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January 2019

## Celebrating Diversity through Spirituality in the Workplace: Transforming Organizations Holistically

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### Recommended Citation

Dhiman, Satinder K.; Modi, Sanjay; and Kumar, Varinder (2019) "Celebrating Diversity through Spirituality in the Workplace: Transforming Organizations Holistically," *The Journal of Values-Based Leadership*. Vol. 12 : Iss. 1 , Article 6.

DOI: <https://doi.org/10.22543/0733.121.1256>

Available at: <https://scholar.valpo.edu/jvbl/vol12/iss1/6>

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# Conundrum of Non-performing Assets Over Two Decades: An Analysis of Punjab National Bank

Management and Labour Studies  
44(3) 263–284, 2019  
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& Human Resources  
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[in.sagepub.com/journals-permissions-india](http://in.sagepub.com/journals-permissions-india)  
DOI: 10.1177/0258042X19848238  
[journals.sagepub.com/home/mls](http://journals.sagepub.com/home/mls)



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## Introduction

Within the broad realm of financial system, the banking system is one of the pivotal integrants as banks form the major part of financial institutions in India as well as worldwide (Gerschenkron, 1962; Jadhav & Ajit, 1996). Through its intermediary activities, it facilitates the exchange of goods and services, stimulates savings and channelizes these to productive investment. A healthy and stable banking system plays a crucial role in deciding the pace of development of an economy as it boosts the mobilization of funds and acts as a catalyst in the country's growth process. Various researchers have empirically established the relationship between financial sector developments and economic growth (Bhattacharya & Sivasubramanian, 2003; King & Levine, 1993; Levine, 2004; Rajan & Zingales, 1998; C. Singh, 2005). Strengthening of banking system and its regulation has always been one of the central issues for the policymakers in an economy on account of its direct link with the overall economic performance. India is not an exception to it. Financial soundness of banking depends upon its asset quality and in the process of providing financial assistance to the investment projects, banking institutions face inherent risk known as default risk which creates non-performing assets (NPAs). Asset quality revealed in the form of NPAs of a bank is the actual expression of its credit risk management system. The timely information relating to NPAs works as a useful tool in examining the asset quality of banks (Meeker & Gray, 1987). NPAs affect the operative capability of the banks and successively affect the profitability, liquidity and solvency of those banks (Michael, Vasanthi, & Selvaraju, 2006). No doubt, to some extent, deterioration of assets is inevitable, but it is always appreciable if these distressed assets remain at its minimum with the vital contribution of the credit risk management system. Rising NPAs generally lead

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## A Buddhist Approach to Leadership

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*"Leaders don't force people to follow, They invite them on a journey" Lord Buddha*

### Introduction

In recent times, a lot of changes are taking place in traditional leadership theories and practices. The issues like business ethics, social responsibility and meaningfulness in work are taking dominance in business organisations. So, a need is felt to understand leadership from holistic point of view and understanding the relationship between the nature of leadership and spirituality is becoming the interest of today's researchers.

Buddhist practices may be applicable to today's leadership as a means to ensure commitment, enhance performance and create healthier and more sustainable organisation. Buddhist leaders blend the material with the spirituality and set high moral examples for followers.

The present study explores the relationship between Buddhist beliefs and the leadership practices. The main focus of the paper is to discuss significance of Buddha's principles of impermanence, awakened, transformational, compassionate, and servant leadership along with teamwork principle in the context of present day leadership practices.

The paper is divided into four sections. Sections-I briefly states the history of Buddhism. Section - II explains Buddhist Beliefs in brief, while section -III explains the contribution of Buddhist philosophy to the different theories of modern leadership and section -IV concludes.

### 1. A Brief History of Buddhism:

Buddhism began in India about 2,500 years ago and remains the dominant world religion in the East. Buddhism is based on the teachings of an Indian prince named Siddhartha Gautama who lived around 500 B.C. According to Buddhist tradition, the sheltered young prince was shocked by the sufferings he saw outside his palace walls, so he left his life of luxury to seek the answers of human sufferings. Eventually, he succeeded and Siddhartha became the Buddha- the 'Enlightened One'. He spent the remaining years of his life teaching the dharma (the path of liberalization from sufferings) and establishing the 'Sangha' (a community of monks).

