3.3 Research Publications and Awards

3.3.1 *Number of research papers published per teacher in the Journals notified on UGC care list during the last five years*

Cover Page

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :8.017(2023); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal : VOLUME:12, ISSUE:3(5), March: 2023
Online Copy of Article Publication Available (2023 Issues)
Scopus Review ID: A2B96D3ACF3FEA2A
Article Received: 2nd March 2023
Publication Date:10th April 2023
Publisher: Sucharitha Publication, India
Digital Certificate of Publication: www.ijmer.in/pdf/e-CertificateofPublication-IJMER.pdf

DOI: http://ijmer.in.doi./2023/12.03.85
www.ijmer.in

JOB SATISFACTION AND ORGANIZATIONAL COMMITMENTS – ITS IMPACT ON THEIR PERFORMANCE

Bhukya Himabindu
Lecturer in Commerce
Telangana Tribal Welfare Residential Degree College for Women
Kothagudem, Bhadradri Kothagudem Dist., Telangana State, India

Abstract

This research works aims at identifying the impact of work satisfaction on the level of organizational commitment in the general concern. The subject of organizational commitment is one of the most important issues to be addressed when it comes to the employees of NGOs. The problem of this study lies in the lack of clarity and awareness in the front of employees about the important of job satisfaction and its relation on their productivity, performance and their loyalty. Despite the importance of job satisfaction on organizational commitment, however, many organizations do not pay sufficient attention to this issue due to the lack of awareness of the senior management in these organizations of its importance and its impact on the behavior and performance of workers. The exploratory research type is used in this research. This approach focused on finding new solutions or insights to specific problem depending on the study results, the descriptive study uses to explore accurate information of people, cases, or situations, and the explanatory study explains the relationship between the variables of study. The results of study have shown that inadequate applications are among the main reasons of lack organizational commitment of employees. Satisfaction with work, satisfaction with pay and incentives, satisfaction with opportunities for growth, progress and career advancement, satisfaction with the style of leadership and supervision, satisfaction with the work group and social relations between employees, and satisfaction with work conditions such as safety, healthy and stability, all these factors have shown very significant impact on the level of organizational commitment. Therefore, the management of any organizations should consider these factors and giver serious attention to improve their application, due to their positive impact on the organizational commitment. This research paper to be discussed about the "**Job Satisfaction and Organisational Commitments – Its Impact on their performance**".

Keywords: Organizational Commitment, Work Satisfaction, Employees Performance, Promoting System, Organisation, Management Skills, Positive Impact

Introduction

Statement of the Problem

> **"Job satisfaction is self-sufficient because it is part of the social well-being of employees" - deciding whether or not to do or maintain a job, and the extent of their effort will depend heavily on a partially positive employee attitude that reflects his personal his work, in other words, the pleasure of working"**
>
> (Clark, 1998).

Job satisfaction is crucial problem for all organization no matter whether in public or private organizations or working in advanced or underdeveloped countries like India. One of the purposes for this degree of interest is that satisfied personnel is reported as committed workers and commitment is indication for organizational output and effectual operations. There is no doubt that the valuable asset of a country is its teachers. They build fortune of the nation. Teachers are said to be the builders of the nation. There is accord about reality that every other factor are trivial without the presence of powerful instructors. There must be instructed and experienced educators in colleges who be given adequate convenience offices with the goal that they give due reflection and regard for instructing just as research. Better business open doors are made for scholastics and their compensation scales be amended and they are given genuinely attractive pay bundle, so as to beat the issue of cerebrum deplete of instructors.

Organizational commitment is the degree to which an employee feels loyalty to a particular organization. Thus, organizational commitment acts as a psychological link to an organization which influences individuals act in ways that are consistent with the organization"s interests who concentrated on hierarchical responsibility as a mental express that mirrors the connection between an individual and an association, contended that this state is determinative on the relations between the specialist and the association, and the choice of the previous to stay in the last mentioned. The commitment of employees means that sticking all the more firmly to authoritative articles, distinguishing proof, incorporation with the association, acknowledgment of hierarchical objectives and values, and phenomenal exertion for hierarchical advantage. Employees are a vital resource for all organizations, especially since they represent a significant investment in terms of locating, recruiting, and training let alone salaries, healthcare plans, bonuses, etc. The administration of numerous associations builds up their preparation programs, advantage bundles, execution

Cover Page

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :8.017(2023); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal : VOLUME:12, ISSUE:3(5), March: 2023
Online Copy of Article Publication Available (2023 Issues)
Scopus Review ID: A2B96D3ACF3FEA2A
Article Received: 2nd March 2023
Publication Date:10th April 2023
Publisher: Sucharitha Publication, India
Digital Certificate of Publication: www.ijmer.in/pdf/e-CertificateofPublication-IJMER.pdf

DOI: http://ijmer.in.doi./2023/12.03.85
www.ijmer.in

examination and work framework dependent on their organization approach. Normally these strategies are gone for creating steadfast representatives since this prompts an increasingly extensive residency. The more drawn out a representative works for an organization the more profitable they progress toward becoming.

Job Satisfaction Definition

Job satisfaction is just how people relate to their work and various aspects of their work. This is the degree to which people like (satisfaction) or dislike (dissatisfaction) aspects of their work or work, such as "work for themselves", "pay", "promotion of opportunities", "control", and "cooperation". Job Satisfaction is a common indicator measured by JDI factors (ie, work itself, career opportunities, and salary, supported by a manager and relationship with colleagues). Organizational research, job satisfaction occupies a dominant role in many theories and models of individual attitudes and behaviors. The concept of job satisfaction was defined in various ways. But the most widely used job satisfaction and organizational research definition which described job satisfaction as "a pleasant or optimistic emotional state due to job evaluation or work experience." That job satisfaction is a sense of hope that comes from understanding a person's work. This means that people who have a great need for work are just satisfied with having a job that can meet those needs.

Concept of Employee Satisfaction and Job Performance

With more than thirty years of internal marketing plan, it seems that there is no comprehensive definition of domestic marketing. Therefore, the lack of a comprehensive definition leads to problems in measuring domestic trade. In summary, a review of previous studies shows that several researchers have identified and researched domestic trade through various approaches. The key point of these methods is that the internal market must be informed about training as required and have the necessary motivation to achieve organizational goals.

In general, internal marketing can be described as an activity that contributes to improving employee internal communication and customer orientation. In addition, aligning internal clients with business strategies, numerous educational programs, and better organizational relationships. Everyone is a client of an organization and, above all, national customers need to receive services before providing services to foreign customers. Therefore, the satisfaction and value provided to domestic customers should increase. It should also be borne in mind that the provision of services within an organization leads to the provision of high-quality services or products to end users. Job satisfaction depends on feelings or subjective work situation. Job satisfaction depends on various factors, including organizational policy, supervision, administration, salary, wages and quality of work life. Employee satisfaction is seen as a series of exceptional dimensions that enhance job satisfaction. Research by insurance companies in Taiwan has shown that internal marketing has a positive impact on job satisfaction and organizational performance. In addition, organizational culture has a positive impact on internal marketing. Another study showed that employees who play an important role in providing services to customers are required to achieve high quality services so that the creation of an area based on internal marketing within the organization is a factor of great job satisfaction. The results showed that there is a positive relationship between employee performance and job satisfaction. In addition, they realized that the variables of employee learning, commitment, and work identity affect employee satisfaction, where job satisfaction ultimately leads to higher human resource productivity and greater competitive advantage for the organization.

Organisational Commitment

Job satisfaction in the modern world can be described as one of the most important but controversial problems in the business world. This means the general attitude of the employee towards his work. It is a pleasant or positive emotional state that comes from evaluating your work or work experience. He also shows how satisfied the person is with his work. The happier they work, the more satisfied they are. "It cannot be defined as motivation, but it is clearly related to it." "Although there are several factors that affect job satisfaction, there is no clear standard to show which aspects of work should be considered as a factor in job satisfaction. presented eight different elements:

a) **Payment:** when there is salary, you can influence an employee to devote his time and work to pay.
b) **Working hours:** - "working time affects quality of life and relationships with family and friends and hence employee satisfaction".
c) **Working conditions**: There are several factors in the work environment, including lighting, building design, air quality, temperature and external noise.
d) **Supervision**. The relationship between an employee and his / her manager is important to increase job satisfaction.
e) **Stress:** Liquidity or overcrowding in the banking sector can be the cause of stress in the banking sector. The more stress workers experience, the less likely they will be satisfied with their job.
f) **Human Resources**: "The role of the HR manager is directly related to employee satisfaction".

Cover Page

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :8.017(2023); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal : VOLUME:12, ISSUE:3(5), March: 2023
Online Copy of Article Publication Available (2023 Issues)
Scopus Review ID: A2B96D3ACF3FEA2A
Article Received: 2nd March 2023
Publication Date:10th April 2023
Publisher: Sucharitha Publication, India
Digital Certificate of Publication: www.ijmer.in/pdf/e-CertificateofPublication-IJMER.pdf

DOI: http://ijmer.in.doi./2023/12.03.85
www.ijmer.in

g) **Work Design**: "Diversity, Motivation, Remuneration, Promotion, Employee Recognition and Independence - These are job satisfaction features".
h) **Demographic characteristics**: action Factors such as age, gender, educational qualifications and experience are demographic characteristics. Studies have shown that these properties have positive and negative correlations.
i) **Promotion:** Employee encouragement and job satisfaction have a strong connection. It also shows a significant link between employee development, the size of the organization and the use of employee talent.

Concept of Job Satisfaction

The term "job satisfaction" is the attitude of employees towards their work. It is based on many factors; some of them are internal factors and others are non-employee. Employee satisfaction is crucial to maintaining and maintaining the right and effective people within the organization. In this sense, it is the right position of the right person in the right culture and its maintenance. In addition, job satisfaction is an important variable that is taken into account when evaluating an organisation's success. To be effective and efficient, an organization must meet the expectations and concerns of its employees. In other words, in order for an organization to be successful, it must constantly ensure the satisfaction of its employees. In addition, job satisfaction has been extensively studied in many areas of knowledge such as organizational theory, psychology, administration science, economics and sociology. This usually stems from the fact that many of the experts feel that changing job satisfaction affects many organizational outcomes, such as labor productivity, productivity, delays or omissions, employee intentions to give up your job. , Accidents and occupational safety at work, mental / physical health and overall satisfaction with life. Therefore, job satisfaction is an important factor in determining the overall well-being and satisfaction of an employee's life, and dissatisfaction is a good reason for an employee's intentions or decisions workers leave work and leave work.. Organizations have a strong influence on their employees, and some of these effects are reflected in the behavior of their employees and their organization as a whole. This shows that job satisfaction is important for both organizations and employees. Because a number of studies have shown that organizations use the behavior of satisfied employees because they are more likely to have better employee turnover and productivity when their employees are experiencing great job satisfaction. Employees must also be satisfied with their work, depending on how long they need to spend. These statements summarize the importance of job satisfaction for employers and their employees:

Employee satisfaction can be seen as one of the key factors contributing to the efficiency and effectiveness of business organizations. In fact, the new management approach, which states that employees should be valued and treated first and foremost as people with their desires, needs, personal desires, is a good indicator of job satisfaction in modern organizations. When considering job satisfaction, a satisfied employee is a healthy worker, and a happy employee is a successful employee. The value of job satisfaction is largely achieved by taking into account many of the negative consequences of job dissatisfaction, such as lack of loyalty, an increase in the number of incapacity for work, an increase in accidents, and so on. Three important characteristics of job satisfaction: organizations that operate in the context of Universal Values will be people oriented towards respect for and interaction with employees. The result of job satisfaction on these issues can be a key indicator of employee performance. A high level of job satisfaction can be a symbol of good mental and emotional staff. Second, employee behavior based on their level of job satisfaction will have a major impact on the performance and processes of the entire organization's subsystem. In this sense, we can conclude that job satisfaction will be positive behavior and job satisfaction, which will lead to negative employee behavior. Third, employee satisfaction with work is considered a good indicator of organizational performance. Different employee evaluation systems may have different levels of job satisfaction in different organizational units, but it is a good indicator of what organizational actions or unit changes need to be done to increase their effectiveness. Speaking about job satisfaction. One of the most important indicators in organizational research is employee satisfaction.

