



DMTIMSpedia

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Pratik Subhash Hankare

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Elements	Specification
Length	Approx. 2,500 words (not exceeding 8 pages)
Page Size	A4 (210 x 297 mm)
Margins	1 inch on all sides
Font Style	Times New Roman
Title Font	14-point, Bold
Sub-Headings Font	12-point, Bold
Body Text Font	12-point
File Format	MS Word Document (.doc/.docx)
Line Spacing	1.5 for body text
Abstract	Limited to 200 words
Full Paper Word Limit	Should be approximately 2,500 words
Non-English Terms	Italicized (<i>e.g., in vitro, in situ</i>)
Tables/Graphs/Figures	Numbered in Roman numerals (e.g., Table I, Figure II) with descriptive titles
References	APA format

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Innovative Organizational Development Practices

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Abstract:

The paper on Innovative Organizational Development Practices, is a secondary study, highlighting the different OD practices implemented in the organizations, especially with emphasis to the innovative ones in India, Europe and China. The paper also studies the pitfalls of OD in India.

The term innovation derives from the Latin word 'Innovatus'. Innovation generally refers to the creation of better or more effective.

Organization Development (OD) is the process of improving organizations. The process is carefully planned and implemented to benefit the organization, its employees and its stakeholders.

The change process supports improvement of the organization or group as a whole. The client and OD consultant, or OD team, work together to gather data, define issues and determine a suitable course of action. (www.odnetwork.org/odnc/whatis.htm)

“While innovation is doing things differently” says Wipro’s Azim Premji. When we refer to Innovative Organizational Development Practices, it essentially leads to changing key organizational practices and selecting of effective OD interventions, to address to concern change target e.g. T-Groups, education and training, QWF, T.A., TQM, Reengineering, Action Research, System Ramifications etc..

N.R. Narayana Murthy, ex-Chairman Infosys Technologies Ltd, had introduced the innovation process, through the company’s ‘Voice of Youth’ program, whereby nine top performing youth, under 30 years of age, participated in Senior Management Council Meetings, presented and discussed ideas with top leader team. (Jerald Greenberg and Roberts Baron)

R S. Dwivedi writes, “If OD is to continue help organizations in the future, it must evolve new methodologies while redefining, redesigning and rethinking its role”. This cannot be achieved by OD as it exists today. The paper tries to re-examine the ‘what’ ‘why’ and ‘how’ of OD.

Key Words: Organization Development, Innovation, OD Practices, Pitfalls of OD, Trends in OD

1. Objectives:

1. To find out what are the Innovative Organizational Practices and how its helps organization in several ways.
2. To study its role in enhancing awareness of changing socio-culture milieu and dysfunctional nature of norms currently prevalent in the organization.
3. To study the emerging trends in OD.

2. Introduction:

Organizational development can be integral to the success of companies in today's demanding business environment. It is a mechanism for sharing knowledge and expertise to improve an organization's problem-solving capabilities and set it up to better manage future change. Some of the top trends in OD today range from Embracing Change as a Constant, Strategic Planning for Transformation, Navigating Politics and Conflict, Leveraging Stakeholder Influence, Holistic Approach to Development and Measuring Effectiveness. (<https://www.imi.ie › insights › top-6-trends-and-challenges>).

Organizational Development transcends mere academia, evolving into a vital strategic asset for contemporary enterprises amidst dynamic landscapes. Stemming from human relations research, it now encompasses diverse facets of organizational health and efficacy, spanning culture and knowledge management.

The significance and advantages of OD are extensive and manifold. It has emerged as a cornerstone in modern business strategies, facilitating operational optimization, efficiency enhancement, innovation cultivation, and competitive edge sustenance.

Organizational Development, abbreviated as OD, is a comprehensive field that extends beyond the mere transformation and performance of an organization. It encompasses numerous factors influencing its health and functionality.

Through continual evolution and adaptation, OD enables organizations to not only survive but also thrive in dynamic and challenging environments.

At its core, OD represents an ongoing process—a systematic endeavor aimed at enhancing an organization's overall effectiveness. It revolves around fostering collaboration, enhancing communication, instilling a sense of ownership, and nurturing the ability to adapt to change.

