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2. Women education and Awareness programmes.
3. Raise voice against gender inequality
4. Job skills (Vocational training) and skill development programme specially in rural areas for women at all lends.
5. Create more part time job opportunities.

Conclusion:

Empowering women society economically, educationally, politically and legally is going to be a Herculean task. It is not going to be easy to change the culture of disregards for human which is so deep rooted in india society. But it does not mean that it impossible. Only revolutions bring changes in a day but reforms take their times. All we need is a concentration efforts focused in the right direction that would rest only with the liberation of women from all forms of evil. Last but not least all pogrammes and policies of the govt. must be implemented at gross root lend. If we really want to empower women.

Woman is an incarnation of 'Shakti'—the Goddess of Power. If she is bestowed with education, India's strength will double. Let the campaign of 'Kanya Kelavni' be spread in every home; let the lamp of Educating daughters be lit up in every heart —Narendra Modi

04

Literature Review on Credit Risk and its Impact on Performance of Banks

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ABSTRACT:

Commercial banks play a very important role in the economic development of any country and foster its economic growth. The efficient and effective performance of banking industry over time guarantees financial stability of any nation. The health of financial sector depends chiefly on sound baking system. The credit quality of a bank is of paramount importance and is considered as a proxy of operational performance and financial health of banks. Granting credit(loans and advances) is indeed one of the main sources of income and also a source of credit risk for most commercial banks.Credit risk is associated with the bank's major business of lending, it is therefore a serious threat/danger tocommercial bank's profitability and needs to be managed. In this regard various researchers have examined the impact/ relationship ofcredit risk with diverse variables/aspects of banks. The major

objective of this study is toreview existing literature on credit risk and its impact on the performance of banks.

Key Words: Credit Risk, CRM, NPA, Financial Performance, Capital Adequacy Ratio,. Return on Asset.

Introduction:

Commercial banksmain profitable business among others is lending. It remains to be primary business of every commercial bank in the world, Dasah, etal, (2012), which is the source of net interest income. Commercial banks play an important role in the economic development, and foster economic growth of any country through their intermediation role and financial services. Failures in financial intermediation can disrupt the development process (Abhiman and Saibal, 2007). Though credit facilities that they offer facilitate the exploration and expansion of productive investments avenues, banks are inevitably exposed to credit risk. According to Chen and Pan (2012),Credit risk plays an important role on banks' profitability since a large chunk of banks' revenue accrues from loans from which interest is derived. However, credit risk is a serious threat to the performance of banks.

Credit risk is the degree of value fluctuations in debt instruments and derivatives due to changes in the underlying credit quality of borrowers and counterparties. It is a risk of financial loss if a borrower or counterparty fails to honor commitments under an agreement and any such failure has an adverse effect on the financial performance of banks. Various researchers have examined the impact of credit risk on performance of banks thereby suggesting the significance of adequate management of credit risk for the survival and growth of financial institutions.

Objective of the study:

Objective of the study is to review existing Empirical literature on:

1. Credit risk and its impact on the performance of banks in India and abroad

2) Credit risk Management and its impact on the performance of banks in India and abroad Following review is carried out on credit risk and its impact on the performance of banks and also the impact of Credit Risk Management on the performance of the banks:

1) Abu Hanifa Md. Noman, SajedaPervin, etal, (2015)find the effect of credit risk on profitability of the banking sectors of Bangladesh. The study uses an unbalanced panel data and 172 observations from 18 private commercial banks from 2003 to 2013. The credit risk indicators (financial ratios) used is NPLGL, LLRGL, LLRNPL and CAR as and ROAA and ROAE and NIM are the profitability indicators. Using OLS random effect model, GLS and system GMM the study finds a robust negative and significant effect of NPLGL, LLRGL on all profitability indicators. The analysis also finds a negative and significant effect of CAR on ROAE. Effect of Basel II is significantly positive on NIM but significantly negative on ROAE. Thus study reveals that credit risk affects profitability of the commercial banks negatively, therefore, banks need to use prudent credit risk management procedure.