After the death of Buddha, differences arose to the true nature of the religion. The disagreement resulted in the split of Buddhism in two different branches i.e. *Theravada* which was later on named as *Hinayana* and *Mahayana* Buddhism. *Theravada* Buddhism or 'the way of the elders' is considered the more orthodox of the two branches. *Mahayana* Buddhism or 'the great vehicle' relies less on a monastic lifestyle. Each branch has its own separate scriptures, with the *Theravada* having the 'Tripitikas' and *Mahayana* having the 'Sutras'. However both branches of Buddhism share respect for the teachings of the Buddha and the goal of ending sufferings and the cycle of rebirth.

### 2 Basic Buddhist Beliefs:

#### 2.1 The Four Noble Truths:

The Buddha path of enlightenment begins with the understanding of four noble truths. These teachings were first made in Deer Park by the Buddha to his first group of followers and have since been embedded in all Buddhist teachings. These teachings of the Buddha are referred to as the Dharma (Dhamma) and the Dharma begins with the four noble truths as the following:

- 1) All life is suffering (In the nature of unpleasant sensations and experiences- both material and mental);
- 2) Suffering is caused by desire (Attachment);
- 3) There is liberation from sufferings;
- 4) There is a path out of sufferings (Nirvana).



## EVALUATING THE IMPACT OF SPECIFIC TRAINING AND CIRCUIT TRAINING ON CORE MUSCLE STRENGTH OF SCHOOL GOING TEENAGERS

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### Abstract

The main focus of the current study was to evaluate the impact of specific and circuit training on the core muscle strength of teenagers. Method: It includes seventy-five (N=75) school-going male teenagers as subjects, which further split into three sub-groups; so-called the specific training group (STG-25), the circuit training group (CTG-25), and the control group (CG-25); their age ranging between 14±2 years. Schedule of specific exercises have been applied on specific training group (STG); Circuit training has been applied on circuit training group (CTG) and Control Group (CG) have been not received any training. Pre-data were collected prior to the beginning of particular training from all groups with the help of a plank test, which use to assess core muscles strength. Training delimits to 12 weeks (3 days/week) and after the accomplishment of training, post-data have been compiled. Findings: Data analysis with the help of descriptive statistics, ANCOVA, and the Bonferroni test in SPSS 16 Version. To check the hypothesis, the alpha level was set at 0.05. Outcomes revealed that 12-weeks training of STG has significantly developed core muscle strength as compared to CG. Conversely, no significant differences were found between STG and CTG as well as in CTG and CG.

Keywords: Training, specific training, circuit training, core muscle, strength, **teenager**.

### Introduction

Researchers all over the world were busy comparing physical fitness (Akyüz, M. 2018), physiological fitness (Degens, H. et al. 2019), psychological characteristics (Sandeep and Singh, A. 2017), and many more regarding the upliftment of athletes performance during the last years. Core muscles have been recommended not merely to guard the spine against extreme force, but moreover to play a vital role in the generation of force and maintain body stabilization during an event (Kibler, W.B. et al. 2006). The most valuable core abilities are strength, endurance, and core stability, which helps in injury prevention as well as spine stability during force generation (Faries, M.D. and Greenwood, M. 2007). Training related to physical activities is frequently assumed as a crucial part of the growth of muscle strength (Markovic et al. 2007). For the development of optimum fitness levels of male team game athletes, core muscle strength training is the most efficient and valuable method (Anant and Venugopal 2020). Hermassi et al. (2017) revealed that 10 weeks (2 days/week) resistance-type circuit training (RCT) of minimum 30–35 minutes executed improved significantly upper-body strength, thigh cross-sectional region, and thigh-muscle volume. High-intensity explosive resistance training is capable of instant development of local muscular endurance, strength, and whole-body peak power among healthy older adults (Vos et al. 2005). To control diabetes mellitus and blood glucose levels, abdominal training is an effective technique (Sudhan, S.G. et al. 2018). Patients with low back pain can also improve their strength, posture, cardiovascular fitness, flexibility, and muscle imbalances (Datta, A. et al. 2014). During the childhood phase, physical fitness is considered the most vital health mark (Ortega et al., 2008). For the development of cardiovascular and muscular endurance among school children, circuit training plays an effective role (Mayorga-Vega, D. et al. 2013). Comparison of core stabilization training and traditional abdominal training which basically based on global stretching posture and breathing exercises are affected positively in an upsurge of abdominal strength and respiratory parameters (Cavaggioni, L. et al. 2015). A circuit training applied on women subjects for the duration of 12 weeks, which includes