Organizational Commitment

Each organization must make a full commitment to its employees to achieve excellent results over time. Employees working in a team are currently acting as entrepreneurs, and each team member strives to be the best among all others. Increasing employee commitment within an organization will ultimately improve the productivity of your employees. In the past, organizations provided security to their employees to increase their commitment to the organization and increase their productivity. Higher employee commitment within an organization for individual projects or business is seen as the main reason for increasing employee productivity, which leads to organizational success. Employee productivity can also be improved when employees are more satisfied with their work and responsibilities. Their satisfaction may depend on the pay system, organizational culture, and knowledge of employee exchange. For four decades, ongoing employee participation surveys and their impact on employee performance and efficiency have been ongoing. Employees with a strong emotional commitment continue to work with the organization as they want. Employees with a permanent commitment remain in the organization because they have to do so. Employees with a high level of

Cover Page

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :8.017(2023); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal : VOLUME:12, ISSUE:3(5), March: 2023
Online Copy of Article Publication Available (2023 Issues)
Scopus Review ID: A2B96D3ACF3FEA2A
Article Received: 2nd March 2023
Publication Date:10th April 2023
Publisher: Sucharitha Publication, India
Digital Certificate of Publication: www.ijmer.in/pdf/e-CertificateofPublication-IJMER.pdf

DOI: http://ijmer.in.doi./2023/12.03.85
www.ijmer.in

regulatory responsibility remain in the organization because they think they should stay in it. Many studies have shown that emotional commitment is positively related to employee responsibilities. With a high level of employee commitment, low turnover, and this employee will work better with fewer work placements. There are certain things that really affect employee responsibilities, such as workload, less recognition, and less reward.

Commitment to Strategy Implementation

Successful strategy requires human commitment at the implementation stage. In addition, administrative support during the implementation phase of the strategy is crucial for success. states that commitment is not only a concept of human relationships, but also the generation of human energy and the activation of human mind. He argues that it is difficult to implement new ideas and initiatives without commitment. This requires the employee's commitment to coordinate strategy implementation and strategic decisions. Recent Indonesian studies show that many companies do not prioritize the use of their employees' responsibilities as part of a strategy to improve their efficiency and competitiveness. The ability to implement strategies is important to achieve good business results, and the commitment to strategy plays an important role in the successful implementation of this project. Employee involvement and commitment are essential for successful implementation of strategic change in organizations. It can be said that companies can demand that employees make strategic changes involving as many managers and employees as possible. When employees understand the strategy of their company, they think they are members of the group and therefore increase their willingness to work towards common business goals. Experienced noted that employee commitment to strategy has a positive impact on the success and speed of strategy implementation. Commitment increases employee motivation, reduces the time needed to implement the strategy, and enables you to respond quickly to changes in the business environment. Similarly found that promoting the commitment of employees to the strategy improves the performance of the company. examined the role of marketing managers in engaging in marketing strategies. They concluded that the commitment of marketing managers to the strategy has a significant positive impact on the efficiency of the organization. They add that supporting managers, innovative culture, and working autonomy are important managerial responsibilities. In the same direction, established a statistically significant link between the commitment of the employees to implement the strategy and the performance of the company. Using the example of 670 Nigerian manufacturing companies, studied the relationship between employee participation in decision-making and business performance. Efficiency indicators, revenue growth, sales revenue, financial sustainability, operational efficiency, job stability, public image, employee morale, adaptation to the environment, new ideas and social impact in society are used.

Organizational Commitment and Job Performance

Specialists make a significant contribution to the work of organizations as they work and behave towards the goals of the organization. In addition, employees who are committed to your organization are happy to have members, believe in the organization and feel good about the organization and its intentions and intend to do what is beneficial to the organization. Therefore, we can say that there is a certain relationship between organizational responsibilities and activities. However, it is not surprising that previous studies have shown that organizational commitments are not closely related to performance. In addition, also concluded that the link between commitment and activity is usually absent (1982). Organizational commitments relate to the psychological attachment of employees to their jobs. Commitment to organizations is positively related to desired outcomes, such as Job Satisfaction, Motivation, Support, and has a negative impact on results such as Unemployment and Workers' Turnover. In addition, Horton argued that a stronger commitment could lead to a lower turnover and absence of employees, which would increase organizational efficiency. However, the link between organizational responsibilities and activities is weaker. For example, that confidence intervals around the average correlation between commitment and organizational efficiency include zero. Therefore, they concluded that "in many cases, commitments have a relatively small direct impact on performance". Given that organizational commitment is an important factor in work experience and is essential to understanding and managing organizational behavior, I wonder if it is right that they are not very interconnected. In addition, experts are also interested in other studies. The main reason why commitment was one of the most popular topics in industrial psychology and organizational behavior over the last 30 years is its impact on performance

Working Environment and Performance

All public and private organizations are trying to realize the optimum use of their resources, whether they are human or financial resources or raw materials to reach their goals and objectives. Performance evaluation plays a key role in reforming the education system and increasing the productivity of teachers, as well as improving the overall quality of higher education. Factors include factors related to human resources, such as labor shortages and lack of psychological inclination, as well as the lack of financial and material resources required for efficient service delivery. Human resources are one of the most important of these resources because the organization can organize and control the use of other organization's resources through human resource management. All public and private organizations are trying to realize the optimum use of their resources, whether they are human or

Cover Page

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :8.017(2023); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal : VOLUME:12, ISSUE:3(5), March: 2023
Online Copy of Article Publication Available (2023 Issues)
Scopus Review ID: A2B96D3ACF3FEA2A
Article Received: 2nd March 2023
Publication Date:10th April 2023
Publisher: Sucharitha Publication, India
Digital Certificate of Publication: www.ijmer.in/pdf/e-CertificateofPublication-IJMER.pdf

DOI: http://ijmer.in.doi./2023/12.03.85
www.ijmer.in

financial resources or raw materials to reach their goals and objectives. Human resources are the most important of these resources because the organization can organize and control the use of the rest of the organisation's resources through human resource management. The basis for progress and development in different areas of life is the ability of an organization to explore elements of human activity in terms of efficiency and productivity, which determines the overall effectiveness of the organization.

Growth, Progress and Professional Commitment

Motivation is a factor that affects our actions and work. In the work environment, the ability to gain recognition, reward and promotion is a great factor in motivating employees. In modern conditions, organizations strive to strike the right balance between employee responsibilities and organizational efficiency. Promotion and recognition programs are the most likely factor to ensure high self-esteem and passion for employees. One of the managerial roles is to successfully motivate employees and influence their behavior to achieve greater organizational efficiency. That performance is a result of ability and motivation. Skills formulated through education, equipment, training, experience, task simplicity, and two types of skills, ie mental and physical. Measuring performance and reward are factors that show that they are mandatory developers of performance appraisal programs. The performance management process is one of the key elements of a full compensation system, thinks that if a worker works successfully, it leads to organizational salaries, so their work is the motivating factor for their employees. Most organizations require their employees to work according to rules and regulations as well as job requirements that meet all standards. Studies aimed at clarifying the relationship between wages and individuals were aimed at increasing the efficiency of employees.

Employees with great motivation are a competitive advantage for any company, because their activities allow the organization to achieve its goals successfully. Human, financial, economic and human resources are more important, which can give the company a competitive edge over others. The commitment of all employees is based on awards and recognition and that the prosperity and survival of organizations is determined by human resources and their behavior. Most organizations have made great progress in fully respecting their business strategy through well-balanced reward programs and employee recognition. That employee motivation and productivity can be improved by ensuring their effective recognition, which ultimately increases the effectiveness of organizations. The whole success of an organization is based on how the organization motivates its employees and how they value employees' work in terms of payments. Employee management is an integral part of any organizational strategy and how they manage their human capital. Today, when every organization has to fulfill its obligations; Employee performance is very important for the overall achievement of the organization. In a dense environment, employees with little or bold experience cannot practice their skills, abilities, innovations, and full commitment to the extent they need an organization. When an organization receives effective rewards and recognition, it creates a favorable working environment that encourages employees to work successfully. Employees perceive recognition as a sense of value and gratitude, which increases the morale of employees, which ultimately increases the productivity of organizations. The employees only achieve a state of satisfaction and happiness when they use their skills in their functions and work. Therefore, motivated employees are retained in organizations, which reduces additional rental costs.

Importance of Working Environment

The working environment can be everything that exists around the employee and can affect his or her duties. The working environment is an external and internal state that can affect the working spirit and cause an instant stop. A decent working environment is a condition where people can do their job perfectly, safely, healthily and comfortably. Therefore, in many studies, the work environment is classified under toxic and favourable conditions that the physical environment of an organization, especially its structure and design, can affect employee behaviour in the workplace. Some factors affecting the workplace include cleaning, water, lighting, paint, safety and music. Many workplace studies have shown that employees are satisfied with the specific features of the work environment. These user-preferred features greatly increase their job satisfaction and performance. A productive office environment consists of several elements. Furniture, noise, flexibility, comfort, communication, lighting, temperature and air quality as components of office design operation and simple background for movement.

Comfortable people are more productive for a better working environment. However, comfort is one of those words that are easy to use and difficult to define. People feel comfortable when they feel comfortable. It is a state of mind that depends on physical feelings and emotional states. Creating an effective personal environment should take into account these two elements as well as cost and technology constraints.

In the coming years, companies will successfully or unsuccessfully depend on their ability to hire and retain highly skilled workers," said Hoskins and his employees. Companies have realized the importance of comfort in the workplace by improving ergonomic functional parts to maintain quality personnel, increase productivity and maintain a competitive edge. The quality of the


Cover Page

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :8.017(2023); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal : VOLUME:12, ISSUE:3(5), March: 2023
Online Copy of Article Publication Available (2023 Issues)
Scopus Review ID: A2B96D3ACF3FEA2A
Article Received: 2nd March 2023
Publication Date:10th April 2023
Publisher: Sucharitha Publication, India
Digital Certificate of Publication: www.ijmer.in/pdf/e-CertificateofPublication-IJMER.pdf

DOI: http://ijmer.in.doi./2023/12.03.85
www.ijmer.in

employees' working environment has the greatest impact on the level of motivation and subsequent productivity. The way they relate to the organization, especially in the immediate environment, has a major impact on their error rate, level of innovation and collaboration with other employees, and is not involved and, ultimately, how long they work.

What need to be done?

In addition, attitudes, behaviors, qualities and leadership skills can contribute to good leadership in an organization. In fact, a good leader can encourage your employees to work as efficiently as possible. These leaders must be able to act with integrity, integrity, efficiency and clarity with their employees. An effective leadership style can contribute to the success of the engagement Here, leaders must be able to convey the values, vision and mission of their organization to motivate employees. In addition, the leader is also a person who can direct his / her staff and lead their behavior. That transaction leadership has shown that it is more effective in terms of change commitments than those with a transformational leadership style. Employees perform a transformational leadership style with their organizational mission, leading the transaction, and creating a compatible workforce. Reorganization is more about creating relationships between employees and employers, and the deal is more task-oriented when the task is more important.