2) Asha Singh (2015), examines the effect of credit risk management on private and public sector banks in India by taking one dependent variable return on asset (ROA) and two independent variables capital adequacy ratio (CAR) and non-performing assets (NPAs). The ROA is used asperformance indicator and CAR and NPAs as credit risk management indicator and applies two way regression model.study is based on selected 20 banks,10 public and 10 private sector banks covering period from 2002-03 t0 2012-13.

The study shows that there is a significant relationship between bank performance and credit risk management, better credit risk management results in better bank performance.

3) Yuga Raj Bhattarai (2015) examines the effect of credit risk on performance of Nepalese commercial banks by using descriptive and causal comparative research designs. The pooled data of 14 commercial banks for the period 2010 to 2015 is analyzed by using regression model, revealing negative effect of 'non-performing loan ratio' on bank performance whereas 'cost per loan assets' has positive effect on bank performance.The study concludes that there is significant relationship between bank performance and credit risk indicatorsand provides empirical evidence in confirming the validity of the theories to assist the bank's management in determining the best credit risk strategies that enhance bank performance.

4) Million Gizaw, MatewosKebede and SujataSelvaraj(2015), empirically examines the impact of credit risk on profitability of commercial banks in Ethiopia by using secondary data of 8 sampled commercial banks for a period from 2003- 2012. The result of descriptive statistics and panel data regression model reveals that credit risk profile of Ethiopian banks shows improving performance and the ratio of Non-Performing Loan and Loan Loss Provision ratio are declining in recent past. The descriptive analysis indicates that commercial Banks in Ethiopia have adequate capital to withstand shocks resulting from credit risk and there is significant impact of credit risk measures, non-performing loans, loan loss provision and capital adequacy on the profitability of Ethiopian banks. The study suggests great significance of credit risk management process.

5) Junaidu Muhammad and KurawaSunusiGarba (2014) evaluates the effect of Credit Risk Management (CRM) on the Profitability of Nigerian Banks with a view to discovering the extent to which default rate (*DR*), cost per loan asset (*CLA*), and capital adequacy ratio (*CAR*) influence return on asset (*ROA*) as a measure of banks' profitability. The study uses the annual reports and accounts from 2002 to 2011 and analyses withDescriptive statistics, correlation, as well as random-effect generalized least square (GLS) regression. The study measures CRM by three independent variables and has a significant positive effect on the profitability of Nigerian banks as indicated by the coefficient of determinations "*R2* value. The study recommends application of riskevaluation techniques by the banks in their credit risk assessment and management of loan portfolios in order to minimize thehigh incidence of non-performing loans and their negative effect on profitability.

6) Ogboi, Charles an Unuafe, OkaroKennethd (2013), using a time series and cross sectional data from 2004-2009 of selected banks examines the impact of Credit Risk Management and Capital Adequacy onthe Financial Performance of Commercial Banks in Nigeria.The study provides further empirical evidence on how credit risk management strategies and capital requirement variables affect banks' profitability in Nigeria. Study uses Panel data model to estimate the relationship that exists among loan loss provisions (LLP), loans and advances (LA), non-performing loans (NPL), capital adequacy (CA) and return on asset (ROA). The results shows that sound Credit Risk Management and capital adequacy have positive impact on bank's financial performance with the exception of loans and advances which has a negative impact on banks' profitability in the period under study. The study recommends that Nigerian banks should institute appropriate credit risk management strategies by conducting rigorous credit appraisal before loan disbursementand recommends enhancement of Tier-One capital of Nigerian banks.

7) Indiael Kaaya1 and Dickson Pastory (2013) find the relationship between the credit risk and bank performance as measured by return on asset. The study uses regression model to develop the relationship between the indicators of credit risk and bank

performance. The results show that credit risk indicators have produced negative correlation which indicates that higher the credit risk the lower the bank performance. The study recommends the bank under study to increase the capital reserve to protect the bank for the future losses and to increase bank credit risk management techniques.

