

## **Editorial**

Happy to inform you that The SDM IMD Journal of Management is now in its second volume and the first issue is in your hands. Thanks to the patronage we received from the readers, institutions, authors, and others.

We are able to expand our team of reviewers and also include new names in the editorial panels. This ensures better professional support to our journal in improving the quality. While we feel happy about the increased number of papers received, we also notice the quality not up to our expectation in many cases. While the enthusiasm of the authors is well appreciated we emphasize on quality in terms of the content and new explorations and insights to enrich the field.

The present issue has four research papers contributed from experienced authors who have covered new developments and applications pertaining to different areas. Review of a popular book and a case study pertaining to a government initiative are also included.

The status of trainers in commercial banks has been studied by Anjali Ganesh and Ganesh, who have concluded that the bank managements should reorient themselves in the areas of motivation and job satisfaction of the trainers so that the effect is passed on to the trainees which in turn will have a long-lasting effect in terms of preserving credibility, profitably, and competitiveness.

The relationship between TQM practices and business excellence in small and medium manufacturing enterprises (SMME) has been explored by Mallur, Hiregouder and Sequeira. They have identified twelve critical success factors (CSFs) of TQM practices and four factors of dependent variables of business excellence to measure the performance of SMMEs.

Manju and Suresh comment on the implications for transfer of training based on work environment factors. Their paper is motivated by the fact that the transfer of learned knowledge and skills from training programs is an area of concern for both HRD researchers and practitioners. This survey based article exposes the relationship between the between opportunity for skill utilization and transfer of training.

The research article by Olga Moros and Carolan McLarney discusses the various characteristics of knowledge important for its further successful application, specifically 'tacit knowledge.' It also looks into the main theories that involve application of tacit knowledge to modern business organizations.

Malathi Sriram and Mohammed Minjaj present a case study on a government department that is in the process of adopting the information and communication technology for the purpose of e-governance.

The book review by Prasad comments on "Lords of Finance" which is a chronicle of the tumultuous years between 1914 to 1936 in World History and a humanised version of international finance.

Readers' feedback is always welcome.

**Dr. R. Jagadeesh**  
Editor