

Volume : **10**  
Issue : **1**  
Year : **2024**  
Page Number : **68-74**  
Reference No. : **10013**  
Published Date : **8 Feb, 2024**



*Nilesh*

Regards

International Journal of Commerce and Management Research

[www.managejournal.com](http://www.managejournal.com)

[manage.article@gmail.com](mailto:manage.article@gmail.com)



## Financial services institution literacy online loans in the community village Cawang East Jakarta

Lenny Panggabean<sup>1</sup>, Yusuf Rombe M Allo<sup>2</sup>, Thomas Zen<sup>2</sup>, Otniel Edwina Priscilla Yusuf<sup>3</sup>

<sup>1</sup> Department of Vocational Faculty Tax Management Study Program, Indonesian Christian University Jakarta, Indonesia

<sup>2,3</sup> Department of Vocational Faculty, Financial Analysis Study Program, Indonesian Christian University Jakarta, Indonesia

<sup>4</sup> Department of Economic and Business Management Financial Management Study Program, Indonesian Christian University Jakarta, Indonesia

### Abstract

The existence of online loans has become a polemic due to the low financial literacy of the Indonesian people. This certainly risks making online loan debtors trapped in a debt trap so heavy that they are unable to pay their installments. Improving the literacy of online loan financial service institutions so that, 1) People are wiser in using online loans, 2) The community understands and chooses online loan providers that are legitimate and legal and have been registered with the Financial Services Authority (OJK) Regulation. This activity will be carried out in collaboration with Cawang Village, East Jakarta. And carried out on Saturday, August 11, 2023 at 09.00 - 16.00 WIB offline with 80 participants who live around Cawang Village, East Jakarta, with a background as Small Medium and Micro Enterprises (UMKM) actors. The method used to solve these problems is to use several methods, namely: a) Lecture Method: The lecture method is used to convey the basic theories and concepts that the community must know about online loans. So that people understand about online loans. b) Demonstration Method; This method is carried out as a training stage in this Community Service activity. With demonstrations and real practices from resource persons, the Cawang community as participants can actually observe and understand the problems they face. In the utilization of online loan funds, most partners use it as additional business capital, namely 42 people or (52.50%), for school fees 23 people (28.75), for consumptive purposes 10 people (12.50%) and who use loans as much as 5 people. funds to pay debts. In the process of returning the loan facility to their startup company, some partners experienced obstacles / difficulties and some partners also did not experience any difficulties at all in the repayment process. In general, partners are familiar with and use online loans for various needs, but do not understand the repayment period scheme, interest calculation and the purpose of online loans. There needs to be continuous education about online loans so that people do not get caught up in the problems of online loans themselves.

**Keywords:** Finance, literacy, online loans, legal, illegal

### Introduction

The community in Cawang Village, East Jakarta, which is 1-2 km from the campus of Universitas Kristen Indonesia Jakarta, where the Cawang village community and its surroundings are the fostered community of Universitas Kristen Indonesia itself. Cawang Village consists of 12 RW and 114 RT with an area of 179.04 Ha. With this area, Kelurahan Cawang has a population of 40,734 people consisting of 13,855 family cards (Anonymous, 2023). The people of Kelurahan Cawang are generally small business owners and some are civil servants/private sector workers and manual laborers. The income level of the people of Cawang village is generally conditioned in the middle and lower middle economic strata.

One of the electronic transactions related to e-contracts that is currently developing is information technology-based money lending and borrowing services or better known as fintech lending, which offers various conveniences in borrow money/credit. Fin-Tech operates in the field of money-based lending and borrowing services information technology. Information technology-based money lending and borrowing services are regulated in Financial Services Authority Regulation (OJK) No. 77/POJK.1/2016 concerning information technology-based money lending and borrowing services. According to the National Digital Research Center (NRDC), financial technology is a term used to refer to innovation in the field of financial services, where the term comes from the words financial and

technology which refers to financial innovation with a touch of modern technology. Information technology-based money lending and borrowing services are the provision of financial services to bring together lenders and loan recipients in order to carry out loan and borrowing agreements in rupiah currency directly through an electronic system using the internet network. The concept of fintech adapts technological developments that combined with the financial sector in banking institutions, so that it is hoped that it can facilitate a more practical, safe financial transaction process as well as 4 Article 1 number 3 of Financial Services Authority Regulation (OJK), Number 77/POJK.1/2016 concerning Information Technology-Based Money Lending and Borrowing Services. Supplement to the State Gazette of the Republic of Indonesia Number 6005 4 modern, includes digital-based financial services that are currently developing in Indonesia, namely payment channel systems, digital banking, online digital insurance, peer to peer (P2P) lending, and crowd funding Services Authority Regulations Finance, Number 77/POJK.1/2016).

Along with the rapid development of technology which is followed by the tremendous growth of startups from various business fields, especially with the development of startups in the financial sector, especially online loans which we usually call pinjol, this has made some people flock to take advantage of loan facilities. online, without having a clear purpose of use, and the public is also unable to differentiate between official loan startups in the sense of the word that

have been legally registered with the Financial Services Authority and illegal startups, namely loans that have not been registered with the Financial Services Authority. Not a few people are entangled in large amounts of debt from online loans (Pinjol), and there are even some people who have never used online loans (Pinjol), but are registered as online loans (Pinjol) users.

In connection with the conditions above, this community service (PkM) is trying to make it literal to the people around Cawang village, East Jakarta, so that people are wiser in using online loans and understand how to choose a startup that is valid and legal and has been registered with the Financial Services Authority (OJK). The problems faced by this community are one of the important things to highlight. Because it is one of the things that needs to be improved so that people understand more about online loans, so that in the future it can have a good impact, especially on the welfare of the community, especially the Cawang community. This community service (PkM) will be carried out to increase literacy which focuses on the general public around Cawang. The target of this activity is to provide and increase information about online loan literacy (pinjol).

The problem that community service (PkM) wants to solve is increasing the literacy of online loan financial service institutions so that people are wiser in using online loans, people understand and choose online loan providers that are valid and legal and have been registered with the Financial Services Authority (OJK). The approach used to solve this problem is to use several methods. The method used is the lecture method, demonstration method

The activity of borrowing and borrowing money directly based on written or unwritten agreements is a practice that has been going on in people's lives. Direct lending and borrowing is in great demand by parties who need fast funds or parties who for some reason cannot be provided with funding by conventional financial services industries such as banking, capital markets or financing companies. (Basyr, A.A. 7: 2009) <sup>[1]</sup>. This is characterized by the use of the internet as a transaction medium when carrying out banking activities. The internet has brought the world economy into a new phase which is more popularly known as digital economics. In the era of digital economic development, society continues to develop innovations in providing services in lending and borrowing activities, one of which is characterized by the existence of information technology-based money lending and borrowing services which are considered to contribute to development and the national economy. Information technology (IT) has changed society, has created types and opportunities. Next Indrajit, R., E. (2015: 33) states that new businesses create new types of jobs and careers in human work. From this, the term electronic contract or commonly known as e-contract emerged.

The number of community service (PkM) participants who attended was 80 people from the estimated invitation of 70 people from the Cawang village community. The expected attendance of more than 13% or 10 people is a sign that the community's interest in participating in Community service activities on *online* loans is quite large. Of the 80 participants who attended, most of the participants were dominated by women, namely 67 people or (84%) while men were 13 people or (16%) who attended. While the attendance of participants based on age groups consisted of

teenagers to young adults, aged 20 - 40 years of 21 people or (26.25%), the age group 41- 50 years consisted of 37 participants or 46.25% while the age group 51 - 60 people consisted of 22 people who attended or (27.50%). While participants based on education level are elementary school 2 people (2.50%), junior high school 13 people (15.25%), high school 50 people (62.50%) while under graduate 15 people or 18.75%. Of the 80 participants, 62 people or 77.50% were micro small medium enterprises (UMKM) actors and the remaining 18 people or 22.50% were ordinary people or not micro small medium enterprises (UMKM) actors. And of all the participants present, 56 people or 70% have done online loans and 24 people or 30% have never done online loans. Furthermore, 70 participants or 87.50% have additional income and 10 participants or 12.50% do not have additional income. In this era of rapid technological development, online loan start-up facilities can be accessed easily through gadgets that are connected to the internet network. Currently, many people are discussing about fintech, and the government in this case the Financial Services Authority (OJK) regulations targets at least 75% of the millennial population in Indonesia to access financial institution services, so that the wider community will rush to use services to achieve their financial goals.

The Financial Services Authority is one of the financial services transaction supervisory institutions established by the government in Indonesia, with the aim that all transactions in the financial services sector can: 1) organized in an orderly, fair, transparent, and accountable manner, 2) able to realize a financial system that grows sustainably and stably, and 3) able to protect the interests of consumers and the public (Priskilasari, E., 2019.). The Financial Services Authority has the function of organizing an integrated system of regulation and supervision of all activities in the financial services sector. Financial Services Authority carries out important tasks in regulating and supervising every financial service transaction both in the Banking sector, Capital Market, and in the Non- Bank Financial Industry (IKNB). The current condition fintech of *online* lending is a serious problem due to the lack of financial literacy in the community. This will certainly be risky because the possibility of *online* loan customers can be trapped in debt traps whose value is quite high, making the customer unable to return the loan facility.

(<https://finansial.bisnis.com/read/20190326/89/904586/viral-danger-pin-online-lending-personal-data-secrecy-is-the-highlight>)

To reduce the number of victims of illegal pinjol, the Financial Services Authority (OJK) is back fintech peer to peer (P2P) lending or online lending is certainly not a bad and scary product that should be avoided, because the purpose of fintech is actually to make money. The goal of fintech is to make it easier for the general public to access financial products and simplify the transaction process, with the use of technology. Fintech is very helpful to improve and accelerate the banking and financial industry through the treatment of partnership patterns, and provide alternative business models and solutions that can help the government and other financial institutions to expand the reach of providing adequate financial services.

(<https://sikapiuangmu.Financial-Services-Authority.go.id/FrontEnd/CMS/Article/20636>)

Generally, borrowing is facilitated by online-based financial institutions or Peer-to-Peer (P2P) Lending which is an

Information Technology Based Money Lending and Borrowing Service (LPMUBTI). Existing loans must follow Financial Services Authority (OJK) regulator No. 77/POJK/01/2016.

### Online Loan (Pinjol) type

After knowing what online loan (pinjol) is, next we need to know what types of pinjol there are. This will make it easier for us to choose online loan products. Online Loans (Pinjol) are divided into 3 types:

#### 1. Online cash loans

Credit that offers direct cash loans to private banks. Without guarantees or collateral and can be used for various types of needs.

#### 2. Online installment loans without a credit card

This is an online loan without a credit card specifically for purchasing electronic goods such as refrigerators, washing machines, cellphones, laptops, etc.

#### 3. Online loans for business funds

Online loans specifically for business financing or as capital. Usually used for micro small medium enterprises (UMKM) actors or for entrepreneurs who have difficulty applying for capital loans from banks.

The Financial Services Authority (OJK) reminds the public to only borrow from online loans or pinjol for productive purposes, not consumptive purposes. Head of the Financial Services Authority's (OJK), Department of Supervision of Other Financial Services Institutions, Triyono Gani, revealed that of the 102 peer-to-peer (P2P) lending platforms registered with the Financial Services Authority, the TKB90 level was at 2.78%. This figure is far lower than the 2020 pandemic level which reached 8.8% so it is considered still safe. Financial Services Authority (OJK) continues to encourage online loans (Pinjol) to maintain the number of bad loans in P2P Lending by strengthening the precautionary principle.

Online loans (pinjol) have now become an alternative loan service for people who need funds to be disbursed quickly. What happens if online loans (pinjol) is not paid? When you cannot pay your online loan on time, your status on the Financial Services Authority (OJK) SLIK service will automatically change. If when paying the loan smoothly you will get the status of good credit, you will get the status of bad credit if you don't pay the loan online

In POJK Number 10/2022, as the legal basis for online loans, it does not explicitly regulate the collection deadline for loan organizers or the provision that loan providers can only collect within 90 days and the rest is forfeited.

The following is an explanation of each way to pay off loan debt.

1. Prioritize debt with high interest and short terms.
2. Manage Expenses.
3. Sell used goods.
4. Use Savings.
5. Increase sources of income.
6. Selling Assets.

Naughty debtors who do not pay or fail to pay loans may not be able to take out loans again. The only solution is to pay off debts or arrears to creditors. Don't panic, this is a smart way to pay off mounting debts

1. Rearrange Expenditure Posts.
2. Reduce expenses
3. Hold a Yard Sale
4. Carry out Debt Recapitulation
5. Pay off debt with large interest first
6. Don't go into debt to pay off debt
7. Use Savings
8. Save the change.

How to Distinguish Legal and Illegal Loans Do you know what pinjol is? Furthermore, we need to know that not all existing loans are legal loans. Legal loans not only offer fast, easy loans with large limits. But it also offers security for your personal data. Below is the difference between legal and illegal loans.