Summing Up

With the rapid develop of information technology and communication, there is a need for all institutions to address the satisfaction level of employees, the level of organizational commitment, organizational loyalty, and the work itself. The success of organizations, and the level to achieve their objectives, depend mainly on the level of employee's organizational commitment, the level of employee's performance which is controlled by the level of work satisfaction. Many studies and researches, examining the impacts of job satisfaction level on the level of employee's organizational commitment, many of these studies have shown that the level of employee's organizational commitment is directly affected by the level of job satisfaction. The results of the analysis part in this thesis have shown that organizations which give attention to the needs and desires of their employees, and allow ideas and information exchange between their employees, will positively affect the level of job satisfaction among their employees, which is very important factor to achieve the organizational commitment. The high level of job satisfaction will increase the level of organizational commitment among all employees, and will increase the organization ability in keeping their upstanding employees. The results of study have shown that inadequate applications are among the main reasons of lack organizational commitment of employees. Satisfaction with work, satisfaction with pay and incentives, satisfaction with opportunities for growth, progress and career advancement, satisfaction with the style of leadership and supervision, satisfaction with the work group and social relations between employees, and satisfaction with work conditions such as safety, healthy and stability, all these factors have shown very significant impact on the level of organizational commitment. Therefore, the management of any organizations should consider these factors and giver serious attention to improve their application, due to their positive impact on the organizational commitment.

References

1. Abelson, R. P. 2019. Script processing in attitude formation and decision-making. In J. S. Carrol & J. W. Payne (Eds.), Cognition and social behavior: 33-45. Hillsdale, NJ: Erlbaum.
2. Allen, N. J., & Meyer, J. P. (2011). The measurement and antecedents of affective, continuance and normative commitment to the organization. Journal of Occupational Psychology, 63: 1-18.
3. Allen, N. & Meyer, J. P. (1990). The Measurement and Antecedents of Affective, Continuance and Normative Commitment to the Organization, Journal of Occupational Psychology, Vol. 63: 1-18.
4. Armstrong, J. S. (1982). The Value of Formal Planning for Strategic Decisions, Strategic Management Journal, 3, pp. 197–211.
5. Bateman, T. S., & Strasser, S. 1984. A longitudinal analysis of the antecedents of the organizational commitment. Academy of Management Journal, 27: 95-112
6. Cohen A. (2022): The relationship between commitment forms and work outcomes: A comparison of three models. "Human Relations", Vol. 53(3), pp. 387-417.
7. Currivan, D. B. (1999). The Causal Order of Job Satisfaction and Organizational Commitment in Models of Employee Turnover, Human Resource Management Review, Vol. 9, Num. 4, pp. 495-524.
8. Dooley, R. S., Fryxell, G. E., Judge, W. Q. (2000). Belaboring the not-so-obvious: consensus, commitment, and strategy implementation speed and success. Journal of Management, 26(6), pp. 1237–57
9. Elbanna, S. (2008). Planning and participation as determinants of strategic planning effectiveness: evidence from the Arabic context. Management Decision, 46(5), pp. 779– 796.

Cover Page

INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY EDUCATIONAL RESEARCH
ISSN:2277-7881; IMPACT FACTOR :8.017(2023); IC VALUE:5.16; ISI VALUE:2.286
Peer Reviewed and Refereed Journal : VOLUME:12, ISSUE:3(5), March: 2023
Online Copy of Article Publication Available (2023 Issues)
Scopus Review ID: A2B96D3ACF3FEA2A
Article Received: 2nd March 2023
Publication Date:10th April 2023
Publisher: Sucharitha Publication, India
Digital Certificate of Publication: www.ijmer.in/pdf/e-CertificateofPublication-IJMER.pdf

DOI: http://ijmer.in.doi./2023/12.03.85
www.ijmer.in

10. Epitropaki, O., & Martin, R. 2005. The moderating role of individual differences in the relation between transformational/transactional leadership perceptions and organizational identification. The Leadership Quarterly, 16(4), 569-589.
11. Fisher CD (2003). Why do lay people believe that satisfaction and performance are correlated? Possible sources of a commonsense theory. Journal of Organizational Behavior, 24(6): 753-777.
12. George, J. M., & Jones, G. R. (2022). Understanding and managing organizational behavior. California: Addison-Wesley Publishing Company, Inc.
13. Hogg, G., Carter, S., & Dunne, A. (1998). Investing in People: Intemal Marketing and Corporate Culture. Journal of Marketing Management, 879-895.
14. Irawanto, D. W. (2015). Employee participation in decision-making: evidence from a state-owned enterprise in indonesia. Management, 20(1), pp. 159–172.
15. Jaw, B., Liu, W. (2004). Promoting organizational learning and self-renewal in Taiwanese Companies: The role of HRM. Human Resource Management, 42(3), pp. 223–241.
16. Jonathan H. Westover Andrew R. Westover L. Alan Westover, (2010),"Enhancing long-term worker productivity and performance", International Journal of Productivity and Performance Management, Vol. 59 Iss 4 pp. 372 – 387.
17. Judge TA, Kammeyer-Mueller JD, Weiss HM et al. (2017). Job attitudes, job satisfaction, and job affect:A century of continuity and of change. Journal of Applied Psychology, 102(3): 356-374
18. Kuye, O. L., Sulaimon, A. A. (2011). Employee involvement in decision making and firm's performance in the manufacturing sector in Nigeria. Serbian Journal of Management, 6(1), pp. 1–15.
19. Locke EA 1976. The nature and causes of job satisfac-tion. In: MD Dunnette (Ed.): Handbook of Indus-trial and Organizational Psychology. Chicago, IL: Rand McNally, pp. 1297-1349
20. Manzoor, M.U., Usman, M., Naseem, M.A., & Shafiq, M.M. (2011). A Study of Job Stress and Job Satisfaction among Universities Faculty in Lahore, Pakistan Global Journal of Management and Business Research, 11(9):1 September 2011.
21. Ramaseshan, B., Ishak, A., Rabbanee, F. K. (2013). The role of marketing managers' commitment and involvement in marketing strategy implementation. Journal of Strategic Marketing, 21(6), pp. 465– 483.
22. Ramus, C., Steger, U. (2000). The role of supervisory support behaviors and environmental policy in employee eco initiatives at leading-edge European companies. Academy of Management Journal, 43(4), pp. 605–626.
23. Samaiya, Samita (2015). Comparison of Employee Satisfaction along Age and Gender: Study of Public and Private Sector. IOSR Journal of Business and Management. Volume 17, Issue 8. PP. 44-52.
24. Shiu, Y.-M., & Yu, T. (2010). Internal marketing, organisational culture, job satisfaction and organisational performance in non-life insurance. The Service Industries Journal, 793 809
25. Simberova, I. (2007). Internal Marketing as a Part of Marketing Culture Supporting Value for External Customer. Economics and Management, 470-480
26. Spector, P.E., (1997) Job satisfaction: Application, assessment, causes, and consequences. London: Sage
27. Tobi, SNM, Munir, RIS & Mat, KAB 2013, 'Job Satisfaction and Physiological Health (HRRQOL) amongst Administrative Employees in Malaysian Government Sector', International Journal of Innovation, Management and Technology, Vol. 4, No. 6, pp. 625-629.
28. Whitener, E., & Walz, P. 1993. Exchange theory determinants of affective and continuance commitment and turnover. Journal of Vocational Behavior, 42(3), 265–281.
29. Zajac, D. M. 1990. A review and meta-analysis of the antecedents, correlates, and consequences of organizational commitment. Psychology Bulletin, 108: 171-194**.**

Related Websites

https://www.frontiesm.org
https://www.emerald.com>html
https://www.researchgate.net.in
https://www.darwin>org.

Taylor & Francis
Taylor & Francis Group

Synthetic Communications

An International Journal for Rapid Communication of Synthetic Organic Chemistry

ISSN: (Print) (Online) Journal homepage: https://www.tandfonline.com/loi/lsyc20

KO^tBu-$BF_3.OEt_2$ mediated synthesis of quinazolin-4(*3H*)-ones from 2-substituted amides with nitriles and aldehydes

Vishnuvardhan Nomula & Sadu Nageswara Rao

To cite this article: Vishnuvardhan Nomula & Sadu Nageswara Rao (2021): KO^tBu-$BF_3.OEt_2$ mediated synthesis of quinazolin-4(*3H*)-ones from 2-substituted amides with nitriles and aldehydes, Synthetic Communications, DOI: 10.1080/00397911.2021.1928218

To link to this article: https://doi.org/10.1080/00397911.2021.1928218

SYNTHETIC COMMUNICATIONS
https://doi.org/10.1080/00397911.2021.1928218

KO^{t}Bu-BF_3.OEt_2 mediated synthesis of quinazolin-4(*3H*)-ones from 2-substituted amides with nitriles and aldehydes

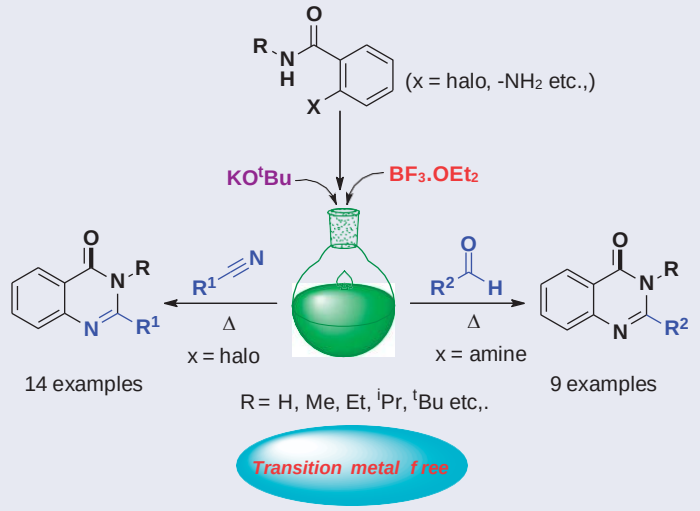
Vishnuvardhan Nomula[a,b] and Sadu Nageswara Rao[aω]

[a]Department of Organic Synthesis and Process Chemistry, CSIR-Indian Institute of Chemical Technology, Hyderabad, India; [b]Academy of scientific and innovative research(AcSIR), Ghaziabad, India

ABSTRACT

KO^{t}Bu-BF_3.OEt_2 mediated synthesis of quinazolin-4(*3H*)-ones from 2-substituted amides with nitriles and aldehydes have been developed. In this protocol, a variety of nitriles as well as aldehydes react with 2-substituted benzamides to corresponding quinazolin-4(*3H*)-ones products in good to moderate yields, via the cleavage of C-X and C-N bonds and the formation of double C-N bonds simultaneously, in presence of potassium *tert*-butoxide.

GRAPHICAL ABSTRACT



ARTICLE HISTORY
Received 4 January 2021

KEYWORDS
Nitriles; aldehydes; KOtBu; quinazolinones; metal-free conditions

Introduction

Nitrogen-containing heterocycles are back-bone of many bio-active natural products, agro-chemicals as well as pharmaceutical industry; these are much in demand due totheir important physiological and biological activities (Figure 1).[1–2] In recent years various groups have explored the newer and efficient methodologies to synthesize

CONTACT Sadu Nageswara Rao snageswar85@gmail.com Department of Organic Synthesis and Process Chemistry, CSIR-Indian Institute of Chemical Technology, Hyderabad, India.
ωScience and Engineering Research Board-National Post Doctoral Fellowship (SERB-NPDF), India
Supplemental data for this article can be accessed on the publisher's website.

