

Editorial

Welcome to the first issue of volume 3 of SDM IMD Journal of Management. It has been a journey of struggles and experiments in arriving at this milestone. Though as Editor I take satisfaction in ensuring that our journal comes out as promised I am fully aware of the challenges ahead in maintaining quality of the papers that are published in our journal. I sincerely thank all my colleagues associated with the editorial work for the immense help they have offered in sustaining our publication. Our reviewers have done a great job in helping us to select the best papers among the submissions. I heartily appreciate and express my sincere thanks to our authors who contribute through their research inputs and support us in our endeavours.

In this volume we have a mix of articles that touch on various aspects of job satisfaction and quality of work life that are relevant from the point of current practices. Harpreet Singh and Surbhi Sofat in their paper on **employee stress level** evaluate the causes and level of stress among employees working in insurance companies and have suggested suitable measures to minimize the stress.

Mahadevappa and Mathew George in their paper discuss the **impact of training on job satisfaction among managers**. They have surveyed one hundred and forty manufacturing and service organisations having well defined training programmes spread across India and found that, among the hygiene factors, security was the major source of dissatisfaction, followed by supervision, working condition, co-workers and pay. They conclude that among the motivators, recognition and achievement are the major sources of satisfaction, followed by promotion.

In their study on quality of work life with respect to **job satisfaction related variables in small scale industrial units** in Tamil Nadu, the authors Stephen and Dhanapal conclude that recognition, working environment, working hours and fringe benefits will significantly improve the job satisfaction leading to better results in terms of productivity and quality.

In their case study on Tata Nano that created history in the Indian four wheeler market, Gayathri, Sri Kiran C. Rai and Sujit S. Hemadri have analyzed the car's story till now since inception covering the issues like design, market analysis, and customers' reactions. With numerous debates about the survival and growth of Tata Nano car, the authors look through the related issues to draw relevant conclusions.

Health care industry in India is growing by leaps and bounds and quality is certainly the main factor to debate on the performance. Narasimhan has reviewed the book titled **High Performance Healthcare: Using the Power of Relationships to Achieve Quality, Efficiency and Resilience** by Gittell, J. H. and indicates how this book could be useful for those who want to improve quality of health care.

Readers' feedback is always welcome.

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