Indeed, OD serves as a vital instrument—a strategic mechanism—for businesses navigating through ever-shifting market landscapes. Through the lens of Organizational

Development, entities of all sizes can aspire to refine their operations, embrace innovation, and ultimately position themselves for sustainable growth and success.

3. Comparing OD Aspects to ongoing & future trends in OD:

Now, let us understand the different aspects of OD in comparison to ongoing and future trends expected to come in the OD practices through the table illustrated below:

Table: 1: Current and Emerging Trends relating to five aspects of OD *

Sr. No.	Aspects of OD	Current Trends	Emerging Trends
1.	Redefining Change (An on-going process)	Development and transitional change Linear change Creating disequilibrium to initial change Planning and Implementing change Start and stopping change	Transformational change cyclical change Creating balance and harmony Aligning with ongoing or emerging change Managing the flow of change
2.	Reassessing clients (Working with multiple clients)	Top to down or bottom to up Addressing hierarchy and power Intervening by levels and stove pipes	Inside to outside and outside to inside Addressing relationship and inclusion Intervening horizontal and with concentric wholes
3	Redesigning diagnosis (Moving towards a more holistic view)	Literal objective rational Analytic overt	Symbolic subjective emotional intuitive covert
4	Restructuring interventions (Connecting the whole)	Interpersonal and small groups Focus on people dimensions Segmented emphasis Addressing part and levels Need for long-term change	Intra personal and large groups Focus on all dimensions Integrates emphasis Addressing inter-relationships Need for on- going change
5	Reconnecting with others (it's not a one man task)	Lone practitioner Singular specialist Independent facilitator Neutral and separate from the system	Teams and group of practitioners Multiple specialties and alliances Interdependent stakeholder Involved and part of the system

(* Source: *Human Relation and Organizational Behavior – By, R.S. Dwivedi*)

OD theory and practice have also under gone significant change to keep pace with the emerging reality organization transformation has emerged as the subset of OD. Organization transformation today, is often known as second generation OD. Organization transformation refocuses on paradigmatic change that helps the organization design its own futures through the process of envisioning, enrolling and enabling. (Dr. Bhupen Shrivastava)

4. Different Innovative Organizational Development Practices identified:

Generally it is observed that OD practitioners establish and apply social science theory and methods to organizations seeking to improve profitability, productivity, morale and/or quality of work life. E.g. Some of the innovative activities facilitated by OD practitioners include Creative Problem solving, Leadership Development, Career Management, Conflict Resolution, Developmental Education, Managing Workforce Diversity, Organization Restructuring, High Involvement Work Teams, Socio-technical Systems Design, Technical Training and Total Quality Management.

Often described as "change agents," OD practitioners and consultants come from varied backgrounds. There are both internal and external OD consultants. (www.odnetwork)

5. OD Interventions:

An intervention involves identification of a set of activities, interaction. Or initiatives that will serve the most appropriate means for reaching objectives of change strategy .Some of them are listed below.

Table 2: Intervention Type, Target group and Purpose*

SR. NO.	INTERVENTION TYPE	TARGET GROUP	PURPOSE
1.	Survey Feedback	Organization/ subsystem	Problem Identification/Diagnosis
2.	T-Groups	Individual/Group	Personal Growth, Interpersonal Sensitivity, Group processes.
3.	Process Consolation	Group	Process facilitation: Help client perceive, understand and act upon process issues Impacting performance.
4.	Team Building	Group	Team effectiveness, Team Synergy, Skills as team leaders and team members.
5.	Mentoring and Coaching	Dyad Interpersonal	Leadership development. Performance counseling Improvement self-growth and Interpersonal competence.
6.	Third party	Inter group/ Interpersonal	Conflict Resolution, intervention
7.	Inter – group Interventions	Inter-group/ Organization	Super ordinate goal Conflict Resolution Climate of trust/ Collaboration.
8.	Education and Development	Individuals/Groups	Acquisition of knowledge, skills and attitude by individuals
9.	Grid organization Development	Organization	Team Management, Leadership competencies, Change in Organization Culture.
10.	Performance management and Revival system	Individual/ Group/ Organization	Goal setting, Planning, Performance appraisal, Performance Improvement and Reinforcement mechanisms.
11.	Quality of work life	Group	Socio technical system of designing self-managing groups.