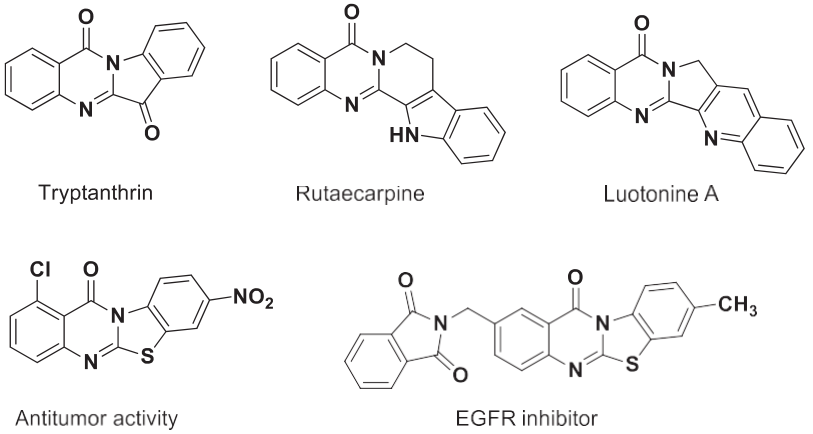


Figure 1. Selected quinazolinone containing natural products and drug candidates.

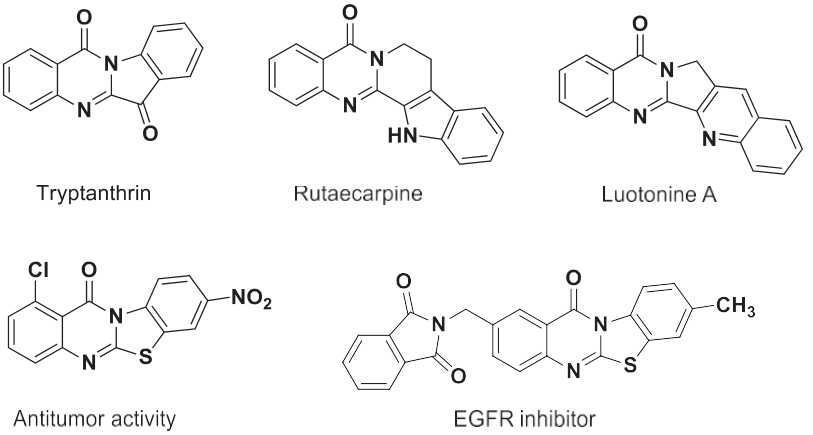


Figure 2. Our novel approach.

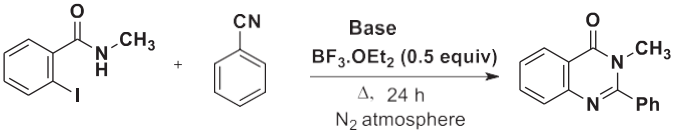
molecules containing nitrogen atoms. One such preferred scaffold is phenylquinazolin-4(*3H*)-one which has shown varying effects such as anti-cancer, anti-inflammatory, anti-microbial, anti-allergetic etc.[3–5] In addition, a latest report highlights the role of 4-methyl quinazoline derivatives in the treatment of one of the rare disease idiopathic pulmonary fibrosis through P13K inhibition.[6] During our efforts to develop new scaf- folds for strengthening the drug discovery pipeline, we embarked on the synthesis of quinazolin-4(*3H*)-one derivatives using very mild reagents. The results of our studiesare presented here.

Results and discussion

Synthesis of quinazolin-4(*3H*)-ones is traditionally being reported with the use of transition metal catalysts,[7–10] predominantly Cu(I) salts.[11–12] Our synthetic efforts are

focused on the complete elimination of the transition metal (Figure 2). Thus 2-iodo *N*-methyl benzamide 1a and benzonitrile 2a were reacted in presence of KO^{t}Bu, $BF_3.OEt_2$ in ^{t}BuOH at 130 °C where we observed the formation of 3-methyl-2-phenylquinazolin-4(3H)-one 3a in 42% yield (Table 1, entry 1). This result enthused us to further explore the conditions to synthesize 3a derivatives. In the first step we studied effect of solvents where DMF, DMSO, toluene, nitrobenzene, N-methyl-pyrrolidone and Dimethyl

Table 1. Optimization of reaction conditions.

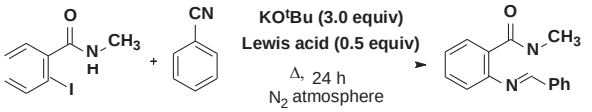


1a 2a 3

s.no.	base (equiv)	solvent	temp (°C)	yield[a]
1	KO^{t}Bu (3.0)	^{t}BuOH	130	42
2	KO^{t}Bu (3.0)	DMF	130	trace
3	KO^{t}Bu (3.0)	DMSO	130	trace
4	KO^{t}Bu (3.0)	Toluene	130	12
5	KO^{t}Bu (3.0)	Nitrobenzene	130	trace
6	KO^{t}Bu (3.0)	NMP	130	trace
7	KO^{t}Bu (3.0)	DMA	130	nd
8	KO^{t}Bu (3.0)	CH_3NO_2	130	nd
9	**KO^{t}Bu (3.0)**	**Dioxane**	**130**	**70**
10	KOH (3.0)	Dioxane	130	trace
11	K_2CO_3 (3.0)	Dioxane	130	nd
12	Cs_2CO_3 (3.0)	Dioxane	130	nd
13	NaO^{t}Bu (3.0)	Dioxane	130	trace
14	NaOH (3.0)	Dioxane	130	trace
15	KO^{t}Bu (3.0)	Dioxane	100	nd
16[b]	KO^{t}Bu (3.0)	Dioxane	130	nd
17	-- --	Dioxane	130	nd
18[c]	KO^{t}Bu (3.0)	Dioxane	130	30
19[d]	KO^{t}Bu (3.0)	Dioxane	130	37
20[e]	KO^{t}Bu (3.0)	Dioxane	130	40
21[f]	KO^{t}Bu (3.0)	Dioxane	130	58
22[g]	KO^{t}Bu (3.0)	Dioxane	130	26
23[h]	KO^{t}Bu (3.0)	Dioxane	130	55

Reaction conditions: 1a (0.5 mmol), 2a (2.5 mmol), base (1.5 mmol, 3 equiv), $BF_3.OEt_2$ (0.5 equiv) in dioxane (3 mL) nd not detected. [a] yields after column chromatography. [b] reaction performed in the presence of O_2 atm. [c] 0.1 equiv. of $BF_3.OEt_2$ was used. [d] 0.2 equiv. of $BF_3.OEt_2$ was used. [e] 0.3 equiv. of $BF_3.OEt_2$ was used. [f] 1.0 equiv. of $BF_3.OEt_2$ was used. [g] 1.5 equiv of benzonitrile was used. [h] 3.0 equiv of benzonitrile was used.

Table 2. Screening of different Lewis acids[a].



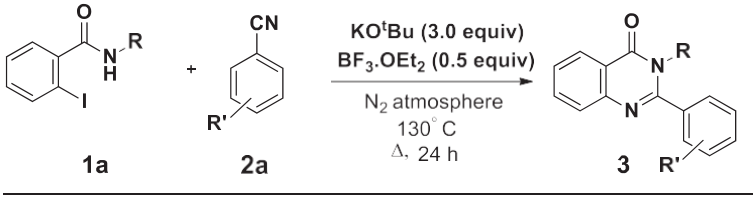
1a 2a 3

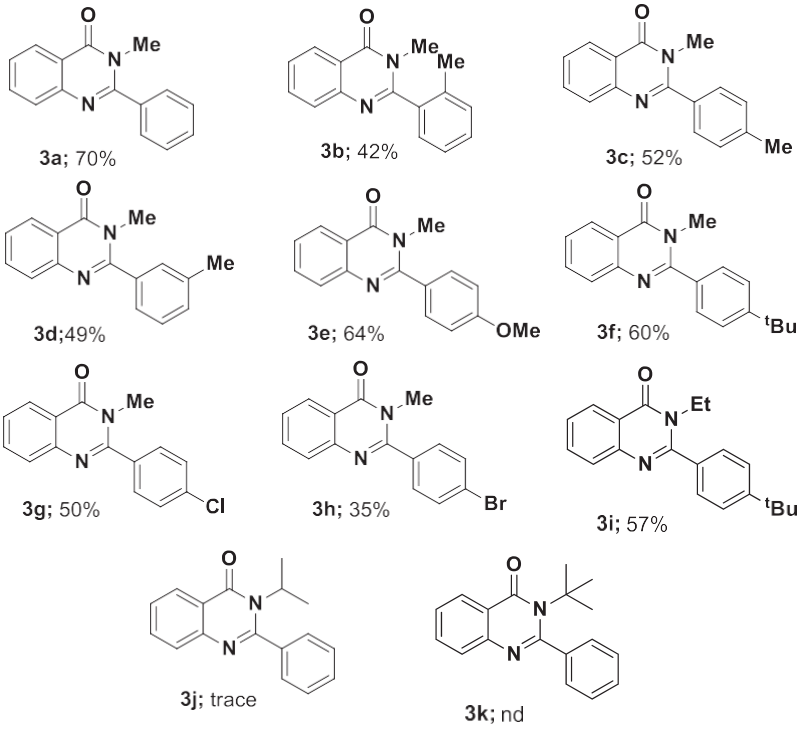
s.no.	lewis acid	solvent	product (3a)[b]
1	$InCl_3$	dioxane	35
2	$SnCl_2$	dioxane	nd
3	$SnBr_2$	dioxane	25
4	$Sc(OTf)_3$	dioxane	40
5	**$BF_3.OEt_2$**	**dioxane**	**70**
6	$TiCl_4$	dioxane	48
7	$AlCl_3$	dioxane	nd
8	$B(C_6F_5)_3$	dioxane	nd

[a]Reaction conditions: 1a (0.5 mmol), 2a (2.5 mmol), base (1.5 mmol, 3 equiv), $BF_3.OEt_2$ (0.5 equiv) in dioxane (3 mL).[b] yields after column chromatography.

acetamide were explored, unfortunately none of these solvents could aid in increasing the yield (Table 1, entries 2–8). The solvent of choice was 1,4-dioxane which resulted in the increased yield of 3a (Table 1, entry 9). We then studied bases such as KOH, K_2CO_3, Cs_2CO_3, ^{t}BuONa and NaOH which resulted in poor yields or non-formation of the products (Table 1, entries 10–14). The effect of temperature was also studied and it was found that, the reaction could not take place at 100 °C, under similar reaction conditions (Table 1, entry 15). Further, the role of inert atmosphere was determined when a reaction in optimized conditions open to air did not result in any product formation (Table 1, entry 16), clearly indicating that inert atmosphere is essential for this reaction. When the reaction was employed in the absence of the base no product formation was observed (Table 1, entry 17). On varying the concentration of $BF_3.OEt_2$ from 0.1 equiv to 1.0 equiv the yield ranged from 30% to 58% (Table 1, entries 18–21). And also we checked the requirement of benzonitrile equivalents; when we used 1.5 equiv and 3.0 equiv of benzonitrile, the resulting yields were lower (Table 1, entries 22–23). Based on the above observations, next we examined the reactivity of other Lewis acids like $InCl_3$, $SnCl_2$, $SnBr_2$, $Sc(OTf)_3$, $AlCl_3$ and $B(C_6F_5)_3$ under the same optimal reaction conditions (Table 2), lower yields of the final product 3a were observed compared to entry 5 (Table 2). It indicates that $BF_3.OEt_2$ may easily activate nitrile (2a) than the other Lewis acids (Table 2). After establishment of the optimal reaction conditions, we then explored the substrate scope (Table 3). Thus, 1a was treated with substituted benzonitriles 2a–2h under the optimized reaction conditions. The yields of 3a–3h were achieved in the range of 35–70%. When *N*-Methyl group of 1a was substituted with *N*-ethyl, 57% of the product formation (3i) was observed. Although, *N*-isopropyl and *N*-tert-butyl substituents also tested, the reaction of *N*-isopropyl substituent, trace amount of product (3j) was observed. Similarly, no product formation was observed in the case of *N*-tert-butyl substituent (3k), due to steric hinderance.