#### Online Loan (Pinjol) Legal

Reporting from the official website of the Financial Services Authority, the characteristics of legal loans are as follows:

1. Registered with the Financial Services Authority (OJK)
2. There is a clear identity of the management and office address
3. Existing loan applications will be selected first
4. Interest and loan costs (fees) are transparent
5. Borrowers who cannot pay according to the existing time limit (maximum 90 days) will be blacklisted by the Fintech Data Center. So you cannot apply for a loan on other fintech sites, applications or platforms.
6. Have a complaint service
7. On the borrower's device, the application only access- es the camera, microphone and location
8. Debt collectors are required to obtain collection certification from AFPI (Indonesian Joint Funding Fintech Association)
9. Do not offer via private communication channels. For example via SMS, WhatsApp.

So that *online loan star-ups* do not become a disaster for the wider community, here are some suggestions summarized from various sources:

#### 1. Determine your financial goals first

Make sure that prospective online loans (pinjol) borrowers know the purpose of borrowing whether it is for consumptive or productive, whether for working capital or just using the installment facility to buy the items we want, or for medical expenses and education.

#### 2. Debt ratio not exceeding 30 percent

The debt ratio of prospective *online loan star-up* customers does not exceed 30%, which means that the monthly obligation for the loan does not exceed 1/3 of the prospective customer's total income. For example, a private employee with a salary of Rp. 5,000,000 then the debt ratio or obligations that must be completed every month is no more than Rp.1,670,000, - / month or 30% of income.

#### 3. Make sure the *online loan* is registered and supervised by the Financial Services Authority

Make sure that the *online loan* company or *star up* to be used is a legal *star up* and has been registered and supervised by Financial Services Authority (OJK).

#### 4. Recognize fraud through *online lending*?

Here are the characteristics of the Online Loan fraud mode via SMS

- a. SMS comes from an unknown public Number usually, fraudulent SMS can come from regular cellular numbers that consist of a large number of digits. Whereas a genuine SMS from each operator consists of 3-6 digits.
- b. No requirements It offers loans that are quickly disbursed without any special requirements or the specified requirements are very easy, for example, only providing Identity Card (KTP), Taxpayer identification number (NPWP), and salary slip.
- c. Invalid company information Illegal *online* loans usually conceal company information. For example, the office address is not clear. Therefore, always ensure the completeness data.

**Tips to avoid illegal online loans via SMS** Prospective loan debtors should always be careful and not be tempted by online loan offers whose origins are unclear. If you really need it, prospective loan debtors can take advantage of loans from legal Fintech P2P Lending, where the management is certified, the office location is clear and registered/ licensed with the Financial Services Authority (OJK) <https://www.wartaekonomi.co.id/read326160/bahaya-terjebak-pinjaman-online-cek-3-hal-ini-sebelum-meminjam> The Financial Services Authority released 102 financial technology companies with peer to peer lending or online loan (pinjol) business models under supervision. Financial Services Authority (OJK) reminds the public to only use loan services that are licensed by the Financial Services Authority (OJK) urges the public to always use the services of fintech lending providers that have permission from the Financial Services Authority (OJK) according to the Financial Services Authority (OJK). Furthermore, Financial Services Authority (OJK) has also prepared a number of channels from telephone numbers to WhatsApp. According to Financial Services Authority (OJK), these channels have been prepared so that the public can contact and check the status of product permits they receive. Contact Financial Services Authority (OJK) Contact 157 via telephone number 157 or WhatsApp service 081 157 157 157 to check the status of the permit for the financial service product offer you received," explained Financial Services Authority (OJK) Financial Services Authority (OJK) provides a warning that using Pinjol is only for productive purposes. It cannot be denied that loan services are available in Indonesia. more and more varied, this is because more and more Indonesian people are using this loan service.

The activity of borrowing and lending money directly either based on a written or unwritten agreement is a business activity that has been going on for a long time in the midst of community life. Direct lending and borrowing is in great demand by parties who need quick funds or parties who for some reason cannot be given funding by conventional financial services industries such as banking, capital markets, or finance companies. (Basyr, A. A. 7: 2009) <sup>[1]</sup>. This is characterized by the use of internet media as a medium of transaction when conducting banking activities. The internet has brought the world economy into a new phase that is more popularly known as the digital economy. "In the era of digital economic development, people continue to develop innovations in the provision of services in lending and borrowing activities, one of which is characterized by the existence of information technology

based money lending services which are considered to contribute to development and the national economy. Information technology (IT) has changed society, has created types and opportunities. Furthermore, Indrajit, R., E. (2015: 33)" states that new businesses, as well as creating new types of jobs and careers in human work. From this emerged the term electronic contract or commonly known as e-contract. In connection with the above conditions, this community service (Community service) tries to literalize the community around Cawang Village, East Jakarta, so that people are wiser in using online loans and understand choosing a legitimate and legal startup that has been registered with the Financial Services Authority (OJK). The problems faced by this community are one of the important things to highlight. Because it is one thing that needs to be improved so that people understand more about online loans, so that in the future it can have a good impact, especially on the welfare of the community, especially the Cawang Community. This community service (Community service) will increase literacy focusing on the general public around Cawang.

## Methods

### 1. Issues faced by Partners

The problem faced is that there is not an optimal understanding of literacy in finance, specifically about online loans (pinjol) in the general public of the Cawang area. So that with this activity, it can provide knowledge in increasing literacy about online loans (pinjol).

**2. Problems to be solved in Community service** Increase the literacy of online lending financial services institutions so that they can

1. People are wiser in using online loans
2. The public understands and chooses online loan providers that are legitimate and legal and have been registered with Financial Services Authority (OJK).

### 3. Activity Plan

- a. Provide an understanding of financial literacy, especially about *online* loans
- b. Open and provide consultation space on online loans
- c. Measuring the level of understanding of the material presented
- d. Measuring the level of satisfaction of participants who participated in the activity questionnaire

### Partner Participation

Inviting the community offline through Cawang village officials, such as village community resilience organization (LKMD), family welfare empowerment (PKK), administrators, youth organization and neighborhood/ community association (RT/RW) heads to attend activities.

### Method of approach

The method used in solving this problem is to carry out several methods. The methods are as follows:

#### a. Lecture Method

The lecture method was used to convey basic theories and concepts that the community should know about online lending.

## b. Demonstration Method

This method is carried out as a training stage in this activity. With the demonstration and real practice from the resource person, the people of Cawang can actually observe and understand the problems faced.

## c. Data Collection Methods

The data collection method used is in this Community Service activity by distributing questionnaires via G-form to each participant who is present and has filled in the attendance.

The problems faced by this community are one of the important things that need to be highlighted. Because it is one of the things that needs to be improved so that people understand more about online loans, so that in the future it can have a good impact, especially on the welfare of the community, especially the Cawang community. This community service (PkM) will be carried out to increase literacy which focuses on the general public around Cawang. The target of this activity is to provide and increase information about online loan literacy (pinjol).

## Performance of Vocational Faculty Institutions in Community Service activities

Banking and financial education activities have often been carried out for medium, small and micro enterprises (UMKM) actors in Cawang village, East Jakarta, Vocational Schools in Cawang Village, as working partners of the Indonesian Christian University. For this community service (PkM) activity, the expected partners are medium, small and micro enterprises (UMKM) actors and some are residents/general public. We will convey knowledge to our partners about the nature and treatment of online loans, by means of lectures and interactive discussions between partners and resource persons.

### 1. Type of expertise required

Activities carried out by UKI Financial Analysis Study Program lecturers and Tax Management Study Program lecturers who are also Banking Academics and Practitioners, who have knowledge of Financial Management of Companies and Financial Services and Banking Institutions.

## Results and discussion

The current Community service (PkM) partner is the community in Cawang village, East Jakarta, which is 1-2 km from the campus of Universitas Kristen Indonesia Jakarta, where the Cawang village community is the fostered community of Universitas Kristen Indonesia itself. The people of Cawang village generally have the status of small business actors and some are civil servants

/ private sector and manual laborers. The income level of the people of Cawang village is generally at the middle and lower middle level.

The number of community service (PkM) participants who attended was 80 people from the estimated invitation of 70 people from the Cawang village community. The expected attendance of more than 13% or 10 people is a sign that the community's interest in participating in community service (PkM) activities on online loans is quite large.

Community service (PkM) participants who attended can be classified with the following conditions:

**Table 1:** Number of COMUNITY SERVICE participants by age

Age (year)	Total (person)	(%)
20 - 40	21	26,25
41- 50	37	46,25
51- 60	22	27,50
Total	80	100,00

From the data above, it can be concluded that the participants who attended were residents who were in the productive age category, namely at the age of 41-50 years with 37 participants or 46.25%. Followed by the 51-60 year old group as many as 22 participants or 27.50% and the last age group 20-40 years as many as 21 people or 26.25%. This can be indicated that *online loan startups* are more in demand by people of productive age, where this facility can be used for productive activities.

Community service (PkM) participants who attended based on gender are as follows:

**Table 2:** Number of Comunity service (PkM) Participants by gender

Gender	Total (Person)	Percentage (%)
Men	13	16,00
Women	67	84,00
Total	80	100,00

From the data above, it can be concluded that the participants who attended were more dominated by women, namely 67 people (84%) while men consisted of 13 people or (16%). This shows that women or mothers are more dominant at home to run their home businesses are medium, small and micro enterprises (UMKM) such as grocery stores, rice stalls, *laundry kilos*, etc.

Furthermore, the classification of community service participants based on education level is as follows 3

**Table 3:** Number of Comunity service (PkM) Participants based on Education Level

Education	Total (Person)	Percentage (%)
Not in School	-	-
Elementary	2	2,50
Junior High School	13	15,25
Senior High School	50	62,50
Under graduate / Postgraduate	15	18,75
Total	80	100,00

The education level of community service (PkM) partners consists of high school education 50 people (62.50%), Bachelor / Postgraduate 15 people or 18.75%, junior high school as many as 13 people (15.25%), and elementary school as many as 2 people or (2.50%). This shows that the Community service online loans (pinjol) partners are people with a fairly good education, which is dominated at the high school level.

Classification of community service (PkM) partners based on the employment status of medium, small and micro enterprises (UMKM) actors

**Table 4:** Number of Comunity service Participants based on medium, small and micro enterprises (UMKM) actors

UMKM players	Total (person)	Percentage (%)
UMKM actors	62	77,50
More	18	22,50
Total	80	100,00

Of the total community service partners who attended, most were medium, small and micro enter prises (UMKM) actors as many as 62 people or (77.50%) and others or not medium, small and micro enter prises (not UMKM) consisted of 18 people (22.50%). Furthermore, the classification of community service (PkM) partners based on additional income status

**Table 5:** Number of Community service (PkM) participants based on additional income

Additional Income	Total (person)	Percentage (%)
Additional Income	71	88,75
Do not have	9	11,25
Total	80	100,00

Of the 80 Community service (PkM) partners, 71 people or (88.75%) are partners who have additional *income* or *double income*.

Classification of community service (PkM) partners based on the use of *online* loan facilities:

**Table 6:** Use of Online Loan Facilities

Online Loans	Total (person)	Percentage (%)
Ever	72	90,00
Never	8	10,00
Total	80	100,00

Of the 80 partners present, most have used *online* loan facilities (pinjol) consisting of 72 people or (90%) and 8 people or (10%) who have never used *online* loan facilities (pinjol).

Community service (PkM) partners based on knowledge of legal pinjol and illegal pinjol.

**Table 7:** Partners' knowledge about legal and illegal pinjol

Legal / Illegal Online Loan knowledge	Total (person)	Percentage (%)
Knowing	5	6,25
Not knowing	75	93,75
Total	80	100,00

Of the total Community service (PkM) partners of 80 people, most partners can not distinguish between legal and illegal pinjol, namely 93.75% or 75 people and only 5 people or 6.25% who can distinguish legal pinjol from illegal pinjol.

**PENGERTIAN PINJAMAN ONLINE**

- Bantuan finansial yang dikeluarkan oleh Lembaga keuangan secara daring (*online*). Umumnya, pengajuan pinjaman dilakukan melalui aplikasi milik lembaga keuangan tersebut.
- Penyedia layanan pinjaman online dikenal sebagai *jintech*, *Fintech* (*Financial Technology*) adalah suatu inovasi pada industry jasa keuangan yang memanfaatkan teknologi



Classification of Community service (PkM) partners who feel the impact / benefit to partner finances for the use of *online* loan startups whofeel the impact / benefit to partner finances for the use of *online* loan startups

**Table 8:** Benefits of Pinjol on partner finances

Pinjol Helps with Financial Aspects	Total (person)	Percentage (%)
No Effect	1	1,25
Little Help	9	11,00
Very Helpful	70	87,50
Total	80	100,00

Most of the Community service partners really felt the benefits of pinjol on partner finances, namely 70 people or (87.50) and 9 people or 11% who felt a little financial improvement and 1.25% or 1 person who did not feel the benefits of pinjol on partner finances at all.

