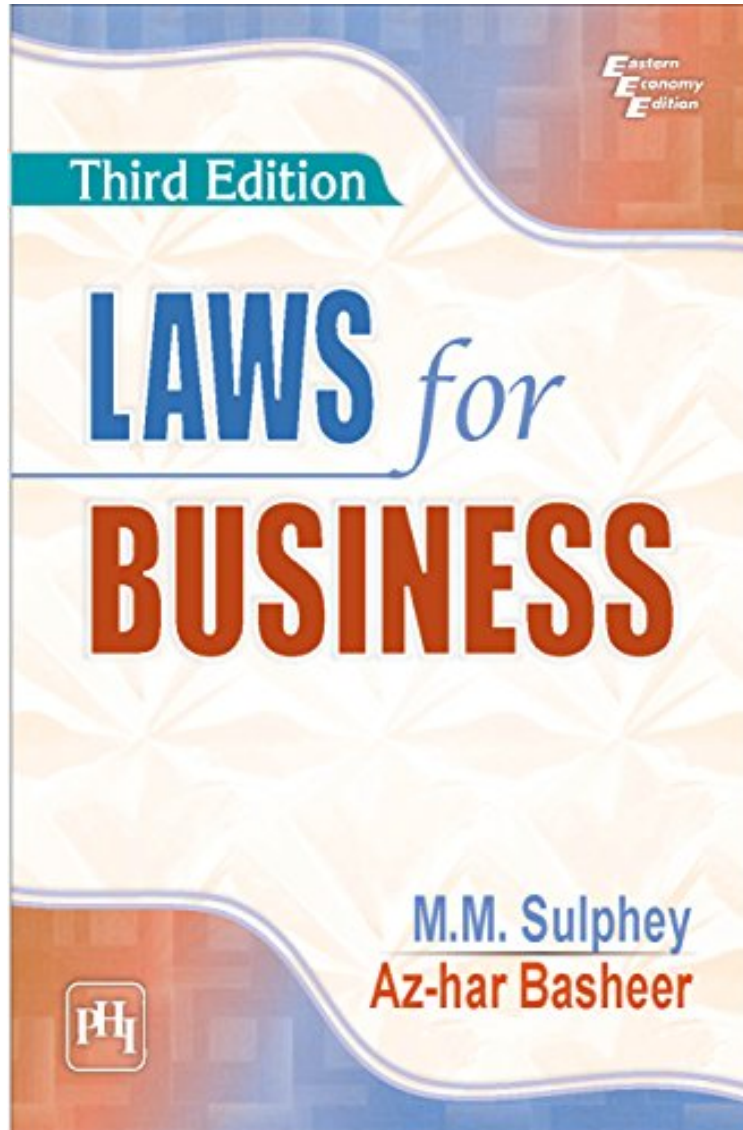


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About the Author M.M. Sulphery, LLB, MCom, MBA, PhD, Professor and Head, HR Domain, TKM Institute of Management, Kollam, Kerala has more than 10 years of teaching experience and 20 years of professional experience. His areas of interest include Business Law, Human Resource Management, Environment Management, etc. He is associated with a number of professional and academic bodies and is a member of National Executive, Indian Society of Training and Development, New Delhi, India. In addition to publishing a number of research papers in reputed journals, he has also authored a book on Environment Management. Az-Har Basheer, MBA, LL.M, Assistant Professor at TKM Institute of Management, Kollam, Kerala. His major areas of interest include Business, Industrial Relations and Human Resource Management. He is also a consultant and mentor to a number of SMEs. He has published/presented several papers in reputed journals and conferences.