Table 3. Scope of 2-halo amide with various nitriles[a].

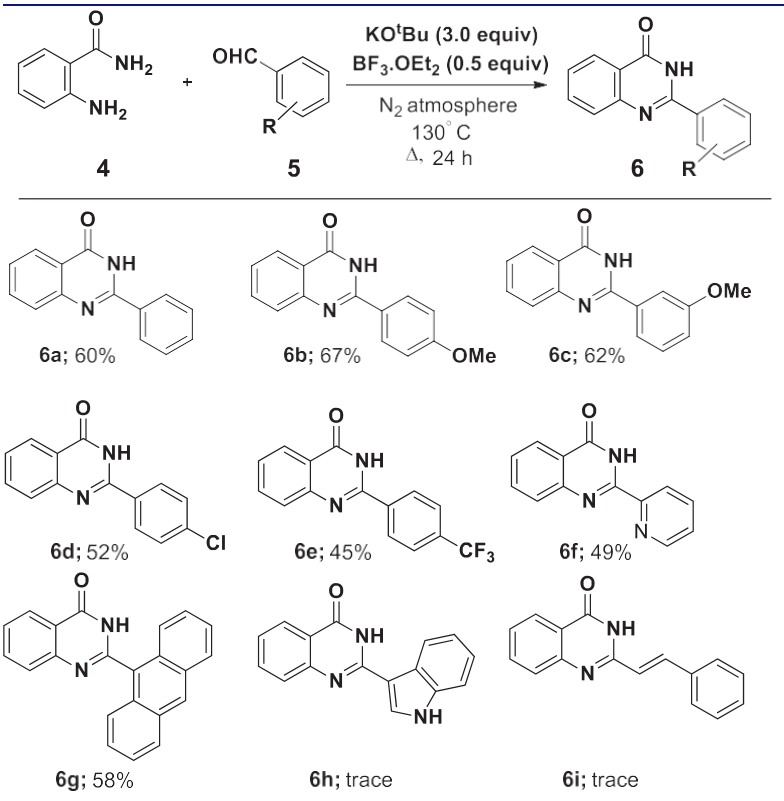




[a]Reaction conditions: 1a (0.5 mmol), 2a (2.5 mmol), KO^{t}Bu (1.5 mmol, 3 equiv), $BF_3.OEt_2$ (0.5 equiv) in dioxane (3 mL), nd¼not detected.

We then varied the primary substrates, thus 2-halo benzamide 1 and benzonitrile 2 were replaced with 2-amino benzamide 4 and benzaldehyde 5. In recent years, various groups have been developed elegant methods for synthesis of quinazolin-4(*3H*)-ones using 2-amino benzamide with aldehyde under metal and metal free conditions.[13–14] To our pleasure the same reaction conditions were applicable, 2-amino benzamide 4a upon reaction with benzaldehyde 5a gave quinazoline-4(*3H*)-ones 6a in 60% yield. The substituted aldehydes 5a–5i was reacted with 4a and respective quinazoline-4(*3H*)-ones (6a–6i) were obtained in 45–67% yields (Table 4). We also explored the reaction of 2-bromo, 2-chloro, and 2-hydroxy-4-methoxy-*N*-methylbenzamides and found the products 55% and no product formation in the case of 2-chloro benzamide and 2-hydroxy-4-methoxy-*N*-methylbenzamide (Table 5, 3a & 3l). We tested the reaction of 2-(bromomethyl) benzonitrile 2b under optimal reaction conditions, where only a trace amount of respective product was formed (Table 5, 3l) and no cyclized product wasobserved (Table 5, 3m).

Table 4. Functional diversity of 2-amino benzamide with different aldehydes[a].



[a]Reaction conditions: 4 (0.5 mmol), 5 (1.0 mmol), KO^{t}Bu (1.5 mmol, 3 equiv), $BF_3.OEt_2$ (0.5 equiv) in dioxane (3 mL), 130 °C, 24 h.

Based on the previous literature reports,[15] we proposed a plausible reaction mechanism. Initially, nitrile 2, with $BF_3.OEt_2$ may form intermediate (I). Further the reaction of 1 to the intermediate (I) may generate another intermediate (II) under basic conditions, which upon elimination of halogen from intermediate (II), it forms the cyclized product (III). Next, the subsequent oxidation of the intermediate (III) will give the desired product (Table 6, 3).

Conclusion

In conclusion, we have developed an efficient method for the synthesis of quinazolin-4(*3H*)-ones from easily available starting materials. This present methodology exhibits good functional group tolerance with a variety of nitriles as well as aldehydes on the aryl group into the corresponding quinazolin-4(*3H*)-ones in moderate to good yields.

Experimental

Unless otherwise noted, all reagents were used as received from commercial suppliers. All non-aqueous reactions were performed under an atmosphere of nitrogen using oven-dried

Table 5. Reactivity of the various benzonitriles and 2-halobenzamides.

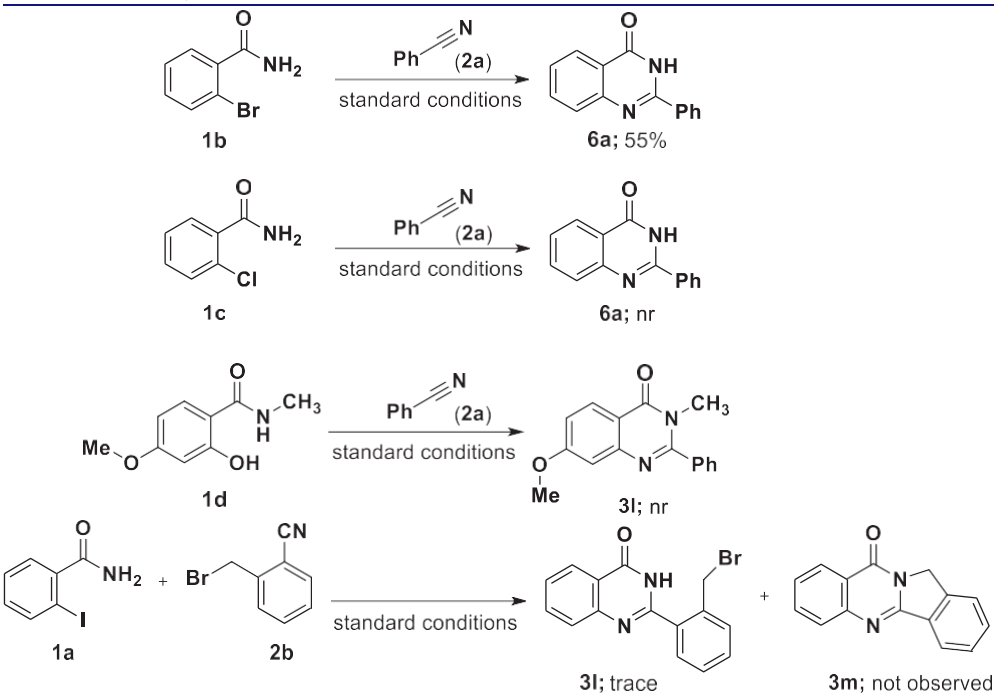
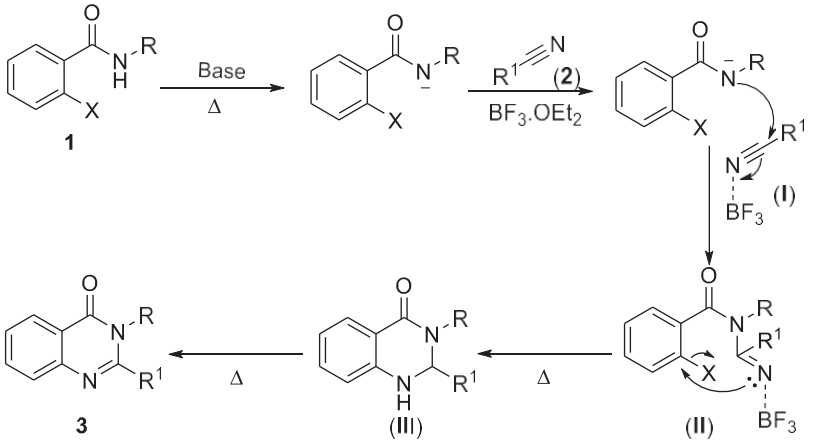


Table 6. Plausible reaction mechanism for formation of quinazolin-4(*3H*)-ones.[15]

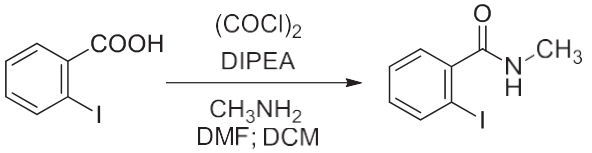


glassware. All solvents were dried before use, following the standard procedures. Reactions were monitored using thin-layer chromatography (SiO_2). TLC plates were visualized with UV light (254 nm), Column chromatography was carried out using silica gel (100–200 mesh) packed in glass columns. NMR spectra were recorded at 300, 400, 500 MHz (H) and

at 75, 101, 126 MHz (C), respectively. Chemical shifts (d) are reported in ppm, using the residual solvent peak in CDCl3 (H: d ¼ 7.26 and C: d ¼ 77.16 ppm) as internal standard, and coupling constants (J) are given in Hz. High-resolution mass spectrometry (HRMS) was recorded using electro spray ionization (ESI)—Time-off light techniques.

General procedure for the preparation of starting materials[1]

DMF (0.2 mL) was added to oxalyl chloride (1.5 mL, 17.74 mmol), and 2- iodobenzoic acid (4.0 g, 16.12 mmol) in DCM (30 mL). The resulting mixture was stirred for 2 h. The mixture was concentrated in vacuo and cooled to 0 °C, the crude was directly used in the next step; this was taken up in DCM (30 mL). To acid chloride, were added amine 2M methylamine in THF (60 mL, 120 mmol) and N, N'-di-isopropylethylamine (3.09 mL, 17.74 mmol) added. This was stirred for 30 minutes, and a precipitate was formed. The reaction was left standing overnight. The mixture was filtered; the filtrate was washed with water. The crude reaction mixture was extracted with CH_2Cl_2, the organic solvent was removed in vacuo and the residue purified by recrystallization (PE: EA ¼ 5:1) 2-iodo-*N*-methylbenzamide (3.40 g, 81%) as a white solid.



General procedure for the synthesis of 3-Methyl-2-phenylquinazolin-4(3*H*)-one (3a)

To a 25 mL round-bottom flask were added 2-iodo-*N*-methylbenzamide 1a (130.5 mg, 0.5 mmol), Benzonitrile (206 mg, 2.0 mmol), KO^{t}Bu (168 mg, 1.5 mmol) and $BF_3.OEt_2$ (35.2 mg, 0.25 mmol) in 3.0 mL of 1, 4-dioxane. The reaction mixture was heated in an oil bath at 130 °C for 24 hrs. After completion of the reaction; it was allowed to attain room temperature. The reaction mixture was quenched by saturated $NaHCO_3$ (20 ml, P^H ¼ 10.3) solution and extracted by ethyl acetate (15 mL × 3) dried over anhydrous Na_2SO_4, and the solvent was removed under reduced pressure the residue was purified by column chromatography using silica gel (30% EtOAc/hexane) to afford 3a (83.1 mg; 70% yield).

Full experimental detail, ^1H and ^{13}C NMR spectra can be found via the "Supplementary Content" section of this article's webpage.