What do partners use the funds from the online loan facility for ?

**Table 9:** Use of online loan funds

Use of Funds from Online Loans	Total (person)	Percentage (%)
Pay off debts	5	6,25
Consumption	10	12,50
Children's School	23	28,75
Business	42	52,50
Total	80	100,00

In using the proceeds from *online* loans, most partners use it as additional business capital, namely 42 people or (52.50%), for school fees 23 people (28.75), for things that are consumptive 10 people (12.50%) and 5 people who use pionjol funds topay debts.

In the process of returning the online loans (pinjol) facility to its starup company, some partners experience obstacles / difficulties and some partners also have no difficulty at all in the return process.

Furthermore, the debtor's ability to repay the online loan (loan health level) can be described in table 10.

**Table 10:** Online Loan Facility Return Process

Repayment Status of Online Loan Facility	Total (Person)	Percentage (%)
Pass	32	40,00
Special Mention	10	12,50
Substandart	2	2,50
Doubtful	15	18,75
Loss	21	26,25
Total	80	100,00

**Conclusions**

The problem faced is that there is not an optimal understanding of online loans (pinjol) in the general public of the Cawang area. So that with the literacy activities at this Community service (PkM) event, it can provide knowledge in increasing literacy about online loans (pinjol). The need for literacy of online loan financial service institutions so that people can:

1. People are wiser in using online loans
2. The public understands and chooses online loan providers that are legitimate and legal and have been registered with the Financial Service Authority.
3. Online loan users should utilize online loan facilities for productive or business activities.
4. Avoid using online loans for consumptive purposes.
5. Avoid using online loans to cover other debts



### Acknowledgments

First of all, we as the implementers of Community service activities give thanks to the Almighty God, because with His grace and guidance, this Community service activity can run and succeed well.

### Furthermore, we thank

1. Prof. Dhaniswara K. Harjono, SH, M.H., MBA as the Rector of Universitas Kristen Indonesia who has provided a lot of support, motivation and invaluable immaterial assistance.
2. Prof. Dr. Hotmaulina Sihotang, M.Pd. as the Head of the Institute for Research and Community Service (LPPM) who has provided a lot of direction and guidance so that this Community service can run and succeed well.
3. Dr. Maksimus Bisa, S.St. FT., SKM., M.Fis as the Dean of the Faculty of Vocational Studies, Universitas Kristen Indonesia.
4. Friends of the lecturer team, educational staff, and students of the Financial Analysis study program at the Faculty of Vocational Studies who have helped and encouraged and channeled positive energy to the implementation of this Community service activity.
5. To my two late parents and my two late in-laws who have educated me and your spiritual advice I still keep and carry out that keep doing good even if you are hurt and betrayed and do not take revenge because revenge is not your right but God's right.
6. To my wife Gloria Gemini, SE, and my two little angels Otniel Edwina Priscilla Yusuf and Olivia Gladys Prastika Yusuf who continue to *support* even though the time to play with their papas is decreasing.
7. With all gratitude and respect, the authors would like to thank all parties involved in the preparation of this national journal. Finally, the author hopes that this journal will be useful and add knowledge and insight for readers for the development of science in the field of banking and finance studies.

### References

1. Basyr AA. Asas-asas Hukum Muamalat, (Yogyakarta: Perpustakaan Fakultas Hukum UII, 2009, 7.
2. Dewani T. 2019. Menyikapi Pinjaman Online <https://sikapiuangmu.Financial Services Authority.go.id/FrontEnd/CMS /Article/ 20636>
3. Tanti D. Menyikapi Pinjaman Online Anugerah atau Musibah, Kementrian Keuangan Republik Indonesia, Jakarta, 2021.
4. Peraturan Otoritas Jasa Keuangan Nomor 77/POJK. 1/2016 tentang Layanan Pinjam Meminjam Uang Berbasis Teknologi Informasi. Tambahan Lembaran Negara Republik Indonesia Nomor 6005, 4Pasal 1 angka 3
5. Ransingi S, 2021. Bahaya Terjebak Pinjaman Online [https://www.wartaekonomi.co.id/read326160/bah\\_aya-terjebak-pinjaman-online-cek-3-hal-ini-sebelum-meminjam](https://www.wartaekonomi.co.id/read326160/bah_aya-terjebak-pinjaman-online-cek-3-hal-ini-sebelum-meminjam) 13.
6. Priskilasari E. Pentingnya Perlindungan Data Pribadi Dalam Transaksi Pinjaman Online, Majalah Hukum Nasional Jakarta, 2019, 4(2).
7. Rosmika TE, Mulia A, Chairy P. The Role of BRI Bank Medan Perjuangan Unit for Customer's Households, Indonesia. Budapest International Research

- and Critics Institute-Journal (BIRCI-Journal),2019:2(4):363-74.
8. Priskilasari E. Pentingnya Perlindungan Data Pribadi Dalam Transaksi Pinjaman Online, Majalah Hukum Nasional, Jakarta, 2019, 4(2).
  9. Peters GW, Panayi E. Understanding modern banking ledgers through blockchain technologies: Future of transaction processing and smart contracts on the internet of money. Springer International Publishing, 2016.
  10. Tanti D. Menyikapi Pinjaman Online Anugerah atau Musibah, Kementrian Keuangan Republik Indonesia, Jakarta, 2021.
  11. Peraturan Otoritas Jasa Keuangan Nomor 77/POJK. 1/2016 tentang Layanan Pinjam Meminjam Uang Berbasis Teknologi Informasi. Tambahan Lembaran Negara Republik Indonesia Nomor 6005, 4Pasal 1 angka 3
  12. Ransingi S. Bahaya Terjebak Pinjaman, 2021. Online [https://www.wartaekonomi.co.id/read326160/bah\\_aya-terjebak-pinjaman-online-cek-3-hal-ini-sebelum-meminjam](https://www.wartaekonomi.co.id/read326160/bah_aya-terjebak-pinjaman-online-cek-3-hal-ini-sebelum-meminjam)
  13. Suryo Riyanto, 2019. bahaya-pinjamanonline-kerahasian-data-pribadi-jadi-sorotan <https://finansial.bisnis.com/read/20190326/89/904586/viral-bahaya-pinjamanonline-kerahasian-data-pribadi-jadi-sorotan>
  14. Weiss JW. Business ethics: A stakeholder and issues management approach. Berrett-Koehler Publishers, 2021, 23.

# International Journal of Commerce and Management Research

## Editorial Board

**Dr. Sang-Bing Tsai** Ph.D  
Professor  
Department of Business Management,  
University of Electronic Science and  
Technology of China, China

**Dr. B. Suresh Lal**  
Associate Professor  
Department of Economics, Kakatiya  
University, Warangal, Telangana, India.

**Dr. S Brinda** Ph.D.  
Dean, Academics  
Department of Commerce, St. Joseph Degree  
& PG College Autonomous Institution,  
Osmania University, Hyderabad, India

**Dr. Hanumanthappa K M**  
Assistant Professor  
Department of Economics, Government First  
Grade College, Harihra, Karnataka, India

**Dr. Prof. V. Raghu Raman**  
Assistant Professor  
Department of Business Studies, IBRA College  
of Technology, Oman

**Dr. Chitra** Ph. D.  
Assistant Professor  
Department of Management, Amity University  
Noida, Noida, Uttar Pradesh, India

**Linda Mary Simon** Ph.D.  
Assistant Professor  
Department of Commerce, Elijah Institute of  
Management Studies, Thrissur, Kerala, India

**Dr. Linda Mary Simon** Ph.D.  
Assistant Professor  
Department of Commerce, Sri Ramakrishna  
College for women, Sarojini Naidu Road, New  
Sidhapudur, Coimbatore, Tamil Nadu, India

**Dr. D. Padmavathi** Ph.D.  
Associate Professor and Head  
Department of Commerce, Sri Ramakrishna  
College of Arts and Science for Women, 395,  
Sarojini Naidu Road, Sidhapudur, Coimbatore,  
Tamil Nadu, India

**Dr. M. Gurupandi** Ph.D.

**Dr. P. Malyadri** Ph.D., PGDCA  
Principal  
Department of Commerce, Government Degree  
College Rayalaseema University Srisailam  
Project, Kurnool, Andhra Pradesh, India

**Dr. Manish B. Raval**  
Assistant Professor  
Department of Commerce, Lt. MJ. Kundaliya  
English Medium Mahila Commerce and BBA  
College, Rajkot, Gujarat, India

**Prof. Ubaldo Comite** Ph.D  
Professor  
Department of Business Sciences, Faculty of  
Economy, University of Calabria, Rende CS,  
Italy

**Dr. Parmila Devi** M.Com, M.Phil, Ph.D,  
MBA  
Assistant Professor  
Department of Commerce, Kanya  
Mahavidyalaya, Kharkhoda, Sonipat, Haryana,  
India

**Dr. P. Karthikeyan**  
Assistant Professor (Sr.Grade),  
Department of Management Studies, Kongu  
Engineering College, Perundurai, Erode, Tamil  
Nadu, India

**Dr. Uma. T.g.** Ph.D.  
Assistant Professor  
Department of Commerce and Management  
Maharani Women' Arts, Commerce and  
Management College for Women, Gandhi  
Nagar, Bangalore, Karnataka, India

**Dr. Shaikh Aftab Anwar** Ph.D.  
Vice Principal and HOD  
Poona College of Arts, Science and Commerce,  
Camp, Pune, Maharashtra, India

**Nurul Nadia Abd Aziz** Ph.D.  
Lecturer  
Faculty of Business Management, Universiti  
Teknologi MARA Pahang Kampus Raub,  
Raub, Pahang, Malaysia

**Dr. Sanjay K. Katait** Ph.D.  
Assistant Professor  
Commerce, Shri. Shivaji Arts & Commerce  
College Morshi Road, Amravati, Maharashtra,  
India

**Dr. J. Gajendra Naidu** Ph.D.

**Dr. K. Leelavathy**  
Assistant Professor  
Department of Commerce, Bon Secours  
College for Women, Thanjavur, Tamil Nadu,  
India

**Dr. P.jayasubramanian** Ph.D  
Professor  
Department of Commerce, Dr. NGP Arts &  
Science College, Coimbatore, Tamil Nadu,  
India

**Dr. Deepika S Joshi** MCA, MBA (HR), Ph.D.  
Associate Professor  
Department of Commerce and Business  
Management, Amrapali College, Haldwani,  
Uttarakhand, India

**Dr K. S. Meenakshisundaram** Ph. D.  
Director  
School of Management, Vels University,  
Chennai, Tamil Nadu, India

**Dr. Shavita Deshwal**  
Assistant Professor  
Maharaja Surajmal Institute, Janakpuri, New  
Delhi, India

**Reetika Madaan**  
Assistant Professor  
Department of Business Administration, Bajaj  
college, Punjab, India

**Dr. Shanmugha Priya. Pon** Ph.D.  
Vice Principal  
St. Joseph University College of Management  
and Commerce, Makambako, Njombe Region,  
East Africa.

**Dr. P. S. Ravindra** Ph.D.  
Professor of Management  
Department of MBA, Miracle Educational  
Society, Kongavanipalem, Bhogapuram,  
Vizianagaram, Andhra Pradesh, India

**Dr. Anand Pawar** Ph.D.  
Associate Professor  
Department of Commerce & Management Dr.  
B. R. Ambedkar Open University, Jubilee  
Hills, Hyderabad, Telangana, India

**Poorna Prabhat Sunkara** Ph.D

Assistant Professor  
Department of Commerce, School of  
Management, Alagappa University, Karaikudi,  
Sivagangai, Tamil Nadu, India

**Muleye Tarekegn Dirse** MSC  
Lecturer and Hod  
Department of Cooperatives, Wollo University,  
Ethiopia

**Dr. Richard Remedios** Ph.D (Management),  
M.Phil, MBA, SLET  
Principal  
S.V.W.T. Commerce and BBA College, Saru  
Section Road, Jamnagar, Gujarat, India

**Dr. R. Srinivasan** Ph.D  
Head,  
Department of Commerce and Commerce CA  
Srinivasan College of Arts and Science,  
Perambalur, Tamil Nadu, India

**Dr. R.anuja** Ph.D  
Principal  
Department of Commerce KG College of Arts  
and Science, KGISL Campus, Saravanampatti,  
Coimbatore, Tamil Nadu, India

**Dr. K. Ramachandran** Ph.D.  
Vice-principal & Head  
Department of Commerce Aadhavan College of  
Arts and Science, Alathur, Aavarampatty,  
Post Manapparai, TK: Trichirappalli, Tamil  
Nadu, India

**Dr. Pradip Kumar Das** Ph.D.  
Assistant Professor  
Department of Commerce & Teacher-in-  
Charge, J.K.College Purulia, Cooks'  
Compound, Po & Dist-Purulia, West Bengal,  
India

**Dr. V. Padmanabhan** Ph. D,  
Associate Professor and Head  
Department of B.Com. BPS, S.N.R Sons  
College, Coimbatore, Tamil Nadu, India.