## EVALUATING THE INFLUENCE OF CIRCUIT TRAINING AND SPECIFIC TRAINING ON EXPLOSIVE POWER OF SCHOOL YOUNGSTERS

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### Abstract

**Objective:** The purpose of the existing study was to inspect the effect of circuit and specific training's on explosive power among school level male youngsters. **Method:** The study was comprises total seventy five (N=75) subjects, which further divide into three groups. First group entitled as CTG (circuit training group-25), the second group entitled as STG (specific training group-25) and the third group entitled as CG (control group-25) of age ranging between 14±2 years. All the subjects were aware about the decorum of the study. A circuit training workout programme has been applied on CTG group; a specific training workout programme also has been applied on STG; whereas the CG has been not getting any treatment or training. The pre data have been collected in advance from all the groups, prior to start of their particular training programme. The training period scheduled for 12 weeks (3 days a week) and after the completion of training post data have been collected. **Findings:**

The data was collected with the help of vertical jump to assess explosive power. For data analysis descriptive statistics, ANCOVA and the Bonferroni test were applied in SPSS 16 Version. To test the hypothesis, the alpha was set at 0.05. Results discovered that the 12-weeks training of STG has significantly developed the explosive power as compared to their counterpart CG. Conversely, no significant differences found between CTG and STG; moreover no significant differences found between CTG and CG.

**Keywords:** Training, circuit training, specific training, explosive power, youngster.

### Introduction

Explosive activities are mandatory in most sports and physical activities; trainers, coaches, and participants should consequently consider a plyometric training schedule that includes specific exercises according to the requirements of an individual's athletic performance as basic of the overall training program (Vadivelan and Sudhakar 2015). Development in sports performance through the use of explosive exercises might partially depend on the movement and speed forms prerequisite by sports and athlete's training status (Haff, Whitley & Potteiger 2001). Physical training is often assuming as the key to increase muscle strength (Markovic et al. 2007)). Hermassi et al. (2020) established in a study that a 12-week of circuit training program emphasized upon strength is an effective method to upsurge handball-related performance features i.e. squat jump and Yo-Yo test. Shrivastava&Dudhale (2015) established that a specific physical fitness training schedule of certain duration is beneficial for improving the lower body explosive power of male cricket players. Hermassi et al. (2017) established that a 10 weeks RCT (resistance-type circuit training) program of a minimum of 30–35 minutes performed twice a week increased significantly upper-body as well as thigh-muscle volumes and thigh cross-sectional area.

Plyometric training schedule helpful for improving explosive strength, cardiovascular endurance, BMI, percent body fat, and body weight among young boys (Sinikumar et al. 2017). Training contains explosive power exercises that have progressive effects on sprint agility, standing long jump, and 20m sprint performances (Baştürk and Peker 2019). For immediate enhancements of whole-body peak power, local muscular endurance, and strength the high-intensity explosive resistance training is supportive among healthy older adults (Vos et al. 2005). The CrossFit training program of 50 minutes (3 days per week) has significant progressive enhancements in upper body strength and leg explosive power of male basketball players of age ranging between 17-19 years



## A social media-based study on the psychological impact of COVID-19 infections in recovered and recovering patients

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### Abstract

**Objective:** The WHO has stressed to regularly monitor the mental health of populations during the COVID-19 pandemic. As a result, we conducted this study to examine anxiety and depression among recovered and recovering COVID-19 patients.

**Subjects and Methods:** An online survey was conducted using social media platforms. The study participants were COVID-19 infected individuals who had recovered or still were in the recovery phase from COVID-19. We collected information on demographics, clinical characteristics and physical complications of COVID-19. Anxiety and depressive symptoms were assessed using previously validated tools. Descriptive statistics and logistic regression were applied to analyze the data.

**Results:** 53.4% of respondents reported that they had a fear of getting COVID-19 again. Anxiety and depressive symptoms were present in 71.7% and 97.6% of respondents respectively. Both disorders were present in 71.3% of respondents. The respondents with shorter durations of physical symptoms (< 2 weeks) demonstrated less anxiety (OR = 0.19; 95% CI: 0.05 - 0.67) and depression (OR = 0.03; 95% CI: 0.01 - 0.37).

**Conclusion:** Anxiety and depression appear as common psychological complications in COVID-19 recovering and recovered patients. Longer durations of COVID-19 related physical symptoms were associated with an increased likelihood of anxiety and depression.

**Keywords:** anxiety, depression, COVID-19, social, media.

### INTRODUCTION

Since the beginning of the 21st century, humanity has encountered and contained two major viral outbreaks of Coronavirus, namely

Severe Acute Respiratory Syndrome (SARS) emerging in 2002 and Middle East Respiratory Syndrome (MERS) in 2012 (Desforjes et al., 2020). COVID-19 is a novel infectious disease of the same Coronavirus family caused by a