Funding

CSIR-IICT Communication No. 432/2019. V. N. is thankful to CSIR and S.N.R thankful to SERB-NPDF, New Delhi for their fellowship. We thank DST, Government of India [EMR/2016/ 000010] and CSIR-IICT for financial support.

References

[1] (a) Mhaske, S. B.; Argade, N. P. *Tetrahedron* 2006, *62*, 9787–9826. DOI: 10.1016/j.tet.2006.07.098. (b) Takase, Y.; Saeki, T.; Watanabe, N.; Adachi, H.; Souda, S.; Saito, I. *J. Med. Chem.* 1994, *37*, 2106–2111. DOI: 10.1021/jm00039a024. (c) Yen, M. H.; Sheu, J. R.; Peng, I. H.; Lee, Y. M.; Chern, J. W. J. *J. Pharm. Pharmacol.* 2011, *48*, 90–95. DOI: 10.1111/j.2042-7158.1996.tb05884.x. (d) Kikuchi, H.; Yamamoto, K.; Horoiwa, S.; Hirai, S.; Kasahara, R.; Hariguchi, N.; Matsumoto, M.; Oshima, Y. *J. Med. Chem.* 2006, *49*, 4698–4706. DOI: 10.1021/jm0601809. (e) Alagarsamy, V.; Solomon, V. R.; Dhanabal, K. B. *Med. Chem.* 2007, *15*, 235–241. DOI: 10.1016/j.bmc.2006.09.065. (f) Baba, A.; Kawamura, N.; Makino, H.; Ohta, Y.; Taketomi, S.; Sohda, T. *J. Med. Chem.* 1996, *39*, 5176–5182. DOI: 10.1021/jm9509408. (g) Nandy, P.; Vishalakshi, M. T.; Bhat, A. R. *Indian J. Heterocycl. Chem.* 2006, *15*, 293–294. (h) Dupuy, M.; Pinguet, F.; Chavignon, O.; Chezal, J. M.; Teulade, J. C.; Chapat, J. P.; Blache, Y. *Chem. Pharm. Bull.* 2001, *49*, 1061–1065. DOI: 10.1248/cpb.49.1061-1065. (i) Mhaske, S. B.; Argade, N. P. *Tetrahedron* 2006, *62*, 9787–9826. DOI: 10.1016/j.tet.2006.07.098.

[2] (a) Archana, A.; Shrivastava, V. K.; Chandra, R.; Kumar, A. *Indian J. Chem.* 2002, *41B*, 2371–2375. (b) Horton, D. A.; Bourne, G. T.; Smythe, M. L. *Chem. Rev.* 2003, *103*, 893–930. DOI: 10.1021/cr020033s. (c) Timur, G.; Chen, Y.; Rajasree, G.; Ma, Z.; James, R. C.; John, P. N.; Bin, B.; John, K. D.; Terry, S.; Rong, Z.; et al. *J. Med. Chem.* 2006, *49*, 2440–2455. DOI: 10.1021/jm0509389. (d) Kumar, D.; Jadhavar, P. S.; Nautiyal, M.; Sharma, H.; Meena, P. K.; Adane, L.; Pancholia, S.; Chakraborti, A. K. *RSC Adv.* 2015, *5*, 30819–30825. DOI: 10.1039/C5RA03888J. (e) Li, J.; Chen, X.; Ding, X.; Cheng, Y.; Zhao, B.; Lai, Z. C.; Hezaimi, K. A.; Hakem, R.; Guan, K. L.; Wang, C. Y. *Cell Rep.* 2013, *5*, 1640–1650. DOI: 10.1016/j.celrep.2013.04.016. (f) Kettle, J. G.; Brown, S.; Crafter, C.; Davies, B. R.; Dudley, P.; Fairley, G.; Faulder, P.; Fillery, S.; Greenwood, H.; Hawkins, J.; et al. *J. Med. Chem.* 2012, *55*, 1261–1273. DOI: 10.1021/jm201394e.

[3] (a) Sinha, S.; Srivastava, M. *Drug Res.* 1994, *43*, 143. DOI: 10.1007/978-3-0348-7156-3-5. (b) Michael, J. P. *Nat. Prod. Rep.* 2008, *25*, 166–187. DOI: 10.1039/B612168N. (c) Taylor, A. P.; Robinson, R. P.; Fobian, Y. M.; Blakemore, D. C.; Jones, L. H.; Fadeyi, O. *Org. Biomol. Chem.* 2016, *14*, 6611–6637. DOI: 10.1039/C6OB00936K. (d) Fang, J.; Zhou, J. *Org. Biomol. Chem.* 2012, *10*, 2389–2391. DOI: 10.1039/c2ob07178a. (e) Brown, C. E.; Kong, T.; McNulty, J.; Aiuto, D. L.; Williamson, K.; McClain, L.; Piazza, P.; Nimgaonkar, V. L. *Bioorg. Med. Chem. Lett.* 2017, *27*, 4601–4605. DOI: 10.1021/acsmedchemlett.5b008.

[4] (a) Akyüz, G.; Menteşe, E.; Emirik, M.; Baltaş, N. *Bioorg. Chem.* 2018, *80*, 121–128. DOI: 10.1016/j.bioorg.2018.06.1. (b) Khan, I.; Ibrar, A.; Ahmed, W.; Saeed, A. *Eur. J. Med. Chem.* 2015, *90*, 124–169. DOI: 10.1016/j.ejmech.2014.10.084. (c) Liverton, N. J.; Armstrong, D. J.; Claremon, D. A.; Remy, D. C.; Baldvin, J. J.; Lynch, R. J.; Zhang, G.; Gould, R. J. *Bioorg. Med. Chem. Lett.* 1998, *8*, 483–486. DOI: 10.1016/S0960-894X(98)00047-X. (d) Zhang, W.; Mayer, J. P.; Hall, S. E.; Weigel, J. A. *J. Comb. Chem.* 2001, *3*, 255–256. DOI: 10.1021/cc000113e. (e) Kamal, A.; Srinivasulu, V.; Sathish, M.; Tangella, Y.; Nayak, V. L.; Narasimha Rao, M. P.; Shankaraiah, N.; Nagesh, N. *J. Org. Chem.* 2014, *3*, 68–76. DOI: 10.1002/ajoc.201300214.

[5] (a) Pan, T.; He, X.; Chen, B.; Chen, H.; Geng, G.; Luo, H.; Zhang, H.; Bai, C. *Eur. J. Med. Chem.* 2015, *95*, 500–513. DOI: 10.1016/j.ejmech.2015.03.050. (b) Vinodkumar, R.; Vaidya, S. D.; Siva Kumar, B. V.; Bhise, U. N.; Bhirud, S. B.; Mashelkar, U. C. *Eur. J. Med. Chem.* 2008, *43*, 986–995. DOI: 10.1016/j.ejmech.2007.06.013. (c) de Laszlo, S. E.; Quagliato, C. S.; Greenlee, W. J.; Patchett, A. A.; Chang, R. S. L.; Lotti, V. J.; Chen, T. B.; Scheck, S. A.; Faust, K. A. *J. Med. Chem.* 1993, *36*, 3207–3210. DOI: 10.1021/jm00073a024. (d) Kabri, Y.; Gellis, A.; Vanelle, P. *Green Chem.* 2009, *11*, 201–208. DOI: 10.1039/B816723K.

[6] (a) Lin, S.; Jin, J.; Liu, Y.; Tian, H.; Zhang, Y.; Fu, R.; Zhang, J.; Wang, M.; Du, T.; Ji, M.; et al. *J. Med. Chem.* 2019, *62*, 8873–8879. DOI: 10.1021/acs.jmedchem.9b00969. (b) Mitobe, Y.; Ito, S.; Mizutani, T.; Nagase, T.; Sato, N.; Tokita, S. *Bioorg. Med. Chem. Lett.* 2009, *19*, 4075–4078. DOI: 10.1016/j.bmcl.2009.06.025. (c) Purandare, A. V.; Gao, A.;

Wan, H.; Somerville, J.; Burke, C.; Seachord, C.; Vaccaro, W.; Wityak, J.; Poss, M. A. *Bioorg. Med. Chem. Lett*. 2005, *15*, 2669–2672. DOI: 10.1016/j.bmcl.2005.02.084. (d) Balakumar, C.; Lamba, P.; Kishore, D. P.; Narayana, B. L.; Rao, K. V.; Rajwinder, K.; Rao, A. R.; Shireesha, B.; Narsaiah, B. *Eur. J. Med. Chem*. 2010, *45*, 4904–4913. DOI: 10.1016/j.ejmech.2010.07.063.

[7] (a) He, L. H.; Li, J.; Chen, X.; Wu, F. *RSC Adv*. 2014, *4*, 12065–12077. DOI: 10.1039/C4RA00351A. (b) Connolly, D. J.; Cusack, D.; O'Sullivan, T. P.; Guiry, P. J. *Tetrahedron*. 2005, *61*, 10153–10202. DOI: 10.1016/j.tet.2005.07.010. (c) Wu, X. F.; He, L.; Neumann, H.; Beller, M. *Chem. Eur. J*. 2013, *19*, 12635–12638. DOI: 10.1002/chem.201302182. (d) Garad, D. N.; Viveki, A. B.; Mhaske, S. B. *J. Org. Chem*. 2017, *82*, 6366–6372. DOI: 10.1021/acs.joc.7b00948. (e) Ma, Z.; Song, T.; Yuan, Y.; Yang, Y. *Chem. Sci*. 2019, *10*,10283–10289. DOI: 10.1039/C9SC04060A. (f) Ram, S.; Shaifali, Chauhan, A. S.; Sheetal, Sharma, A. K.; Das, P. *Chem. Eur. J*. 2019, *25*, 14506–14511. DOI: 10.1002/chem.201902776. (g) Hikawa, H.; Ino, Y.; Suzuki, H.; Yokoyama, Y. *J. Org. Chem*. 2012, *77*, 7046–7051. DOI: 10.1021/jo301282n.

[8] (a) Qian, C.; Liu, K.; Tao, S. W.; Zhang, F. L.; Zhu, Y. M.; Yang, S. L. *J. Org. Chem*. 2018, *83*, 9201–9209. DOI: 10.1021/acs.joc.8b01218. (b) Liu, J.; Zou, J.; Yao, J.; Chen, G. *Adv. Synth. Catal*. 2018, *360*, 659–663. DOI: 10.1002/adsc.201701286. (c) Chen, J.; Natte, K.; Spannenberg, A.; Neumann, H.; Langer, P.; Beller, M.; Wu, X. F. *Angew. Chem. Int. Ed*. 2014, *53*, 7579–7583. DOI: 10.1002/anie.201402779. (d) Sun, J.; Tan, Q.; Yang, W.; Liu, B.; Xu, B. *Adv. Synth. Catal*. 2014, *356*, 388–394. DOI: 10.1002/adsc.201300818. (e) Liang, D.; He, Y.; Zhu, Q. *Org. Lett*. 2014, *16*, 2748–2751. DOI: 10.1021/ol501070g. (f) Chen, J.; Feng, J. B.; Natte, K.; Wu, X. F. *Chem. Eur. J*. 2015, *21*, 16370–16373. DOI: 10.1002/chem.201503314. (g) Wang, H.; Cao, X.; Xiao, F.; Liu, S.; Deng, G. J. *Org. Lett*. 2013, *15*, 4900–4903. DOI: 10.1021/ol402350x. (h) Vemula, S. R.; Kumar, D.; Cook, G. R. *Tetrahedron Lett*. 2018, *59*, 3801–3805. DOI: 10.1016/j.tetlet.2018.09.014. (i) An, J.; Wang, Y.; Zhang, Z.; Zhao, Z.; Zhang, J.; Wang, F. *Angew. Chem. Int. Ed*. 2018, *57*, 12308–12312. DOI: 10.1002/ange.201806266. (j) Ren, Z. L.; Kong, H. H.; Lu, W. T.; Sun, M.; Ding, M. W. *Tetrahedron*. 2018, *74*, 184–193. DOI: 10.1016/j.tet.2017.11.060.