**Uma T G** M.Com., MBA., M.Phil.,  
Assistant Professor  
Department of Commerce and Management,  
Maharani Women' Arts, Commerce and  
Management College for Women, Bangalore,  
Karnataka, India

**Dr. C Shalini Kumar** M.Com., M.Phil., Ph.D  
Principal & Head  
Department of Commerce, Vidhya Sagar  
Women's College, Vedanarayanapuram,  
Chengalpattu, Tamil Nadu, India

**Dr. C Vijai** M.Com, Ph.D.  
Assistant Professor  
Department of Commerce, Sriram College of  
Arts and Science, Perumalpattu, Tiruvallur,  
Tamil Nadu, India

**Leena Jenefa** MBA, MPHIL, PHD  
Associate Professor  
American School of Business Administration,  
The American College, Madurai, Tamil Nadu,  
India

Prof & HOD  
Faculty of Business & Accounting (FBA)  
Botho University, Gaborone, Botswana

**Dr. Shanmugha Priya.pon** M.com, PhD  
Vice Principal  
St.joseph University College of Management  
and Commerce, Makambako, Njombe Region,  
East Africa

**Dr. Kailaspathi** PhD  
Assistant Professor  
Department of Commerce and Management,  
Government First Grade College Chincholi,  
Gulbarga, Karnataka, India

**Dr. Satya Swaroopa Boyina** Ph. D.  
Assistant Professor  
RNSIT, Department of MBA and Research  
Centre, Bangalore, Karnataka, India

**Dr. Rajender Kumar** Ph.D  
Sr.assistant Professor  
Department of Commerce, Rajdhani College,  
University of Delhi, New Delhi, India

**Dr. Mohideen Bawa Mohamed Ismail** Ph. D  
Assistant Professor  
Department of Management, Faculty of  
Management and Commerce, South Eastern  
University of Sri Lanka, Oluvil, Postal Ampara  
District Eastern Province, Sri Lanka

**Dr. Ila.nakkeeran** Ph. D.  
Head  
P.G.Department of Commerce, Mohamed  
Sathak College of Arts & Science,  
Sholinganallur, Chennai, Tamil Nadu, India

**Dr. Gireesh Kumar G S** M.Com, (NET JRF)  
M.Phil, MBA, PhD  
Associate Professor  
Department of Commerce, Nirmala College,  
Muvattupuzha, Kerala, India

**Dr. P.sasirekha** M.Com., M.Phil., Ph.D  
Assistant Professor  
Department of Commerce, Vinashilingam  
University, Coimbatore, Tamil Nadu, India

**Dr. Jainendra Kumar Verma** PhD, MBA,  
MA  
Assistant Professor  
Centre for Economic Studies, Central  
University of Punjab, Bathinda, Punjab, India

**Dr. V.mohanasundaram** MBA Ph.D  
Professor  
Department of Management Studies,  
Vivekanandha Institute of Information and  
Management Studies, Elayampalayam,  
Tiruchengode, Namakkal, Tamil Nadu, India

**Harendra Singh** MBA, BTech  
Assistant Professor  
Amity Business School, Amity University,  
Gwalior, Madhya Pradesh, India

Assistant Professor  
MBA Department, Andhra Loyola College,  
Vijayawada, Andhra Pradesh, India

**Dr. S.venkatachalam** Ph.D (Management)  
Associate Professor  
Department of Management Studies,  
Karpagam College of Engineering,  
Othakkalmandapam (Via), Myleripalayam  
(PO), Coimbatore, Tamil Nadu, India

**Dr. R. Jayanthi** PhD  
Assistant Professor  
Vidhya Sagar Women's College, Department of  
Commerce, Vedanarayanapuram,  
Chengalpattu, kancheepuram, Tamil Nadu,  
India

**Dr. A Saravanan**  
Assistant Professor  
Department of Economics, PSG College of  
Arts & Science, Coimbatore, Tamilnadu, India

**Rajaram Nathaji Wakchaure** PhD  
Associate Professor & Hod,  
Department of Commerce, Shirdi Sai Ruler  
Institute's, Arts, Science & Commerce Collage,  
Rahata, Rahata, Ahmednagar, Maharashtra,  
India

**Tushar Vinayak Chaudhari** Ph.D  
Assistant Professor  
Department of Commerce Seth Kesarimal  
Porwal College Kamptee Dist Nagpur,  
Maharashtra, India

**Dr. Vijetha Mukkelli** Ph. D.  
Professor  
School of Management Sciences, Nalla  
Narasimha Reddy Education Society's Group  
of Institutions, Chowdariguda, Ghatkesar (M),  
Hyderabad, Telangana, India

**Dr. Lopamudra Mishra** Ph.D.  
Assistant Professor  
Institute of Management and Information  
Science, Bhubaneswar, Odisha

**Dr. K Subramniam** M.Com., M.B.A.,  
M.Phil., PGDCA., Ph.D  
Associate Professor  
Department of Accounting and Finance,  
University of Gondar, Gondar, Ethiopia

**Prof. G.v.chaalam** Ph.D.  
Professor  
Department of Commerce & Business  
Administration, Acharya Nagarjuna University,  
Guntur, Andhra Pradesh, India

**Vikrant Vikram Singh** B.Tech (IT), MBA  
(Finance) & UGC NET (Management)  
Assistant Professor- Ii  
Amity Business School, Amity University  
Madhya Pradesh, Maharajpura, Gwalior,  
Madhya Pradesh, India

**K Kiran Kumar** MBA (PhD)  
Assistant Professor  
Department of Business Management, G Kedia  
College, Hyderabad, Telangana, India

**Dr. Rameshwaran Byloppilly** B-Tech, MBA, PhD  
Associate Professor  
Department of Commerce and Management Studies, University of Calicut, tenhipalam, Malappuram, Kerala, India

**Naib Singh** M.Com., M.Phil.  
Assistant Professor  
Department of Commerce, Government Post Graduate College, Ambala Cantt, Haryana, India

**Dr. Prashant Harishchandra Bhagat** Ph.D., M.Phil., MBA, M.Com., MA(Eco), DPMIR, SET  
Assistant Professor  
Department of Commerce, Chetanas Hazarimal Somani College of Commerce & Economics, Mumbai, Maharashtra, India

**Nilay Panchal** M.Com, M.Phil., NET, Ph.D pursuing  
Assistant Professor  
Department of Commerce, Uka Tarsadia University, Maliba Campus, Surat, Gujarat, India

**Prof. Dr. Rashmi Nagar Gujrati** Ph.D  
Professor  
Management, Tecnia Institute of Advanced Studies, New Delhi, India

**Prof. (Dr.) Satya Subrahmanyam** Fellow Program in Leadership  
Associate Editor  
Business Management, Vignan Institute of Technology and Management, Berhampur, Odisha, India

**Chung-Kuang Hou** Ph.D. in Business Administration, University of Manchester, U.K.  
Assistant Professor  
Department of Business Administration, Kun Shan University, Tainan, Taiwan

**Dr. Revati C Deshpande** MBA(HR&Marketing), BSc (Mathematics)  
Assistant Professor  
Department, S. V Institute of Management, Ayodhya Nagar, Behind Railway Station., Kadi, Gujarat, India

**Saroda Chatterjee** MBA, M.COM  
Assistant Professor  
Department of Business Administration, Scottish Church College, Urquhart Square, Kolkata, West Bengal, India

**J Srinivasan** M.Phil Commerce and Doing Ph.D  
Assistant Professor  
Department of Commerce, Sri Krishna Arts and Science College, Coimbatore, Tamil Nadu, India

**Dr. Muktak Vyas** Ph.D, MBA & NET  
Associate Professor  
School of Business and Management, Jaipur National University, Jagatpura, Jaipur, Rajasthan, India

**Dr. J Vimal Priyan** M.Com., M.Phil., Ph.D.,  
Assistant Professor  
Department of Commerce, Kristu Jayanti College, Kothanur, Bengaluru, Karnataka, India

**Dr. V. Karthihai Selvi** M.Com., M.Phil., Ph.D.,  
Assistant Professor  
Department of Commerce, M.G.R College, Chennai, Tamil Nadu, India

**Brijesh H Joshi** M.Com, M.Phil, MBA, Ph.D in-charge Principal  
Bl Parikh College of Business Administration, Palanpur, Banaskantha, Gujarat, India

**Prof. R. Veerappan** MBA  
Head, Department of Business Administration  
Department of Business Administration, Sacred Heart College (autonomous), Tirupattur, Vellore, Tamil Nadu, India

**Dr. G. Valarmathi** M.Com, M.Phil., B.Ed., Ph.D  
Associate Professor & Head  
Department of Commerce, Vidhya Sagar Women's College, Venpakkam Post, Chengalpattu, Tamil Nadu, India

**Dr. Shekar** M.COM.,MBA.,PGDT.,M.Phil., Ph.D  
Associate Professor  
Department of Accounting & Finance, College of Business Administration, University of Hail, Kingdom of Saudi Arabia

**Dr. Nilay Panchal** Ph.D, M.Phil, NET  
Assistant professor  
Department of Commerce, Uka Tarsadia University, Tarsadi, Barodli, Gujarat, India

**Dr. Sagar Hambirrao Mohite** Ph.D, M.Tech in Hospitality Management, BHMCT  
Associate Professor  
Bharati Vidyapeeth Deemed University, Institute of Hotel Management & Catering Technology, Pune, Maharashtra, India

**Dr. Bhaskar Biswas** Ph.D  
Assistant Professor  
Raja Rammohun Roy Mahavidyalaya, Radhanagar, Paschim Radhanagar, West Bengal, India

**Dr. Abhay Gupta** M.COM, B.Ed., MBA(HR),Ph.D.  
Principal  
Maa Narmada Mahavidhyalay, Dhamnod, Dhar, Madhya Pradesh, India

**Dr. Priyanka Arora** Ph. D  
Associate Professore  
Department of Commerce, PG studies, Indian Academy Degree College (Autonomous) Kalyan Nagar, Bengaluru, Karnataka, India

**Anita Makkar** Phd  
Assistant Professor  
JCD Memorial College, Sirsa, Haryana, India

**Dr. Sunny Dawar** Ph.D.  
Assistant Professor  
School of Business & Commerce, Faculty of Management and Commerce, manipal University Jaipur, Jaipur, Rajasthan, India

**Dr. Girish Shah** Ph.D  
Associate Professor  
Department of Business Management, Vikram University, Ujjain, Madhya Pradesh, India

**Seema Rajesh Laddha** MBA, PhD  
Assistant Professor  
Marketing Department, SIES College of Management Studies, Navi Mumbai, Maharashtra, India

**Dr. A. Anandalakshmy** Ph.D  
Associate Professor  
Dr.N.G.P. Arts and Science College Coimbatore, Tamil Nadu, India

**Dr. Veeramani . S** MBA., Ph.D  
Associate Professor  
Aristotle PG College, Osmania University, Hyderabad, Telangana, India

**Dr. Astha Joshi** MBA (International Business) PhD (Management)  
Assistant Professor  
Amity Business School, Amity University, Madhya Pradesh, India

**Lubna Suraiya** M.Com., MBA., DIT., M.Phil  
Assistant Editor  
Department of Commerce, Loyola College, Vettavalam, Thiruvannamalai, Tamil Nadu, India

**Dr. Ruchira Shukla** Ph D in Agricultural Marketing  
Associate Professor  
ASPEE Agribusiness Management Institute, Navsari Agricultural University, Navsari, Gujarat, India

**Kingshuk Adhikari** M.Com, M.Phil, Ph.D  
Assistant Professor  
Department of Commerce, Assam University, Silchar, Assam, India

**Shilpi Bagga** Ph.D, M.Com, MBA SET  
Coordinator and Asst Professor  
School of business and management, Jaipur national university, jagatpura, jaipur, Rajasthan, India

**Revati Chandrashekhkar Deshpande** PhD, MBA( HR & Marketing), Bsc(Mathematics) Assistant Professor  
S. V. Institute of Management, Kadi Sarva vIshwavidyalaya University, Gandhinagar, Gujarat, India

**Naresh Kedia** MBA, UGC-NET Assistant Professor  
Amity Business School, Amity University Madhya Pradesh, India

**Des Raj Bajwa** Ph.D Professor & Head  
Department of Commerce & Management, Govt. PG College, Ambala, Haryana, India

**Dr. Amit Sharma** Doctorate in Commerce Head  
Department of Commerce, Royal Group of Instiution Ratlam, Madhya pradesh, India

**Dr. Brijendra Singh Yadav** Ph.D Professor  
GL Bajaj Institute of Management & Research Greater Noida, Uttar Pradesh, India