8) Kolapo, etal, (2012),carries out an empirical investigation into the quantitative effect of credit risk on the performance of commercial banks in Nigeria over the period of 11 years (2000-2010) by selecting five commercial banking firms on a cross sectional basis. The study employs traditional profit theory to formulate profit, measured by Return on Asset (ROA), as a function of the ratio of Non-performing loan to loan & Advances (NPL/LA), ratio of Total loan & Advances to Total deposit (LA/TD) and the ratio of loan loss provision to classified loans (LLP/CL) as measures of creditrisk. The study adopts model used by Kargi (2011) .The results shows that the effect of credit risk on bank performance measured by the Return on Assets of banks is cross-sectional invariant. That is the effect is similar across banks in Nigeria, though the degree to which individual banks are affected is not captured by the method of analysis employed in the study. Results shows that increase in non-performing loan and loan loss provisioning reduces profitability (ROA), while increase in total loan and advances increase profitability. The study recommends enhancement in thecredit analysis and loan administration.

9) Ravi Prakash Sharma Poudel (2012), studies the impact of credit risk management on financial performance of commercial banks in Nepal, and explores various parameters pertinent to credit risk management as it affect banks' financial performance. Financial report of 31 banks are used covering period from 2001-2011 comparing the profitability ratio to default rate, cost of per loan assets and capital adequacy ratio. The descriptive study uses, correlation and regression to analyze the data. The study reveals that all these parameters have an inverse impact on banks' financial performance; however, the default rate is the most predictor of bank financial performance. The study recommends and advice banks to design and formulate strategies that will not only minimize the exposure of the banks to credit risk but will enhance profitability.

10) Ogilo Fredrick (2012)analyses the impact of Credit Risk Management on financial performance of Commercial Banks in Kenya and establishes relationship between the credit risk management determinants by use of CAMEL indicators. The target population for this study consists of 42 commercial banks and uses secondary data which was collected from the CBK publications on banking sector survey and the respective banks' financial statements for the period from 2006- 2010. The study uses Pearson correlation analysis and a multiple regression model. The study finds that there is a strong impact between the CAMEL components on the financial performance of commercial banks. The study also establishes weak relationship of capital adequacy, asset quality, management efficiency and liquidity with financial performance (ROE), whereas earnings had a strong relationship with financial performance. This study concludes that CAMEL model can be used as a proxy for credit risk management.

11) R.W Gakure, etal, (2012),studies the Effect of Credit Risk Management Techniques on the Performance of Unsecured Bank Loans by Commercial Banks in Kenya". The target populations used in the study consist of 39 respondents, management staff working in commercial banks of the top, middle and low level management ranks. The data collection instrument was questionnaire and analysesthe same using SPSS and presenting the results through percentages, means, standard deviations and frequencies. The study concludes that risk identification,inspection by

branch managers, risk analysis assessmentand credit approval guidelines and monitoring of borrowers affects the performance of unsecured bank loans to a great extent. The study observes clear established process for approving new credits and extending the existing credits are very important while managing Credit Risks in banks

12) Danson Musyoki1, Adano Salad Kadubo(2012) assesses the impact of credit risk management on the financialperformance of Banks in Kenya for the period2000 – **2006**,by comparing default rate, bad debts costs and cost per loan asset from financial reports of 10 banks to the profitability ratio and presents the same in descriptive, regression and correlation. The study reveals that all these parameters have aninverse impact on banks' financial performance, however the default rate is the most predictor of bank financial performance vis-à-vis the other indicators of credit risk management. The study recommends banks to design and formulate strategies that will not only minimize the exposure of the banks to credit risk but will enhance profitability and competitiveness of the banks.

13) Samuel HymoreBoahene, etal (2012) by using a panel data from six selected commercial banks covering the five-year period (2005-2009) attempt to reveal the relationship between credit risk and profitability of selected banks in Ghana within the fixed effects framework.The results reveals that credit risk (non-performing loan rate, net charge-off rate, and the pre-provision profit as a percentage of net total loans and advances) has a positive and significant relationship with bank profitability (performance) and thus indicates that banks in Ghana enjoy high profitability in spite of high credit risk, contrary to the normal view held in previous studies that credit risk indicators are negatively related to profitability. Thus the results can be attributed to the prohibitive lending/interest rates, fees and commission (non- interest income) charged. Study finds support for previous empirical works which depicted that bank size, bank growth and bank debt capital influence bank profitability positively and significantly.

