

seven dimensions and measurable factors. The paper also draws a distinction between SI, spirituality and religion. It adds value by providing a direction to HR initiatives that can lead to more purposeful, fulfilling, and happy organisations in the long run.

**Keywords:** Constituents, leadership, spiritual intelligence

### **Financial decision-making behaviour among women in developing countries: Postulating a conceptual framework**

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#### ***Abstract***

This article explores the key drivers of financial decision-making among women in developing countries to gain insights on their financial empowerment. A comprehensive review of literature highlights that financial literacy, self-efficacy and impulsivity are some of the key drivers of their financial decision-making behaviour. Due to improper financial knowledge and lower levels of self-efficacy, women struggle to make proper risk and value assessments in financial decision-making. The paper discusses the theoretical models and concepts that are related to the financial decision-making behaviour among women. A conceptual framework that helps in depicting the key drivers and helps in contributing towards the financial decision-making behaviour among women in developing countries is also proposed.

**Keywords:** Financial decision-making behaviour, risk and value assessments, financial self-efficacy, financial impulsivity, financial literacy, women in developing countries

### **Impediments and approaches for faculty and SMEs linkage: A case study of the Management Faculty of the University of Jaffna.**

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#### ***Abstract***

SMEs are vital contributors to the process of commercialization of new knowledge discovered by universities. Understanding impediments and approaches for linkages between a faculty and SMEs is therefore important. The purpose of this research is to identify the impediments and approaches for the linkages between management faculty of Jaffna University and SMEs of the Northern Province, Sri Lanka. Data were collected using 14 in-depth interviews and six focus group discussions with the students, staff and SMEs. Findings show 10 impediments as motivation, curriculum, infrastructure, work overload, instructive methods, awareness support, immense gap exists, and negative attitude towards community participation. This study identified eight approaches for altering pedagogical methods,

incorporating field visits for co-creation of knowledge, motivating faculty level centers, attitude change program, inviting stakeholder partners for networking and student leaderships, outcome-based measures, awards and quality-led approach.

**Keywords:** Approaches, impediments, linkages, management faculty, SMEs, Sri Lanka

### **Strange bedfellows: The interaction between corporate and NGOs after mandatory CSR regulation in India**

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#### **Abstract**

This study examines how mandatory CSR, implemented since 2014 in India, has triggered changes in the interorganizational field and has affected the interaction between corporates and NGOs. Collecting qualitative data from key informants from corporates and NGOs, this study identified four approaches that corporates take to meet their CSR obligations: i) direct social project delivery; ii) engagement through the CSR department (headed by internal executives); iii) engagement through the CSR department (headed by an ex-NGO executive); and, iv) engagement through foundations. This study explained how these four approaches affect intra- and inter-organizational tensions, project implementation time, and social impact. We found that partnership, co-optation and learning are the key processes through which corporates can minimize organizational tensions and enhance social impact. Our findings contribute to institutional change and organizational tension literature by enhancing the understanding of the implications of mandatory CSR on corporate-NGO interaction and how such interaction affects organizational tension.

**Keywords:** CSR, regulation, NGOs, India

### **Bad surprises of servitisation: Environmental consequences of value creation**

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#### **Abstract**

Servitisation is a relatively new concept in the literature of marketing and strategy, in which products and services are bundled together as a system. Servitisation is said to improve the firm's value, customer retention, etc. The output of servitisation is Product-Service Systems, which are touted as environment-