**Dr. Nitashree Barman** Ph.D Lecturer  
Department of Accountancy, Pandit Deendayal Upadhyaya Adarsha Mahavidyalaya, Bongaigaon, Assam, India

**Dr. S Raju** MBA, Ph.D Director & Research Head  
Department of Business Administration, The American College, Madurai, Tamil Nadu, India

**P. Nithya Priya** Ph.D Assistant Professor  
Commerce Ca & Pa, Sankara College of Science and Commerce, Saravanampatty, Coimbatore, Tamil Nadu, India

**Faris Nasif Alshubiri** Ph.D Associate Professor  
Accounting and Finance, College of Commerce and Business Administration, Dhofar University, Salalah, Oman

**Dr. Rohana Bandara Weerasooriya** Business Management Special Senior Lecturer  
Faculty of Managemnt Studies, Rajarata University of Sri Lanka, Mihintale, Sri Lanka

**Dr. Faisal D. Al-Fordy** Ph.D Assistant professor & Chairman  
Department of Accounting, College of Business Administration, University of Hail, Saudi Arabia

**Dr. Tarvinder Kaur Kainth** M.Com, PGDCA, Ph.D Assistant Professor  
Department of Commerce, St. Aloysius(Auto.) College, Jabalpur, Madhya Pradesh, India

**Dr. G. Nedumaran** M.Com.,M.B.A..M.Phil., PGDCA., SET.,Ph.D., Associate Professor  
Department of Commerce, Faculty of Management., Alagappa University, Karaikudi, Tamil Nadu, India

**Dr. Ritwik Sahai Bisariya** Ph.D. Associate Professor  
Department of Rural Management, Dev Sanskriti Vishwavidyalaya, Haridwar, Uttarakhand, India

**Dr. D Venkadesh** Ph.D Assistant Professor  
Department of Commerce, AVVM Sri Pushpam College, Thanjavur, Tamil Nadu, India

**Dr. S Vijayalakshmi** PhD in commerce-marketing Head of Department  
Department of B. Com (PA) PSGR Krishnammal College for Women, Coimbatore, Tamil Nadu, India

**Dr. R Sivanesan** Ph.D Head & Associate Professor  
Department of Commerce, St. Alphonsa College of Arts and Science, Karunkal, Kanyakumari, Tamil Nadu, India

**Dr. Kajal Chaudhary** Ph.D Assistant Professor  
Department of Commerce and Management, Akal College of Economics, Eternal University, Baru Sahib, Himachal Pradesh, India

**Dr. P Sri Ram** Ph.D Assistant Professor  
Faculty of Commerce and Management, Goa University, Goa, Maharashtra, India

**Dr. Nilanjana Kumari** Ph.D Assistant Professor  
Department of Commerce sunbeam Women & College varuna, Varanasi, Uttar Pradesh, India

**Dr. R. Sathya** Ph.D Head  
Department of Management Studies, Meenakshi College of Engineering, Vembuliamman Koil Street, West KK Nagar, Chennai, Tamil Nadu, India

**Dr. P. Chinnadurai** B.Sc, PhD Assistant Professor  
Business Administration, Annamalai University, Annamalai Nagar, Tamil Nadu, India

**Dr. V. Uma** Ph.D Head  
BBA(CA), Sankara College of Science and Commerce, Saravanampatty, Coimbatore, Tamil Nadu, India

**Dr. La Razia Fathima** Ph.D Assistant Professor  
Department of Commerce with CA, Hindusthan College of Arts and Science, Coimbatore, Tamil Nadu, India

**Dr. Avjeet Kaur** Ph.D (Management) Associate Professor  
School of Management and commerce; K R Mangalam University, Sohna Road, Gurgaon, Haryana, India

**Dr. S. Jayaraman** Ph.D Associate Professor  
Department of Management Studies, PSNA College of Engineering and Technology, Kothandaraman nagar, Silvarpatti, Dindigul, Tamil Nadu, India

**Harish N** Ph.D Lecturer  
Department of Economics, Adarsha College, Bengaluru Karnataka, India

**Dr. Jignesh Rohitbhai Trivedi** Ph.D Associate Professor  
Sardar Patel College of Administration and Management, Vadtal Road Bakrol, Anand, Gujarat, India

**Bindu Aggarwal** UGC NET Assistant Professor  
Department of Commerce, SD College, Ambala Cantonment, Haryana, India

**Murugan V** Ph.D Assistant Professor  
Department of Commerce, Poompuhar College (Autonomous) Affiliated to Bharathidasan University, Melaiyur, Nagappattinam, Tamil Nadu, India

**Dr. A Thangaraja** M.B.A., Ph.D, PGDMM., Assistant Professor  
LEAD College of Management, Palakkad, Kerala, India

**Kulothunga Pandian S** Ph.D Assistant Professor  
Department of Commerce, Sri Kaliswari College, Sivakasi, Tamil Nadu, India

**Dr. Srividhya Srinivasan** Ph.D Dean-Commerce  
Department of Commerce, Rathinam College of Arts and Science, Coimbatore, Tamil Nadu, India

**Garima Sharma** Ph.D Assistant Professor  
School of Management and Commerce Tagore Girls PG College, Vashali Nagar, Jaipur, Rajasthan, India

**Dr. A. Ramya** Ph.D Assistant Professor  
Department of Commerce CA, Sankara College of Science and Commerce, Saravanampatti, Coimbatore, Tamil Nadu, India

**Dr. V Bastin Jerome** Ph.D Research Advisor and Assistant Professor of Commerce  
PG and Research Department of Commerce, St. Joseph & College (Autonomous), Tiruchirappalli, Tamil Nadu, India

**Dr. Elsayed Ahmed Elnashar** Ph.D  
Associate Editor  
Department of Home Economic, Faculty of  
Specific Education, Kafrelsheikh University,  
Egypt

**Dr. K Mariappan** PhD  
Hod and Assistant Professor  
Department of Commerce, G. Venkataswamy  
Naidu College, Kovilpatti, Tamil Nadu, India

**Nidheesh K B** PhD  
Assistant Professor  
Commerce Pondicherry University  
Pondicherry, Tamil Nadu, India

**Dr. P. Chellasamy** PhD  
Associate Professor  
Department of Commerce, Bharathiar  
University, Coimbatore, Tamil Nadu, India

**Dr. M. Nandhini** PhD  
Associate Professor  
Department of B. Com BPS, Sri Ramakrishna  
College of Arts & Science, (formerly SNR  
College - Autonomous) SNR College Road,  
Coimbatore, Tamil Nadu, India

**Dr. K. Suresh Babu** PhD  
Head of The Department of Commerce  
Commerce Sankara College of Science and  
Commerce Saravanampatti, Coimbatore, Tamil  
Nadu, India

**R. Sivaramakrishnan** PhD  
Assistant Professor  
Department of Commerce CA & PA Sankara  
college of Science and Commerce,  
Saravanampatty, Coimbatore, Tamil Nadu,  
India

**Sheeba J** PhD  
Assistant Professor  
Department of commerce CA and PA, Sankara  
College of science and commerce,  
saravanampatti, Coimbatore, Tamil Nadu, India

**Dr. S. Chandrachud** PhD  
Associate Professor  
Department of Economics, School of  
Management and Commerce, Vels Institute of  
Science, Technology and Advanced Studie,  
Chennai, Tamil Nadu, India

**Dr. K. Priya** PhD  
HOD  
Vivekanandha College of Arts & Sciences for  
Women (Autonomous) Elayampalayam,  
Tiruchengode, Namakkal, Tamil Nadu, India

**Dr. Navya V** Ph.D in Management,  
Associate Professor  
School of Management Studies Chinmaya,  
Institute of Technology, Govindagiri, Chala  
Kannur, Kerala, India

**Dr. Juturu Viswanath** Ph.D  
Associate Professor & HOD  
Department of Management Studies S V  
College of Engineering Karakambadi Road  
Tirupati, Andhra Pradesh, India

**Dr. Jyoti Singhal** PhD  
Assistant Professor  
Finance Vivekanand Education Society &  
Institute of Management Studies and Research,  
Mumbai, Maharashtra, India

**Dr. Soumitra Sarkar** PhD  
Assistant Professor  
Department of Commerce, Alipurduar College  
(Govt. Sponsored) Alipurduar West Bengal,  
India

**Dr. K Suresh Babu** PhD  
Head & Assistant Professor  
Department of Commerce, Sankara College of  
Science and Commerce, Saravanampatty,  
Coimbatore, Tamil Nadu, India

**Dr. R. Gopi** PhD  
Assistant Professor of Commerce  
Department of Commerce Government Arts  
College, Udumalpet, Tamil Nadu, India

**Baby . S** M.com, M.Phil  
Assistant Professor  
Commerce, Sankara College of Science &  
Commerce, Coimbatore, Tamil Nadu, India

**Dr. Anandaraj** PhD  
Teaching Assistant  
Department of Business Administration,  
Madurai Kamaraj University College, Alagar  
Koil Road, Madurai, Tamil Nadu, India

**Ambika. T** PhD  
Assistant Professor  
Department of Commerce, Sankara college of  
Science and Commerce, Saravanampatty,  
Coimbatore, Tamil Nadu, India

**M. Akilanayaki** PhD  
Assistant Professor  
Department of Commerce, Nallamuthu  
Gounder Mahalingam College, Palagat Road,  
Pollachi, Tamil Nadu, India

**Aruljothi K** M.Phil (COMMERCE)  
Assistant Professor  
Department of commerce and Sankara college  
of commerce and science, Saravanampatty,  
Coimbatore, Tamil Nadu, India

**Dr. Hari K** Ph.D  
Assistant Professor  
Department of Commerce and Research  
Center, Mahatma Gandhi College,  
Keshavadasapuram, Thiruvananthapuram,  
Kerala, India

**R. Ramarajan** Ph.D  
Assistant professor  
Department of Commerce, Thiruthangal Nadar  
College Chennai, Chennai, India

**Dr. D. Vijayalakshmi** M.Com., M.phil.,  
MBA.,PGDCA., Ph.D., SET  
Assistant Professor  
Department of Commerce (Aided) PSGR  
Krishnammal College for Women Peelamedu  
Coimbatore, Tamil Nadu, India

**Dr. V. Bastin Jerome** PhD  
Assistant Professor  
Department of Commerce, St. Joseph College  
(Autonomous), Tiruchirappalli, Tamil Nadu,  
India

**Dr. Shobha G. Mulik** PhD  
Assistant Professor  
Department of Commerce, Devch and College  
Arjunnager, Via Nipani, Kagal, Kolhapur,  
Maharashtra, India

**Dr. Ity Patni** PhD  
Assistant Professor  
Department of Business Administration,  
School of Business & Commerce, Manipal  
University, Jaipur, Rajasthan, India

**Dr. Indu Santosh** PhD  
Associate Professor  
Department of commerce and Management CV  
Raman University, Kargiroad, Kota, Bilaspur,  
Chhattisgarh, India

**Olena Prokopishyna** PhD  
Associated Professor  
Accounting Department, Simon Kuznets  
Kharkiv National University of Economics,  
Ukraine

**Dr. P. Anandaraj** PhD  
Assistant professor  
Department of Business Administration,  
Madurai Kamaraj University College, Alagar  
Koil Road, Madurai, Tamil Nadu, India

**Dr. S. Kavitha** PhD  
Assistant Professor  
Department of BBA (CA), Sankara College of  
Science and Commerce, Saravanampatti,  
Coimbatore, Tamil Nadu, India

**Dr. U. W. M. R. Sampath Kappagoda** BSC,  
MCom, PhD  
Senior Lecturer  
Faculty of Management Studies, Rajarata  
University of Sri Lanka, Anuradhapura, Sri  
Lanka

**Dr. Nalla Bala Kalyan** PhD  
Assistant Professor  
Department of Management Studies, Sri  
Venkateswara College of Engineering,  
Kancheepuram, Sriperambudur, Tamil Nadu,  
India

**Dr. Priyanka Agarwal** PhD  
Assistant Professor  
Govt P.G College Kotdwara, Uttarakhand,  
India

**Dr. Anita Rana** Ph.D  
Associate Professor  
Commerce department, narmada College of  
science and Commerce, zadeshwar Bharuch,  
Gujarat, India

**Dr. Vaishali Sharma** Ph.D  
Associate Professor  
Department of Commerce, IPS Academy,  
Indore(M.P.)

**Dr Lila Simon** Ph.D,UGC-NET[Management],MSc[Physics],BEEd,BSc[Physics]  
Sr Assistant Professor and Head [Department of Management]  
Department[Management] The Bhopal School of Social Sciences Habibganj P O Bhopal, Madhya Pradesh, India

**Dr. G. Kavitha** Ph.D  
HOD  
Department of commerce PSGR Krishnammal college for women peelamedu Coimbatore, Tamil Nadu, India