14) MuhammedNawaz (2012) evaluates the impact of credit risk on the profitability of Nigerian banks and uses financial ratios as measures of bank performance and credit risk. The study involves the use annual reports and accounts of sampled banks from 2004 – 2008 and analyses the same with the descriptive, correlation and regression techniques. The findings reveal that Banks profitability is inversely influenced by the levels of loans and advances, non-performing loans and deposits thereby exposing them to great risk of illiquidity and distress and as suchcredit risk management has a significant impact on the profitability of Nigeria banks. Therefore, management need to be cautious in setting up a credit policy that might not negatively affects profitability and also they need to know how credit policy affects the operation of their banks to ensure judicious utilization of deposit.

15) Kargi (2011) evaluates the impact of credit risk on the profitability of Nigerian banks. The study uses financial ratios as measures of bank performance and credit risk from the annual reports and accounts of sampled banks from 2004-2008 and analyses the same using descriptive, correlation and regression techniques. The findings reveal that credit risk management has a significant impact on the profitability of Nigerian banks. It concludes that banks' profitability is inversely influenced by the levels of loans and advances, non-performing loans and deposits thereby exposing them to great risk of illiquidity and distress. Improvements follow regulatory changes and that risk explains differences in banks and non-performing loans negatively affect efficiency and return on assets while the capital adequacy ratio has a positive impact on the net interest margin

16) Kosmas Njanike(2009) studies the impact of effective Credit Risk Management on bank survival andevaluates the extent to which failure to effectively manage credit risk led to Zimbabwe's banks demise in 2003/2004 bank crisis.. The study involves use of surveyof 10 commercial banks randomly chosen and as such makes use of questionnaires and interviews schedules as research instruments. The studyfinds that the failure to effectively manage credit risk contributed to a greater extent to thebanking crisis. The research also identifies poor corporate governance, inadequate riskmanagement systems, ill planned expansion drives, chronic liquidity challenges, foreigncurrency shortages and diversion from core business to speculative non-banking activities asother factors that caused the crisis. The study suggest the need for banks to develop and implementcredit scoring and assessment methodologies, review and update the insider lending policiesand adopt prudential corporate governance practices.

Conclusion:

Various findings from the existing empirical studies have recorded mixed results with the help of secondary data taken from financial reports of the banks under study and the primary survey. Majority studies make use of secondary data. Majority of researches have noted a negative quantitative relationship between either credit risk or credit risk management and profitability/ performance in commercial banks, while one study reveals that credit risk (non-performing loan rate, net charge-off rate, and the pre-provision profit as a percentage of net total loans and advances) has a positive and significant relationship with bank profitability (performance). Most of the studies reveal that the increase in credit risk tends to lower banks performance.

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05

HUMOUR: A TEACHING-LEARNING SKILL IN EMERGING CENTUARY

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Abstract

Due to the numerous benefits, research on humour has been varied. The effect of humour on learning and memory has been of specific interest to psychologists.Humorous content was found to have better results than non-humorous content in a learning paradigm. Schmidt (1994) found that humorous sentences were recalled beater than non-humorous sentences in lists containing both sentence types. There are several ways in which the positive effect of humour on memory can be understood. Humour can act as a strong retrieval cue, because (a) humorousinformation is remembered better. Thus becoming an efficient cue and because (b) it activators deeper processing which leads to a stronger association between the humorous content and the material that has to be remembered. When used in a classroom setting, humour can have additional beneficial effects on learning, such as creation of a favourable atmosphere in the classroom, which is related to better retention of content, creation of a more pleasant social climate, hence altering and negating the various barriers present in the traditional classroom setting, and increased interest in subject matter for the students, as well as the teachers.

Key Words: Humour, Treaching-Learning Skill