

Editorial

Welcome to the second issue of the seventh volume of SDMIMD Journal of Management. It is indeed a matter of pride that, our journal has been a constant source of reference to the academic fraternity, in India and abroad. The present issue of the journal is enriched with the research topics in various areas of management. There are total four articles, one case study and, one book review, which have been published in this volume. Among them, the first three articles are the revised and modified version of the papers, presented in the Fourth International Conference on Managing Human Resources at the Workplace, held at SDMIMD in December 2015. All the articles and the case, including the above, have been selected for publication, following the journal's guidelines, and there after undergoing a 'double blind' peer review process.

In the first article, M. Nirmala and N. E. Pradeep have attempted to discuss Basava Philosophy and its relevance in management. Basava philosophy is the universal work of Sri Basaveshwara, which emphasized on '*Kaayaka*' (work) and '*Dasoha*' (service by sharing). It has discussed the ways by which Basava Philosophy can contribute towards efficient management practices.

R. Prakash Pillai and Christy Abraham have written a paper on the comparative analysis of HRM practices between hospitality and health care sectors in south Kerala. Study revealed that, hospitality sector has better-functioned HRM practices compared to health care sector. Authors also discussed that, well-functioned HR Department and HRM practices would enhance the effectiveness of the staff and that would lead to better quality service delivery.

Stephen Aro-Gordon, in his paper has explored the utility of Information Technology in facilitating effective performance appraisal in the public sector of Nigeria. Some major challenges including phobia for the numeric and general reluctance to embrace technology-change in performance appraisal practices are highlighted. The implication for staff training and development and scope for future research are also covered in the article.

Insights have been thrown on sustainable management, by Sujata Dhopte and Meena Sinha. The authors have opined that sustainable value framework can be created by building enhanced utility and greater profitability. It has been discussed that resource optimization would help in sustaining the planet. The paper also examined the current thinking on the process of corporate learning system and sustainability issues in learning.

A. C. Kiran Kumar, Aluregowda and H. V. Ravindra have written a case study on organic products and services at Organic Mandya, with special reference to Mandya District. The study revealed that, there is a significant demand for organically grown products. This generates opportunity to establish more retail outlets, resulting into more self-employment and sustainable farming.

The book titled "Dollar Trap" written by Eswar Prasad has been reviewed by Wallece Jacob. The reviewer has opined that the book provided a detailed research on the new financial geography, discussed the issues and concerns, the global monetary system has been facing.

I thank all the authors and the reviewers for their valuable contributions. I thank the management of SDMIMD for the continuous encouragement and inspiration in this academic endeavor. I also thank the faculty members and staff of SDMIMD for their continuous support in bringing out the present volume.

Dr. Mousumi Sengupta

Chief Editor