**Dr Adil Rasool** Ph.D  
Head Research Committee  
Department of Economics, Bakhtar University Kabul Afghanistan

**Prabu G** MBA.,M.Phil., (PhD)  
Assistant Professor  
Department of Management and Research, AVS College of Arts and Research, Salem, Tamil Nadu, India

**Dr. K. Selvaraj** M.COM., M.Phil., Ph.D., M.B.A., P.G.D.C.A.,  
Associate Professor and Head  
Department of Commerce, Mahendra Arts & Science College [Autonomous], Kalippatti, Tiruchengode, Namakkal, Tamil Nadu, India

**Dr. D. Joel Jebadurai** MBA MPhil, PhD  
Assistant Professor  
Department of commerce, Acharya Institute of Graduate Studies, soladevanahalli, Bengaluru, Karnataka, India

**Dr. G. Chandrasekaran** Ph.D  
Associate Professor  
Department of Commerce Chikkanna Government Arts College Tirupur Tamil Nadu India

**Dr. Harmeet Matharu** Phd in Management  
Assistant Professor  
Department of Commerce, St. Claret College, Bengaluru, Karnataka, India

**Dr. Jnaneshwar Pai Maroor** MA(PM&IR), MBA(Finance), M.Phil, K-SET, Ph.D  
Assistant Professor  
Justice K. S. Hegde Institute of Management NMAMIT, Nitte, Karnataka, India

**Dr. A. Tharmalingam** M.com.,M.phil.,Ph.d  
Associate Professor  
Department of Commerce, Sri Ramakrishna college of arts and science, Nava india Coimbatore, Tamil Nadu, India

**Dr. Ruhi Bakhare** Ph.D  
Assistant Professor

**Dr Sagar Bhadange** PH.D Marketing Management  
Assistant Professor  
Symbiosis Skills and Open University Pune, Pune, Maharashtra, India

**Hudson Arul Vethamanikam G** MBA., M.Phil., M.Com., MHRM., Ph.D  
Associate Professor  
Alagappa Institute of Management, Alagappa University, Karaikudi, Tamil Nadu, India

**Amita Chourasiya** PhD(Management), MBA (IT), BTech(CSE)  
Assistant Professor  
Amity Business School Amity University Rajasthan, Rajasthan, India

**Dr. D. Suthamathi** MA (PM&IR), MBA.,M.Phil., Ph.D  
Head and Assistant Professor  
Department of Management and Research, AVS College of Arts and Science, Salem, Tamil Nadu, India

**Dr. D. Hepzibah Vinsyah Jeyaseeli** MBA, UGC NET, Ph.D  
Assistant Professor  
Department of MBA, Ethiraj College for Women (Autonomous), Chennai, Tamil Nadu, India

**Dr. Govind Shinde** M.Com, MBA, Ph.D  
Assistant Professor  
Bharati Vidyapeeth's Institute of Management Studies & Research, Navi Mumbai, Maharashtra, India

**Prakash L**  
MIB.,M.Com.,M.Com(CA),PGDBA.,NET.,SE T.,(Ph.D)  
Assistant Professor  
School of Commerce and International Business Dr.G.R.Damodaran College of Science Civil Aerodrome Coimbatore, Tamil Nadu, India

**Dr. T. Shenbhaga Vadivu** M.B.A., M.Phil., PGDHRM., Ph.D., SET  
Assistant Professor  
Department of Business Administration, Nehru Arts and Science College, Nehru Gardens, Thirumalayampalayam, Coimbatore, Tamil Nadu, India

**Sankar C** M.Com., M.Phil., MBA., Ph.D.,  
Assistant Professor of Commerce  
Department of Commerce, VLB Janakiammal College of arts and science, Kovaiapur, Coimbatore, Tamil Nadu, India

**Uttampreet Kaur** B.Com., M.Com. Ph.D (Pursing), UGC NET,  
Assistant Professor  
Post Graduate Department of Commerce A. S. College, Khanna, Punjab, India

**Dr. Sudhir K. S. Yadav** M.COM., Ph.D., C.A.  
FDP. ICFAI  
Associate Professor

**R. Ramarajan** M.com.,M.phil.,B.Ed.,Ph.D.,  
Assistant professor  
Department of Commerce, Thiruthangal Nadar College, Selavayal, Chennai, Tamil Nadu, India

**Mustak Ahamed** MBA, MSW, PGDCA, Ph.D (Thesis Submitted on Marketing Management)  
Assistant Professor cum Teacher in Charge (TIC)  
Department of Business Administration VIETR, Pursurah Hooghly, West Bengal  
Examination Panel Member, LINCOLN UNIVERSITY, MALAYSIA

**Dr Swati Sharma** Ph.D. UGC-NET MBA  
Assistant Professor  
Amity Business School Amity University Rajasthan, Rajasthan, India

**Dr. Jaspal Gidwani** Ph.D.  
Head  
Department of Management Studies, Gurunanak Institute of Engineering and Technology, Dahegaon, Nagpur, Maharashtra, India

**A. Chelladurai** M.Com(CA),M.Phi..(Ph.D)  
Assistant Professor of Commerce(CA) Commerce(CA/EC/SF) Ayya Nadar Janaki Ammal College (Autonomous) Affiliated to Madurai Kamaraj University, Tamil Nadu, India

**Dr. Sonali Sushil Gadekar** MBA, MCom, Phd(Comm), Ph D (Mgmt)  
Assistant Professor  
G. S. College of Commerce & Economics, Nagpur University, Nagpur, Maharashtra, India

**Dr. Rajeshwari Malik** PhD  
Associate Professor  
MSI, Janakpuri, New Delhi, India

**K. Thriveni Kumari** Ph.D  
Professor and HOD  
Department of Management Studies, DON BOSCO Institute of Management Studies and Computer Applications, Kumbalgodu, Mysore Road, Bangalore, Karnataka, India

**Dr. Sankar C** M.Com., M.Phil., MBA., Ph.D.,  
Assistant Professor of Commerce  
Department of Commerce, VLB Janakiammal College of arts and science, Kovai pudur, Coimbatore, Tamil Nadu, India

**Venkatachalam** M.Com ,M.Phil., MBA, MCOM (CA), PGDCA, (Ph.d)  
Assistant Professor  
Department of Commerce, Nehru College of Arts and Science, Coimbatore, Tamil Nadu, India

**Dr. Kawaljit Kaur Bhatia** Ph.D  
Assistant Professor

Dr. Ambedkar Institute of Management Studies and Research, Deekshabhoomi, Nagpur, Maharashtra, India

**Dr. Ranpise Bhausaheb Dnyaneshwar** M.com, SET, NET, Ph.D. G.D.C&A Assistant Professor Department of Commerce and Research Center, Padmashri Vikhe Patil College of Arts Science and Commerce, Pravaranagar, Maharashtra, India

**Dr. P. Pirakatheeswari** Ph.D Assistant Professor Department of Commerce, Sri Ramakrishna College of Arts and Science (Autonomous), Nava India, Peelamedu, Coimbatore, Tamil Nadu, India

**K. S. Nirmal Kumar** Ph.D Assistant Professor Department of Commerce The New College (Autonomous) Chennai, Karnataka, India

**Dr. K. Senthilkumar** M.Com., MBA., M.Phil., Ph.D Assistant Professor Department of Commerce, Laxminarayana Women's College, Dharnapuri-5, Tamilnadu India

**Somnath Das** M.Com, MBA( Human Resource), LL.B. Assistant Professor Department of Commerce, Burdwan Raj College, Purbo Bardahaman, West Bengal, India.

**Dr. Blossom Christina** PhD Senior Lecturer Department of Management Studies, Middle East College, Muscat. Sultanate of Oman.

**Dr. Kali Charan Modak** Ph.D, UGC NET Assistant Professor IPS Academy, Institute of Business Management & Research Indore Madhya Pradesh, India

**Dr Pavan P Aparanji** BBA, MBA, MCom, PhD Academic Coordinator Department of Commerce & BCA Chetan College of Commerce & BCA, Hubli Karnataka State India

**Ramprabha** B.E., MBA., PhD Assistant Professor Department of Business Administration Vels Institute of Science, Technology and Advanced Studies (VISTAS) Pallavaram Chennai Tamil Nadu India

**Rahul B. Chauhan** MBA (Finance) Assistant Professor Department of Management Parul Institute of Business Administration, Parul University,

Faculty of Commerce & Business Administration Meerut College, Meerut, Uttar Pradesh, India

**Dr. Lubna Suraiya** MBA, M.Com, DIT. M.Phil, PGDEP. D. Litt- SAARC, Ph.D Assistant Professor Holy Cross College, Tiruchirappalli, Tamil Nadu, India

**Dr. Dinesh N** MCom. MHRM, MLM & PhD Associate Professor CMS Business School Jain Deemed to be University Bangalore Karnataka, India

**Prof Abhilasha N** BBM, M.Com, MPhil, SET, PhD Assistant Professor Mulund college of commerce, Mulund west, Mumbai, Maharashtra, India

**Dr. Mohammad Kashif** Ph.D Assistant Professor School of Commerce and Management, IIMT University, Meerut, Uttar Pradesh. India.

**Dr. Chintala Balaji** MBA, M.Phil, Ph.D Assistant Professor KL Business School, KL University, Guntur, Andhra Pradesh, India

**Dr. Mehul Patel** Ph.D, MBA, MCA and M.Sc Assistant Professor Department, C.P.Patel & F.H.Shah Commerce College, Anand, India

**Tinsy Rose Tom** M.Com, B.Ed, M.B.A, Ph.D Assistant Professor Department of Commerce & Research Centre, St.Xavier's College For Women, Aluva, Kerala

**Dr. Rohit Bansal** Ph.D., M.Phil, MBA Assistant Professor Department of Management Studies, Vaish College of Engineering, Rohtak, Haryana, India

**Dr. Chintan Nareshbhai Vora** PhD (Management), GUJ-SLET (Commerce), M.COM (International Business), UGC-NET (Management), MBA, PGDBIO, B.com. Assistant Professor Shri G. H. Gosrani Commerce College & Shri D. D. Nagda BBA College (AICTE Approved & Affiliated to Saurashtra University), Jamnagar, Gujarat, INDIA.

**Dr Anusha Agarwal** PGDBM, MA(Eco), Ph.D Associate Professor

Department of Management Studies, CKD Institute of Management & Technology, Amritsar, Punjab, India

**Dr. U.c. Jha** Ph. D Professor Lovely Professional University LPU, Punjab, India

**Vijay K Vishwakarma** M.COM, MBA (HR), PGDMM, B.Ed Assistant Professor Department of Commerce & Management S M SHETTY COLLEGE of SCIENCE, COMMERCE & MANAGEMENT STUDIES AFFILIATED to UNIVERSITY of MUMBAI MUMBAI MAHARASHTRA INDIA

**Dr. Ravi Shankar Chandramohan** M.Com., MBA., PGDCA., PGDNGOM., Ph.D Associate Professor School of Commerce and International Business, Dr. G R Damodaran College of Science, Tamil Nadu, India

**Prof. Arup Barman** PhD Professor Department of Business Administration, Assam University, Silchar, Assam, India

**Dr. Anand Kumar** Ph.D Assistant Professor Faculty of Commerce & Management, Maharishi University of Information Technology, Lucknow, Uttar Pradesh, India

**D. Shoba** MBA, M.Phil, NET, Ph.D Assistant Professor Department of Business Administration Theivanai Ammal college for women Villupuram.

**Dr. A. C. Deepa** MCS., MBA., M.Phil., PGDCA., Ph.D Associate Professor Department of Corporate Secretaryship Dr.N.G.P Arts and Science College Kalapatti Road, Coimbatore Tamilnadu India

**Dr A Jaganathan** Ph.D, M.Phil, M.COM, MCOM (CA), MBA Head DEPARTMENT of BUSINESS ADMINISTRATION WITH CA BHARATHIAR UNIVERSITY ARTS and SCIENCE COLLEGE - GUDALUR, THE NILIGIRS, TAMIL NADU, INDIA.

**Dr. Gangu Naidu Mandala** MA, M.Com, MBA, PhD Associate Professor Mittal School of Business, Department of Management Studies, Lovely Professional University, Phagwara, Punjab, India

**Rowell Agliones Diaz, Mba** MBA, PhD Assistant Professor COLLEGE of MANAGEMENT and BUSINESS TECHNOLOGY NUEVA ECIJA



Baroda, Gujarat, India

**Dr. Pardeep Kumar** Ph.d  
Associate Professor  
Department of Commerce. Keshav  
Mahavidyalaya. University of Delhi. Delhi  
India.

**Mabunni Shaik** Ph.D  
Associate Professor  
Department of Management Sciences,  
RVR&JC College of Engineering, Guntur,  
Andhra Pradesh, India.