[9] (a) Chen, J.; Natte, K.; Wu, X. F. *Tetrahedron Lett*. 2015, *56*, 6413–6416. DOI: 10.1016/j.tetlet.2015.09.142. (b) Liu, M.; Shu, M.; Yao, C.; Yin, G.; Wang, D.; Huang, J. *Org. Lett*. 2016, *18*, 824–827. DOI: 10.1021/acs.orglett.6b00113. (c) Xu, T.; Alper, H. *Org. Lett*. 2015, *17*, 1569–1572. DOI: 10.1021/acs.orglett.5b00452. (d) Peng, J. B.; Geng, H. Q.; Wang, W.; Qi, X.; Ying, J.; Wu, X. F. *J. Catal*. 2018, *365*, 10–13. DOI: 10.1016/j.jcat.2018.06.007. (e) Vavsari, V. F.; Ziarani, G. M. *Chem. Heterocycl. Comp*. 2018, *54*, 317–319. DOI: 10.1007/s10593-018-2266-2. (f) Yang, R.; Yu, J. T.; Sun, S.; Cheng, J. *Org. Chem. Front*. 2018, *5*, 962–966. DOI: 10.1039/C7QO01081H. (g) Pham, P. H.; Doan, S. H.; Vuong, N. T.; Nguyen, H.; Ha, P. T. M.; Phan, N. T. S. *RSC Adv*. 2018, *8*, 20314–20318. DOI: 10.1039/C8RA03744B. (h) Jiang, X.; Tang, T.; Wang, J. M.; Chen, Z.; Zhu, Y. M.; Ji, S. J. *J. Org. Chem*. 2014, *79*, 5082–5087. DOI: 10.1021/jo500636y. (i) Jang, Y.; Lee, S. B.; Hong, J.; Chun, S.; Lee, J.; Hong, S. *Org. Biomol. Chem*. 2020, *18*, 5435–5441. DOI: 10.1039/D0OB00866D.

[10] (a) Liu, X.; Fu, H.; Jiang, Y.; Zhao, Y. *Angew. Chem. Int. Ed*. 2009, *48*, 348. 348–351. DOI: 10.1002/anie.200804675. (b) Huang, C.; Fu, Y.; Fu, H.; Jiang, Y.; Zhao, Y. *Chem. Commun*. 2008, *47*, 6333–6335. DOI: 10.1039/b814011a. (c) He, W.; Zhao, H.; Yao, R.; Cai, M. *RSC Adv*. 2014, *4*, 50285–50294. DOI: 10.1039/C4RA09379H. (d) Zhang, X.; Ye, D.; Sun, H.; Guo, D.; Wang, J.; Huang, H.; Zhang, X.; Jiang, H.; Hong, L. *Green Chem*. 2009, *11*, 1881–1888. DOI: 10.1039/b916124b. (e) Zhou, J.; Fang, J. *J. Org. Chem*. 2011, *76*, 7730–7736. DOI: 10.1021/jo201054k. (f) Samim, S. A.; Roy, B. C.; Nayak, S.; Sabuj Kundu,S. *J. Org. Chem*. 2020, *85*, 11359–11367. DOI: 10.1021/acs.joc.0c01307. (g) Majumdar, B.; Sarma, D.; Jain, S.; Sarma, T. K. *ACS Omega*. 2018, *3*, 13711–13719. DOI: 10.1021/acsomega.8b01794.

[11] Copper catalyzed synthesis of quinazolinones: (a) Hu, F. P.; Cui, X. F.; Lu, G. Q.; Huang, G. S. *Org. Biomol. Chem*. 2020, *18*, 4376–4380. DOI: 10.1039/D0OB00225A. (b) Liang, Y.;

Tan, Z.; Jiang, H.; Zhu, Z.; Zhang, M. *Org. Lett*. 2019, *21*, 4725–4728. DOI: 10.1021/acs.orglett.9b01608. (c) Ban, Z.; Cui, X.; Hu, F.; Lu, G.; Luo, N.; Huang, G. *New J. Chem*. 2019, *43*, 12963–12966. DOI: 10.1039/C9NJ02311A. (d) Hu, Y.; Li, S.; Li, H.; Li, Y.; Li, J.; Duanmu, C.; Li, B. *Org. Chem. Front*. 2019, *6*, 2744–2748. DOI: 10.1039/C9QO00657E. (e) Feng, Y.; Li, Y.; Cheng, G.; Wang, L.; Cui, X. *J. Org. Chem*. 2015, *80*, 7099–7107. DOI: 10.1021/acs.joc.5b00957.

[12] Copper catalyzed synthesis of quinazolinones from o-halo benzamides: (a) Yu, X.; Gao, L.; Jia, L.; Yamamoto, Y.; Bao, M. *J. Org. Chem*. 2018, *83*, 10352–10358. DOI: 10.1021/acs.joc.8b01460. (b) Xu, W.; Jin, Y.; Liu, H.; Jiang, Y.; Fu, H. *Org. Lett*. 2011, *13*, 1274–1277. DOI: 10.1021/ol1030266. (c) Xu, W.; Fu, H. *J. Org. Chem*. 2011, *76*, 3846–3852. DOI: 10.1021/jo2002227. (d) Xu, L.; Jiang, Y.; Ma, D. *Org. Lett*. 2012, *14*, 1150–1153. DOI: 10.1021/ol300084v. (e) Guo, S.; Yan, L.; Tao, L.; Zhang, W.; Fan, X. *RSC Adv*. 2014, *4*, 59289–59296. DOI: 10.1039/C4RA10799C. (f) Kianmehr, E.; Falahat, M. R.; Arezoo, T.; Mahdavi, M. *Chem. Eur. J*. 2020, *6*, 708–713. DOI: 10.1002/ejoc.201901567. (g) Ebrahim, K.; Mohammad, R. F.; Arezoo, T.; Mohammad, M. *Eur. J. Org. Chem*. 2016, *31*, 5227–5233. DOI: 10.1002/ejoc.201601024. (h) Upadhyaya, K.; Ravi Kumar Thakur, R.; Shukla, S. K.; Tripathi, R. P. *J. Org. Chem*. 2016, *81*, 5046–5055. DOI: 10.1021/acs.joc. 6b00599. (i) Kotipalli, T.; Kavala, V.; Janreddy, D.; Bandi, V.; Kuo, C. W.; Yao, C. F. *Eur. J. Org. Chem*. 2016, *2016*, 1182–1193. DOI: 10.1002/ejoc.201501552. (j) Mahesh, H. S.; Umesh, A. K. *RSC Adv*. 2016, *6*, 52884–52887. DOI: 10.1039/C6RA10997G.

[13] Metal free catalyzed synthesis of quinazolinones: (a) Teng, Q. H.; Sun, Y.; Yao, Y.; Tang, H. T.; Li, J. R.; Pan, Y. M. *Chem. ElectroChem*. 2019, *6*, 3120–3124. DOI: 10.1002/celc.201900682. (b) Mohammed, S.; Vishwakarma, R. A.; Bharate, S. B. *J. Org. Chem*. 2015, *80*, 6915–6921. DOI: 10.1021/acs.joc.5b00989. (c) Potewar, T. M.; Nadaf, R. N.; Daniel, T.; Lahoti, R. J.; Srinivasan, K. V. *Synth. Commun*. 2005, *35*, 231–241. DOI: 10.1081/SCC-200048433. (d) Muhammad, A.; Khan, B.; Iqbal, Z.; Khan, A. Z.; Khan, I.; Khan, K.; Alamzeb, M.; Ahmad, N.; Khan, K.; Lal Badshah, S.; et al. *ACS Omega*. 2019, *4*, 14188–18213. DOI: 10.1021/acsomega.9b00699. (e) Bakavoli, M.; Shiri, A.; Zahra, E.; Rahimizadeh, M. *Chin. Chem. Lett*. 2008, *19*, 1403–1406. DOI: 10.1016/j.cclet.2008.07.016.

[14] (a) Bogert, M. T.; William, F. H. *J. Am. Chem. Soc*. 1902, *24*, 1031–1050. DOI: 10.1021/ja02025a001. (b) Bogert, M. T.; William, F. H. *J. Am. Chem. Soc*. 1903, *25*, 935–947. DOI: 10.1021/ja02011a008. (c) Bavetsias, V. *Synth. Commun*. 1998, *28*, 4547–4559. DOI: 10.1080/00397919808004519. (d) Wang, Q.; Lv, M.; Liu, J.; Li, Y.; Xu, Q.; Zhang, X.; Cao, H. *Chem. Sus. Chem*. 2019, *12*, 3043–3048. DOI: 10.1002/cssc.201900265. (e) Gavin, J. T.; Annor-Gyamfi, J. K. A.; Bunce, R. A. *Molecules*. 2018, *23*, 2925. DOI: 10.3390/molecules23112925. (f) Jia, F. C.; Zhou, Z. W.; Xu, C.; Wu, Y. D.; Wu, A. X. *Org. Lett*. 2016, *18*, 2942–2945. DOI: 10.1021/acs.orglett.6b01291. (g) Li, Z.; Dong, J.; Chen, X.; Li, Q.; Zhou, Y.; Yin, S. F. *J. Org. Chem*. 2015, *80*, 9392–9400. DOI: 10.1021/acs.joc.5b00937. (h) Xia, Q.; Shi, Z.; Yuan, J.; Bian, Q.; Xu, Y.; Liu, B.; Huang, Y.; Yang, X.; Xu, H. *Asian J. Org. Chem*. 2019, *8*, 1933–1941. DOI: 10.1002/ajoc.201900491. (i) Kim, N. Y.; Cheon, C. H. *Tetrahedron Lett*. 2014, *55*, 2340–2344. DOI: 10.1016/j.tetlet.2014.02.065. (j) Ge, W.; Zhu, X.; Wei, Y. *RSC Adv*. 2013, *3*, 10817–10822. DOI: 10.1039/c3ra40872h.

[15] (a) Joshi, A.; Mohan, D. C.; Adimurthy, S. *J. Org. Chem*. 2016, *81*, 9461–9469. DOI: 10.1021/acs.joc.6b01742. (b) Yao, W.; Liao, M.; Zhang, X.; Xu, H.; Wang, J. *Eur. J. Org. Chem*. 2003, *2003*, 1784–1788. DOI: 10.1002/ejoc.200210592.