**Srividhya** PH D  
HOD  
Department of Commerce, St.Peter's Institute  
of Higher Education and Research Avadi,  
Chennai Tamil Nadu India

**Dr. T. Kannan** Ph.D  
Assistant Professor  
Department of Commerce (PA), SNMV  
College of arts & science, Coimbatore, Tamil  
Nadu, India

**Santhana Mariappan N** M.Com.,M.Phil  
Assistant Professor  
Department of Commerce JP college of Arts  
and Science Tenkasi Tirunelveli Tamilnadu,  
India

**Dr. R. Seenivasan** M.Sc.,Ph.D, Mathematical  
Economics  
Assistant Professor  
Department of Mathematical Economics,  
School of Economics,,M.K.University,  
Madurai, Tamilnadu, India.

**Dr. Md. Shabbir Alam** Ph.D.  
Assistant professor  
Department of Finance and economics, College  
of Commerce and Business Administration.  
Sultanate of Oman

**Mrs. Rini Charan** M. Com., B. Ed., MBA  
Assistant Professor  
Joseph School of Business Studies, Sam  
Higginbottom University of Agriculture,  
Technology & Sciences, Allahabad, Uttar  
Pradesh

**Dr. T. Shenbhaga Vad** M.B.A., M.Phil.,  
PGDHRM., Ph.D., SET  
Assistant Professor  
Department of Business Administration, Nehru  
Arts and Science College, Coimbatore, Tamil  
Nadu, India

**Jnaneshwar Maroor Pai** PhD  
Assistant Professor

Department of Management Institute of  
Technology & Science Mohan Nagar,  
Ghaziabad Uttar Pradesh India

**Karpagavalli** M. Com (CA), M. PHIL, NET,  
SET, Ph.D, MBA  
Assistant Professor  
Commerce with computer applications, Tirupur  
Kumaran college, Tirupur Tamilnadu India

**Dr. Gadhamsetty Suresh Babu** M.Com.,  
Ph.D., MBA  
Vice-Principal, Hod & Associate professor  
DEPARTMENT of COMMERCE,  
MANAGEMENT & COMPUTER  
APPLICATIONS GOVERNMENT DEGREE  
& PG COLLEGE, PUTTUR, CHITTOOR  
DIST ANDHRA PRADESH INDIA

**Jafersadhiq** BBM(CA),MBA.,Ph.D  
Assistant Professor  
Department of Management Studies Erode  
Sengunthar Engineering College Perundurai  
Erode Tamilnadu India

**Dr. Srikrishna. Gade** Ph.D, MBA  
Associate Professor  
Department of MBA Malla Reddy Institute of  
Engineering and Technology Hyderabad,  
Telangana State India

**Dr. Ankita Pathak** Ph.D  
Assistant Professor  
Department of MBA, Sanjivani college of  
Engineering, Kopargoan, Maharashtra, India

**Thirupathi M** M.Com, M.Phil, B.Ed, SET  
Assistant Professor  
Department of Commerce, Acharya Institute of  
Graduate Studies, Bangalore, Karnataka, India

**Dr. P. Kuppuraj** Ph.D, SET, M.Phil, PGDCA,  
PGDIT  
Assistant Professor  
Department of Commerce Sri Ramakrishna  
Mission Vidyalaya College of Arts and Science  
PN palayam, Coimbatore, Tamil Nadu, India

**Vishnushankar. R** M.Com., M.Phil., M.B.A.,  
M.Phil  
Assistant Professor  
Department of Commerce, Rajapalayam Rajus'  
College, Rajapalayam, Tamil Nadu, India

**R Ramarajan** M.Com, M.Phil, B.Ed, Ph.D  
Assistant professor  
Department of Commerce, Thiruthangal Nadar  
College, Selavayal, Chennai, Tamil Nadu,  
India

**Dr. Mohanasundaram A.** M. Com., M.A.,  
MBA., M.Phil., PGDHRM., Ph. D.  
Associate Professor and Dean

UNIVERSITY of SCIENCE and  
TECHNOLOGY - SAN ISIDRO  
CAMPUS,Philippines

**Dr. Shaik Mohamed**  
M.com.,M.Phil.,Ph.D.,B.Ed.,M.B.A.,PGDPM,  
PGDJMC,PGDEE,R.B.P.,  
Assistant Professor  
Aiman College of Arts&Science for women,  
Tiruchrappalli,Tamil Nadu, India

**Dr Vinod A S** MCom(FINANCE),  
MBA(FINANCE and MARKETING),  
MFM(FINANCIAL MANAGEMENT),  
MPhil(COMMERCE), MA(PUBLIC  
ADMINISTRATION), MSc(APPLIED  
PSYCHOLOGY), MLM(LABOUR  
MANAGEMENT), PGDBA(BUSINESS  
ADMINISTRATION), PGDTM(TOURISM  
MANAGEMENT), PGDMM(MARKETING  
MANAGEMENT), PGDP  
Assistant Professor  
Department of Commerce vtmmss college  
Dhanuvachapuram, Kerala, India

**T. Usharani** MCom., MPhil., MBA  
HOD  
Department of Commerce with Computer  
Application, Sankara College of Science and  
Commerce, Coimbatore, Tamilnadu, India.

**Kirubaharan. M** MBA.,MPhil  
Assistant Professor  
DEPARTMENT of MANAGEMENT  
STUDIES(MBA) NEHRU MEMORIAL  
COLLEGE (AUTONOMOUS)  
PUTHANAMPATTI, TRICHY TAMIL NADU  
INDIA

**Manish Jha** MBA, M.PHIL, Phd (Purs.)  
Assistant Professor  
Department of Management Fairfield Institute  
of Management & Technology Kapashera -  
New Delhi Delhi India

**Dr. Santosh Kumar Mahapatra** M.Com.,  
M.Phil.(Commerce), Ph.D. (Commerce)  
Associate professor  
Department of Commerce, Gauhati University,  
Guwahati, Assam, India

**M. Satheshkumar**  
M.Com.,Mphil.,P.G.D.C.A.,  
PGDPM.,PGDFM., SET  
Assistant professor  
Department of commerce(CA/EC/SF) Ayya  
Nadar Janaki Ammal College,(Autonomous,  
sivakasi Affiliated to Madurai Kamaraj  
University, Tamil Nadu, India.

**J. Manimegalai** M.com.,M.c.s.,M.phil  
Assistant Professor  
Department of commerce Sankara College of  
Science and commerce, Saravanampatty,  
Coimbatore

**Dr. K Priya** Ph.D  
Head  
Department of Commerce, Vivekanandha  
College of Arts & Sciences for women  
(Autonomous), Mangarangampalayam, Tamil  
Nadu, India

**Dr Amit Sharma** Phd  
HOD

Justice K. S. Hegde Institute of Management  
NMAMIT, Nitte, Karnataka, India

**Dr. R. Ezhil Jasmine** M.Com., M.Phil., Ph.D  
Assistant Professor  
RANI ANNA GOVERNMENT COLLEGE  
FOR WOMEN TIRUNELVELI,  
TAMILNADU INDIA

**Debarshi Bhattacharya** M.Com, UGC-NET,  
UGC-SLET  
Assistant Professor  
Department of Commerce, Sewnarayan  
Rameswar Fatepuria College, Beldanga,  
Murshidabad, West Bengal, India

**Dr. Siva Gurunathan S** PhD in Economics  
Assistant Professor  
Department of Management Studies, SCSVMV  
University, Enathur, Kanchipuram, Tamil  
Nadu, India

**Dr. S. Shanmugathas**  
Assistant Professor  
Faculty of Management Studies University of  
Jaffna, Jaffna, Sri Lanka

**Dr. Peide Liu**  
Associate Professor  
Operations Management, Beijing Jiaotong  
University, School of Economics and  
Management, China

**Sudhakar D Deshmukh**  
Professor  
Department of Operations Management,  
Kellogg School of Management, Northwestern  
University, USA

**Watson D** PhD  
Professor  
University of Sunderland, UK

**Dr. Arun Korath**  
Associate Professor  
Department of Management Studies, Dilla  
University, Ethiopia

**Dr. David Yong Gun Fie**  
Associate Professor  
Multimedia University, Cyberjaya, Malaysia

**Caroline Coulombe**  
Professor  
Department of Management, Technology  
University of Québec in Montreal, Canada

**Dr. Naoki Ikegami**  
Professor  
Department of Management, Keio University  
School of Medicine, Tokyo, Japan

**Dr. Rania Shamah**  
Professor  
Department of Operation Management, School  
of Business Administration, British University  
in Egypt, Egypt

Faculty of Commerce Studies, SNMV College  
of Arts and Science, Malumachampatti,  
Coimbatore District Tamil Nadu, India

**Dr. R. Kamaraj** Ph.D  
Assistant Professor  
Department of Commerce, MGR College,  
Krishnagiri, Hosur, Tamil Nadu, India

**Dr. Gaurangkumar C Barot** (M.Com.  
M.Phil. Ph.D. GSET  
Assistant Professor  
Department of Commerce and Accountancy,  
Dr. APJ Abdul Kalam Govt. College,  
Silvassa(Dokmardi). U.T. of Dadra & Nagar  
Haveli, India

**Dr. Md. Ruhul Amin Rabbani**  
Assistant Professor  
Asian University of Bangladesh, Bangladesh

**Dr. L. Kengatharan**  
Professor  
Department of Financial Management, Faculty  
of Management Studies, University of Jaffna,  
Jaffna, Sri Lanka

**Dr. John Nkeobuna Nnah Ugoani**  
Professor  
College of Management and Social Sciences,  
Rhema University, Nigeria

**Md Mumford**  
Professor  
University of Oklahoma, USA

**Dr. Ayman Nader Alkhalidi**  
Assistant Professor  
Department of Management Information  
Systems, University of Hail, Saudi Arabia

**Dr. Rakesh Guglani**  
Associate Professor  
Department of Banking and Finance, Arba  
Minch University, Ethiopia

**Dr. Heri Prabowo**  
Professor  
Department of Economics and Business, PGRI  
University of Semarang, Indonesia

**Thomas G Pode** PhD  
Professor  
Department of Management, Evaluation and  
Health Policy, School of Public Health,  
University of Montreal, Montreal, QC, Canada

**Dr. Wei-Hsi Frank Hung**  
Professor  
Department of Management Information  
Systems, National Chengchi University,  
Wenshan, Taipei, Taiwan

**Dr. Abdelkader Mohamed Mobarak**  
Professor  
Faculty of Commerce, Mansourah University,  
Egypt, Egypt

Commerce and management department Royal  
groups of institution RATLAM M. P, India

**Dr. Samuel Nyambega Nyang'au** Ph. D  
Dean & Lecturer  
School of Business & Economics, Garissa  
University College, Garissa, Kenya

**Dr. Shantha Kumari Ramaswamy** PhD  
Principal  
Maharani Women's Arts, Commerce and  
Management College, Sheshadri Road,  
Bangalore, India

**Dr. Md. Shamsul Arefin**  
Assistant Professor  
Department of Business Administration School  
of Business, Uttara University, Bangladesh

**Q Weng**  
Associate Professor  
School of Management, University of Science  
and Technology of China, China

**Dr. Sulaimon Olanrewaju Adebiyi**  
Associate Professor  
Department Business Administration, Fountain  
University, Nigeria

**Rodolphe Ocler**  
Professor  
Department of Management and Business  
Systems, University of Bedfordshire, Luton,  
UK

**Iqbal Khan**  
Professor  
Department of Civil Engineering and  
Managing Director, King Saud University,  
Saudi Arabia

**Dr. Mohd Fuad Mohd Salleh**  
Professor  
Faculty of Business, University Selangor Shah  
Alam, Malaysia

**Sigit S Wibowo**  
Professor  
Department of Management, Faculty of  
economics and Business, University Indonesia,  
Indonesia

**Rei Goto Md** PhD  
Professor  
Graduate School of Business Administration,  
Keio University, Tokyo, Japan

**Dr. Laurence Fang-Kai Chang**  
Professor  
Department of Business Administration, Feng  
Chia University, Taichung, Taiwan

**Dr. Jollie Alson**  
Associate Professor  
Collage of Business Administration and  
Accountancy, University of Perpetual Help  
System Dalta, Philippines

**Dr. Jesus P Briones**  
Associate Professor  
College of Business and Accountancy,  
University of Batangas, Philippines

**George Ofori**  
Professor  
National University of Singapore, Singapore

**Dr. Jose G. Vargas-Hernandez**  
Professor  
University Center for Economic and  
Managerial Sciences, University of  
Guadalajara, Mexico

**Dr. S Sriranjani Mokshagundam** PhD  
Professor  
MVM College of Arts, Science &  
Management, Bangalore, India

**Dr. R. Sridevi** PhD  
Assistant Professor  
Sri Ramakrishna College of Arts and Science,  
Coimbatore, India

**Dr. Prabu Vengatesh Thirumoorthy**  
Doctorate in Commerce  
Associate Professor and Head  
Sri Ramakrishna College of Arts & Science  
Coimbatore, India

**Dr. Des Raj Bajwa** PhD  
Associate Professor & Head  
Department of Commerce & Management  
Govt. Post Graduate College Ambala Cantt  
Director General Higher Education, Haryana,  
Panchkula Kurukshetra University,  
Kurukshetra, India

**Dr. R. Judith Priya** PhD  
Assistant Professor  
PSGR Krishnammal College for Women,  
Avinashi Rd, Peelamedu, Coimbatore, Tamil  
Nadu, India

**Dr. Saiganesh Somasekaran** PhD  
Deputy Director  
Dayananda Sagar Business School, 1st Stage,  
Kumaraswamy Layout, Bengaluru, Karnataka,  
India

**Dr. V. Prabhu** PhD  
Assistant Professor  
Department of Commerce, Srinivasan College  
of Arts & Science Perambalur, Tamil Nadu,  
India

**Dr. J. Pavithra** PhD  
Assistant Professor  
Department of Management, Studies Bharath  
Institute of Higher Education and Research  
(BIHER), Chennai, Tamil Nadu, India

**Dr. D Umamaheswari** PhD  
Professor  
Department of Commerce, Periyar Maniammai  
Institute of Science and Technology Vallam,  
Thanjavur, Tamil Nadu, India

**Dr. N Jayanthi** PhD  
Associate Professor  
Department of Commerce, Periyar Maniammai  
Institute of Science and Technology, (Deemed

**Dr. Pham Thi Minh Ly**  
Professor  
Faculty of Business Administration, Ton Duc  
Thang University, Vietnam

**Robert J Kauffman**  
Professor  
School of Information Systems, Singapore  
Management University, Singapore

**Sophie Michelle Eke Ball**  
Professor  
University of Yaounde 2 Soa, Cameroon

**Dr. A. Vini Infanta** PhD  
Assistant Professor  
Sri Ramakrishna College of Arts and Science,  
Coimbatore, India

**Dr. W. Saranya** PhD  
Assistant Professor  
Sri Ramakrishna College of Arts and Science  
Coimbatore, India

**Dr. Agila Govindarajan** Doctorate in  
Commerce  
Professor & Head  
Sri Ramakrishna College of Arts & Science  
Coimbatore, India

**Dr. Atalla Fahed Al-Serhan** PhD  
Assistant Professor  
Department of Business Administration, Al  
Albait University, Mafraq, Jordan

**Dr. Dnyaneshwar Dattu Banasode** PhD  
Assistant Professor  
Abhinav Degree College, Yashwant Anant,  
New Golden Nest Rd, Ghoddev, Bhayandar  
East, Mira Bhayandar, Maharashtra, India

**Dr. Amit Saha** PhD  
Assistant Professor  
Department of Management, Brainware  
University, Kolkata

**Dr. Indrajeet Ramdas Bhagat** PhD  
Assistant Professor  
Commerce Faculty, Yeshwantrao Chavan  
College, Ambajogai, Beed, Maharashtra, India

**Arun Kumar Sharma** PhD  
Assistant Professor  
Manav Rachna International University,  
Faridabad, Haryana, India

**Dr. Lakshmi G** PhD  
Assistant Professor  
PSGR Krishnammal College for Women,  
Coimbatore, Tamil Nadu, India

**B Gowri** MPhil  
Assistant Professor  
Department of Commerce, Periyar Maniammai  
Institute of Science and Technology, Thanjavur,

**Le Vinh Danh**  
Professor  
Ton Duc Thang University, Vietnam

**Alejandra Rosales Soto** PhD  
Professor  
University Center of Economic and  
Administrative Sciences, Guadalajara, Mexico

**Ngwengeh Brendaline Beloke**  
Professor  
Ngwengeh Brendaline Beloke, University of  
Buea Cameroon

**Dr. K. Prince Paul Antony** PhD  
Professor & Head  
Sri Ramakrishna College of Arts and Science,  
Coimbatore, India

**Dr. Padmaja D V** PhD  
Assistant Professor  
Sri Ramakrishna College of Arts & Science,  
Coimbatore, India

**Dr. Gayathiry D** PhD  
Assistant Professor  
Department of Commerce CA Sri Ramakrishna  
College of Arts and Science Coimbatore, India

**Dr. Rania Ibrahim Mohammad Almoselhy**  
PhD  
Associate Professor  
Oils and Fats Laboratory, Food Technology  
Research Institute, Agricultural Research  
Center, Giza - Egypt

**Dr. V. Gokila** PhD  
Assistant Professor  
Commerce Department, Sri Ramakrishna  
College of Arts and Science for Women, 395,  
Sarojini Naidu Rd, Siddhapudur, Balasundaram  
Layout, B.K.R Nagar, New Siddhapudur, Tamil  
Nadu, India

**Dr. Bhadrappa Haralayya** PhD  
Associate Professor and HOD  
Lingaraj Appa Engineering College Gornalli,  
Bidar, Karnataka -585403

**Dr. C. Muthulakshmi** Ph D  
Assistant Professor  
Department of Commerce, G. Venkataswamy  
Naidu College (SFC), Kovilpatti, Tamil Nadu,  
India

**Dr. L. Mythili** PhD  
Assistant Professor  
Department of Commerce, Sri Ramakrishna  
College of Arts and Science for Women,  
Coimbatore, Tamil Nadu, India

**Dr. Anu Antony** PhD  
Assistant Professor  
Department of Commerce at Kristu Jyoti  
College of Management and Technology,  
Affiliated to Mahatma Gandhi University,  
Kerala, India

**Dr. V Vasanthakumar** PhD  
Assistant Professor  
Department of Corporate Secretaryship  
(Aided), PSG College of Arts and Sciences,

to be University) Vallam, Thanjavur, Tamil Nadu, India

Tamil Nadu, India

Coimbatore, Tamil Nadu, India

**Dr. R Sathishkumar**

Assistant Professor  
Department of Commerce, Faculty of Science and Humanities, SRM Institute of Science and Technology, Chennai, Tamil Nadu, India

**P Nagalakshmi M.Phil**

Assistant Professor  
Department of Commerce, Faculty of Humanities, Science and Management, Periyar Maniammai Institute of Science and Technology, Periyar Nagar, Vallam, Thanjavur, Tamil Nadu, India

**Dr. P Gurusamy PhD**

Assistant Professor  
Department of Corporate Secretaryship, PSG College of Arts and Science, Coimbatore, Tamil Nadu, India

**Poojan N Parikh**

Assistant Professor  
Smt. S.S Patel Nootan Science and Commerce College, Sankalchand Patel University, Visnagar, Gujarat, India

**Dr. R Senthilkumar**

Assistant Professor  
Department of Commerce, Periyar Maniammai Institute of Science and Technology, Vallam, Thanjavur, Tamil Nadu State, India

**Stalin V**

Assistant Professor  
Department of Commerce, Periyar Maniammai Institute of Science and Technology (Deemed to be University), Thanjavur, Tamil Nadu, India

**Dr. H K Manjula**

Associate Professor  
Department of Management in SJR College, Anand Rao Circle, Bengaluru, Karnataka, India

**Dr. M Sirajudeen**

Assistant Professor  
Department of Commerce, Jamal Mohamed College, Tiruchirappalli, Tamil Nadu, India

**Dr. S Sivagamy**

Assistant Professor  
Department of Commerce, Periyar Maniyamai Institute of Science and Technology Thanjavur, Tamil Nadu, India

**Dr. Vijay Shivaji Mistary**

Assistant Professor  
Department of Commerce and Research Center, Maharaja Sayajirao Gaikwad Arts Science and Commerce College, Nashik, Maharashtra, India

**Dr. Shailendra Kumar Gupta**

Head  
Department of Management, Chhattisgarh State Skill Development Authority (CSSDA) (CG Govt), Dhamtari, Chhattisgarh, India

**Dr. D Renukadevi**

Assistant Professor  
Department of Commerce, Sri Ramakrishna College of Arts and Science, Coimbatore, Tamil Nadu, India

**Dr. J Jolly Vini Sheeba**

Assistant Professor  
Department of Commerce, Dr. R.V Arts and Science College, Coimbatore, Tamil Nadu, India

**Dr. L Prabha**

Assistant Professor  
Department of Commerce, Bharathiar University, Coimbatore, Tamil Nadu, India

**Dr Vishal Tomar**

Associate Professor  
Department of Commerce MMK College, Mumbai, Maharashtra, India

**Dr. D. Rajasekaran**

Assistant Professor  
Department of Commerce - PA, Nallamuthu Gounder Mahalingam College, Pollachi, Tamil Nadu, India

**Dr. Mahesh Singh (Ph. D)**

Associate Professor  
Department of Management Studies, Kebri Dehar University, Ethiopia

**Dr. Fatemeh Dekamini**

Lecturer  
Industrial-Financial Management, Faculty of Management, Islamic Azad University, Arak Branch, Iran

**Jayantkumar Vijay Rane**

Lecturer  
Department of Commerce, Manoharbhai Patel College of Arts, Commerce & Science, Deori, Maharashtra, India

**Dr. A. Y. Kettiramalingam**

Associate Professor  
Department of Commerce Accounting and Taxation, Dr. N.G.P. Arts and Science College, Coimbatore, Tamil Nadu, India

**Dr. Kiran Menghani**

Assistant Professor  
SDT Kalani College, Shahad Mumbai, Maharashtra, India

**Dr. B. Navitha**

Assistant Professor  
Department of Commerce with CA, Government Arts and Science College Gudalur, Tamil Nadu, India

**Dr. B. Saranya**

Associate Professor  
Department of Commerce (Foreign Trade), PSG College of Arts & Science, Coimbatore, Tamil Nadu, India

**Dr. Pallavi Pramod Kulkarni**

Assistant Professor  
Department of Commerce, Haribhai V. Desai College, Affiliated to Savitribai Phule Pune University, Pune, Maharashtra, India

**Dr P. Venkaiah Babu**

Assistant Professor  
Department of Account & Finance, Kebri Dehat University, Ethiopia

**Dr. Prince Kumar Mishra**

Assistant Professor  
Department of Commerce, Govt. M.D.P. College Katghora, Chhattisgarh, India

**P. Mohammed Buhari Saleem**

Assistant Professor  
Department of Commerce and Management, Sadakathullah Appa College (Autonomous), Tirunelveli, Tamil Nadu, India

**Dr. N. Kavitha**

Associate Professor  
Department of B. Com (Professional Accounting), KPR College of Arts Science and Research, Coimbatore, Tamilnadu, India

**Dr. V, Selvam**

Assistant Professor  
Department of Commerce (PA), School of Commerce, KPR College of Arts, Science and Research, Coimbatore, Tamil Nadu, India

**Dr. Ravinder Kumar**

Assistant Professor  
Department of Commerce, Dr. Shivanand Nautiyal Govt. (PG) College, Karanprayag, Chamoli, Uttarakhand, India

**Balakrishnan S**

Assistant Professor  
Department of Commerce, SRM Institute of Science and Technology, College of Science and Humanities, Chennai, Tamil Nadu, India

**Dr.anitha D**

Assistant Professor  
Department of Banking & Insurance (B.Com), PSG College of Arts & Science, Tamilnadu, India

**Dr. D. Ravindran**

Assistant Professor  
Department of Management(MBA), Kristu Jayanti College(Autonomous), Bengaluru, Karnataka, India

**Dr. Shivakumar**

Assistant Professor  
Department of Management Studies, Visvesvaraya Technological University,

**Dr. R. Dinesh Kannan**

Assistant Professor  
Department of Economics, PSG College of Arts & Science, Coimbatore, Tamil Nadu,

**Dr. R. Sangeetha**

Assistant Professor  
Department of Commerce (Computer Applications), KPR College of Arts Science

Karnataka, India

**Erni Tanius**

Lecturer  
Department of Human Resource and  
Administration, Merchant logo Universiti  
Selangor (UNISEL) Bestari Jaya, Shah Alam,  
Selangor, Malaysia

**Dr. Imroz Mansuri** M.Com, M.Sc. in  
Finance, NET, SET  
Assistant Professor  
Department of Management, Narayana  
Business School, Gujarat, India

**Dr. Mohd Imran**

Assistant Professor  
Department of Marketing, The ICFAI  
University, Dehradun, Uttarakhand, India

India

**Dr. K.karthikeyan**

Assistant Professor  
Department of Corporate Secretaryship &  
Accounting and Finance, SRM Institute of  
Science and Technology, Chennai, Tamil Nadu,  
India

**Dr Nkiru Patricia Chude**

Lecturer  
Department of Banking and Finance,  
Chukwuemeka Odumegwu Ojukwu University,  
Igbariam Campus, Anambra State, Nigeria

and Research, Coimbatore, Tamil Nadu, India

**Dr. M. Sampath**

Assistant Professor  
Department of Economics, PSG College of  
Arts & Science, Coimbatore, Tamil Nadu,  
India

**Dr. B. Vasantha Lakshmi**

Associate Professor  
Department Of Business Management, CMR  
Technical Campus, Hyderabad, Telangana,  
India