International Journal of
Multidisciplinary Educational Research

ISSN: 2277-7881
JISRAF Impact Factor: 8.017
Index Copernicus Value: 5.16
International Scientific Indexing Value: 2.286
Scopus Review ID: A2B96D3ACF3FEA2A (UP)
Published by: Sucharitha Publications
Visakhapatnam -530 003, Andhra Pradesh – India
Email: victorphilosophy@gmail.com
Mob: 09247782851

Certificate of Publication

Dear Author(s) **Bhukya Himabindu**, Lecturer in Commerce, Telangana Tribal Welfare Residential Degree College for Women, Kothagudem, Bhadradri Kothagudem Dist. – Telangana State, India

Greetings from IJMER

It is indeed our pleasure to inform you that your article titled "**JOB SATISFACTION AND ORGANIZATIONAL COMMITMENTS – ITS IMPACT ON THEIR PERFORMANCE**" has been published in our Peer Reviewed and Refereed **International Journal of Multidisciplinary Educational Research (IJMER) Volume (12), Issue 3(5) March(Month) 2023 (Year).** with **JISRAF Impact Factor 8.017 Index Copernicus Value 5.16 &** International Scientific Indexing **Value: 2.286**, of IJMER Published by Sucharitha Publications, Visakhapatnam On behalf of IJMER, we hope to build a life long association with you and expect your continuous support. We hope to receive your contribution in terms of paper submissions and subscriptions as well. It will be our pleasure to collaborate with you for future endeavors and promotion of the initiatives carried out by IJMER. UGC approved Journal. Serial No: 41602(2017) and Registered in Publons Group (Web of Science) and **Scopus Review ID: A2B96D3ACF3FEA2A (UP)**

Thanks & Regards

Sincerely Yours

Dr. K. VICTOR BABU
Editor-in-Chief

Department of History & Tourism Management
KAKATIYA UNIVERSITY
WARANGAL - 506 009
Telangana, India
Vol - XVII No. 1
May, 2022

ISSN : 0976-2345

Kakatiya Journal of Historical Studies

(A UGC-CARE Listed Journal)

Editor
Prof. K. Vijaya Babu

ISSN No: 0976 - 2345

KAKATIYA JOURNAL OF HISTORICAL STUDIES

(A UGC CARE – *Listed Journal)*

KAKATIYA JOURNAL OF HISTORICAL STUDIES

(A UGC CARE – *Listed Journal)*

Vol. XVII, No. 1, May 2022

Editor

Prof. K. Vijaya Babu

DEPARTMENT OF HISTORY

&

TOURISM MANAGEMENT

Kakatiya University, Hanumakonda

Telangana

ISSN: 0376-2645

Kakatiya Journal of Historical Studies

(A UGC-CARE Listed Journal)

Department of History & Tourism Management
KAKATIYA UNIVERSITY
WARANGAL - 506 009
Telangana, India

Vol - XIV No. 1
May, 2019

Editor
Prof. K. Vijaya Babu

Kakatiya Journal of Historical Studies May - 2019

ISSN No: 0976 - 2345

KAKATIYA JOURNAL OF HISTORICAL STUDIES

(A UGC CARE – *Listed Journal*)

Vol XIV *May 2019* *No: 01*

Editor
Prof. K. Vijaya Babu

DEPARTMENT OF HISTORY
&
TOURISM MANAGEMENT
Kakatiya University, Warangal, Telangana

TELANGANA TRIBAL WELFARE RESIDENTIAL
DEGREE COLLEGE (GIRLS), KOTHAGUDEM
Bhadradri Kothagudem District, Telangana State – 507101
(Affiliated to Kakatiya University, Warangal, Telangana)
Website: https://ttwrdcs.ac.in/.Kothagudem

3.3 Research Publications and Awards

3.3.2 : Total number of books and chapters in edited volumes/books published and papers in national/ international conference proceedings year wise during last five years

B.A.
THIRD YEAR
CBCS

6th Semester (DSE-VI-B)

DEVELOPMENT ECONOMICS

Nalgonda Economics Forum
NALGONDA

DEVELOPMENT ECONOMICS

B.A 3rd Year 6th Semester (DSE VI B) - CBCS Telangana State

(Osmania & Kakatiya Areas)

Authors

Dr. Akkenapally Meenaiah, M.A., M.Phil., Ph.D.
Retired HOD Economics : N.G. College Nalgonda (Autonomous)
President : Nalgonda Economics Forum
Executive Member : Telangana Economics Association
Economy Columnist : Velugu, Sakshi, Namaste Telangana & Nava Telangana Daily News Papers

T. Bhasker Reddy, M.A., SET
Asst. Prof. of Economics, GDC (W), Nalgonda,
Associate President : Nalgonda Economics Forum

Dr. Bala Srinivas, M.A., M.Phil, Ph.D.
Asst. Prof. of Economics, N.G. College (A), Nalgonda

Sk. Sulthana, M.A., SET
Lecturer in Economics TSWRDC (W) Nalgonda,
Secretary: Nalgonda Economics Forum

Dr. Shyamu Ganta, MCJ, M.A. (Eco), Ph.D.
Asst. Prof. of Economics, Kakatiya Govt. College, Hanmakonda

Dr. Dubba Ranjith, M.A., Ph.D.
Faculty in Economics (PTL), Osmania University, Hyderabad.

Aitipamula Anasuya, M.A., B.Ed. SET
Asst. Prof. of Economics, NMGDC, Jogipet

Rodda Vanaja, M.A., SET
Lecturer in Economics, TSWRDCW, Nirmal

K. Laxmi, M.A., SET

B.A.

3rd YEAR
CBCS

PUBLIC ECONOMICS

SEMESTER - V

Nalgonda Economics Forum
NALGONDA

PUBLIC ECONOMICS

B.A. III - Final Year (5th Semester)

Authors

Dr. AKKENAPALLY MEENAIAH, M.A., M.Phil., Ph.D.

Retired HOD Economics : N.G College Nalgonda (Autonomous),

President : Nalgonda Economics Forum,

Executive member : Telangana Economic Association

Economy Columnist : Velugu, Sakshi, Namaste Telangana &
Nava Telangana Daily News Papers.

T. BHASKER REDDY, M.A., SET

Asst. Prof. of Economics, GDC (W), Nalgonda.
Associate President : Nalgonda Economics Forum

Dr. K. KRISHNA REDDY

Assistant Professor of Economics
Dr. B. R. Ambedkar Open University, Hyderabad.

Sk. SULTHANA, M.A., SET

Lecturer in Economics TSWRDC (W) Nalgonda,
Secretary: Nalgonda Economics Forum.

K. LAXMI, M.A., SET

Lecturer in Economics, TTWRDC
Kothagudem.

NALGONDA ECONOMICS FORUM

Regd No: 297/13.
MVN Vignana Kendram, Doddi Komaraiah Bhavan, Near Bus Stand, NALGONDA-508001. T.S.
Web: www.nalgondaeconomicsforum.org

Date: 01/06/2022

TO WHOM SO EVER IT MAY CONCERN

This is to certify that, K. Laxmi Lecturer in Economics TTWRDC (W), Kothagudem is co-author of the following books for B.A students. These books were published by Nalgonda Economics Forum as per the CBCS syllabus prescribed in Telangana State.

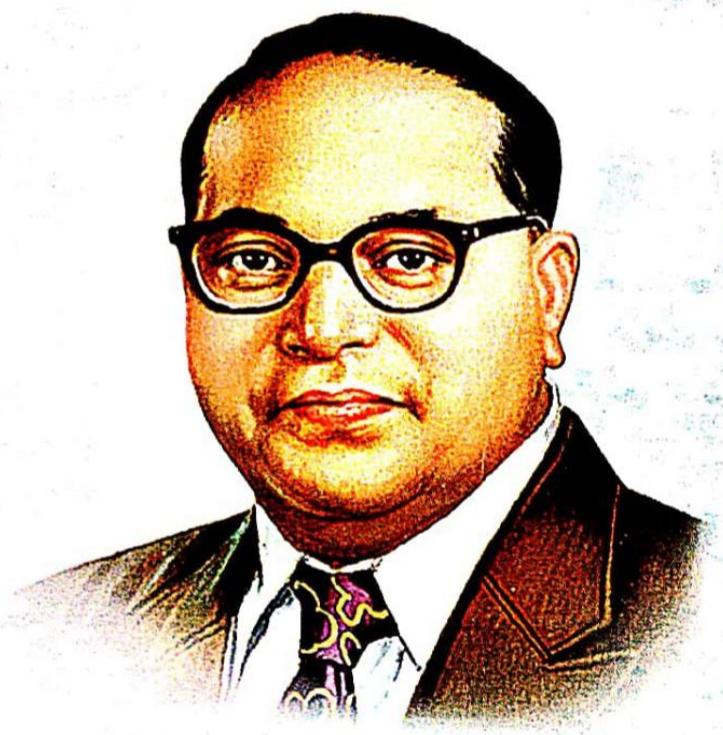
S.No	Title of the Book -	Version	Semester-Unit	ISBN
1	Public Economics	Eng	5th – 5th Unit	978-81-953503-3-9
2	Development Economics	Eng	6th – 4th Unit	978-81-955721-5-1

Thanking you

Yours Regards

President
Nalgonda Economics Forum

Dr. B.R.Ambedkar Ideology: Sustainable Development in India



By
Dr. Vinod Kumar Cherukuri
Dr. Punya Shailaja

12	Dr. Ambedkar's Views on Economical Empowerment of Women in India: Past to Present - ***Silpi Sikha Kakati***	111-117
13	The 73rd Constitutional Amendment Act and Democratic Decentralization in PRIs: Issues and constraints in Ineffective Functioning of Panchayats - ***Dr. L Thirupathi***	118-126
14	Women Empowerment-Views of Dr B.R.Ambedkar - ***J.Pujitha & Dr K. Madhavi Latha***	127-133
15	Electoral Bonds Scheme, 2018 – A Death Kneel for Democratic Principles of Transparency and Public Disclosure of Political Funding's in India - ***Abhishek Sharma Padmanabhan***	134-142
16	Women Empowerment: Dr. B. R. Ambedkar Ideology - ***Dr. D. Madhavi***	143-152
17	Studying the perspective of B.R.Ambedkar on Women Empowerment - ***N. Shradha Varma***	153-160
18	Rights of Muslim Women: Empowerment Through Education and Challenges - ***Dr. N. Nazini & A.R. Vimal Raj***	161-166
19	Dr. B R Ambedkar's Thoughts on Social Justice: It's Critical Evaluation in Panchayat Raj Institutions - ***Chikine Anitha***	167-176
20	Women and Politics in India - ***Dr. M. Kavitha***	177-185
21	Dr.Ambedkar's Ideology on Social Justice - ***Sasane Jagadeesh Keshavrao***	186-197
22	Dr. B. R. Ambedkar: Women Constitutional Rights and Protection - ***P.Anuradha***	198-208

Title of the Book : Dr. B.R.Ambedkar Ideology: Sustainable Development in India

First Published : December 2021

Print : 300 Copies

Price : Rs.499/-

ISBN: 978-81-947203-5-5

Dr.Vinod Kumar Cherukuri
Academic Counselor, Dept. of Political Science
Centre for Distance Education
Acharya Nagarjuna University, Guntur
Andhra Pradesh, India

Dr.Punya Shailaja
Principal,
Telangana Social Welfare Residential Degree College for Women
Surya Pet, Telangana, India

Printer & Publishers
Desh Vikas Publications
D. No. 1-43-19, Adarsha Nagar
Peda Waltair, Visakhapatnam
Andhra Pradesh, India
Email: deshvikaspublications@gmail.com

22

Dr. B. R. Ambedkar: Women Constitutional Rights and Protection

P. Anuradha
Degree Lecturer in Political Science, TTWRDC – Kothagudem, Telangana State, India

1. INTRODUCTION

"We shall see higher days quickly and our development can be significantly increased if male training is persuaded aspect through aspect with girl training."

– Dr. B.R Ambedkar

Empowerment is the process of growing a person's or a group's spiritual, political, social, or monetary electrical energy. Girls' empowerment and autonomy and improvements in their political, social, economic, and health status are all essential outcomes in and of themselves and are required for long-term human growth. Dr. Babasaheb Ambedkar's characteristic, as chairwoman of the Constitution's Drafting Committee, has left a mark on the social tapestry of the United States after independence and has shaped the socio-political fabric of India today. It was very likely an exclusive India, which was even more inequitable and unfair than his. He attempted to construct a new ethical and social basis for India and a constitutional democracy that is attentive to the disadvantaged, whether inherited from the past or produced by current social interactions. Dr. Ambedkar had the nice educational credential for an Indian of his time, and his erudition and scholarship have been substantially acknowledged. It is understood to all Dr. B.R. Ambedkar is the daddy of the Indian Constitution. But after