12	Intervention	Target Group	Purpose
13.	Parallel Structure	Organization	Management of Innovation and Changes
14.	TQM	Organization	System wide change in philosophy structure, processes and culture for quality improvement
15.	Reengineering	Organization	Process-based Structure
16.	Large Group Intervention - Organizational Transformational Intervention	Organization	Fundamental change in the nature of organization
17.	Trans Organizational Development	Network of Organization	Facilitating Collective responses from member organizations to the overall purpose.
18.	Appreciative Inquiry	Group/Organization	Building on strengths and positive experiences.

(* Source: Organizational Design and Development – Dr. Bhupen Shrivastava -Indian Text Edition (2007) –Bitztantra)

6. Innovative Organizational Development Practices in Indian companies:

It is believed by some people that concepts and theories imported from other countries are not at all useful in the Indian context. Also, some people tend to blindly follow them without assessing their relevance in the Indian context.

The best course of action would be to critically assess them, making them useful to our conditions.

It is encouraging to observe that this approach is being increasingly adapted in India. The use of OD methods for change is of recent origin in India.

Attempts are being made to apply these methods in several originations, such as banks, hospitals, airlines and other public and private sector enterprises. The results are encouraging.

There may be some organizations who do not want to use the words 'organization development' for improvement and may call it a plan for developing the organization; HRD approach. This hardly matters, as long as objectives are clear.

Let us look at, some of the examples of some successful and unsuccessful companies below.

1. Hindustan Lever Ltd (HLL): HLL prefers a flatter organizational structure to meet its executives' expectations and to retain its trained potential talents. The turnover rate amongst managers necessitated the change. The aim is to cut down the number of management layers from the trainee to the CEO to about 4-6, the current layers being 7-9. Flatter organization may result in more authority being vested in the managers, so that the decision-making process speed up. This will lead to managers internalizing the excitement of working in HLL.

Moreover, to speed up the process, HLL is also planning to change its recruitment methods. Campus recruitment is to be dropped from 100 per cent to 40 per cent, with 20 per cent of the recruitments to come from within the organization.

2. Ranbaxy: More than its openness to change, Ranbaxy has distinguished itself in identifying change and evaluating its effects quickly. This is what makes the company a unique competitor in 1992 when the entire industry was raged against the Dunkel draft.

Ranbaxy accepted the new era as an evolution which every company had to be ready for. As Vasant Kumar (CIO) the then Chief Information Officer of the company, points out that you cannot be a global player by following one set of rules in your home country and another, in the developed markets. Moreover such an attitude helped Ranbaxy's to focus on its competencies.

Even as globalization was becoming part of strategic consciousness in India, Ranbaxy was present in 26 countries. It saw higher margins abroad and took the plunge as far back as in 1968. That was its first global step.

The second end, probably, more important step emerged when the company realized that it required being closer to the developed markets, including Europe (specially the UK) and North America which comprise 60% of the global market to understand the regulatory processes and the nuances of the market place. Ranbaxy not merely tied up with transnational to market generics; but it also bought facilities to manufacture formulation in the UK and the USA. The 43 years old company has explicitly inoculated itself against any eventuality.

Source: - *India's business families, Business Today, 2nd January 1998, pp.342-343.*

3. Hindustan Machine Tools: N.R.D provides an interim report of the OD project in Hindustan Machine Tools, during 1971-wherein 72, 200 managers participated in the program. The first OD project, which began with the General Managers and the Joint General Manager with full support of the Chairman, paved the way for the crystallization of OD programmes in HMT.

Briefly, the goals were classified as collective and individual. The collective goals included vertical team-building, Head Office-unit relationship on the basis of frankness and mutuality, improvement of organizational climate for acceptance of new management techniques, improvement of inter-personal and multi-group communication, and improved mechanisms to manage differences and conflicts.

The individual goals were: better grasp of one's own responsibility and accountability, better utilization of intrinsic motivational forces, competence development and deter control of oneself.

After six months, in January 1971, the Chairman and his senior colleagues met the constant to review the progress of the OD activities. Achievements were noted both at the individual and group levels.

4. TISCO: Change is a way of life in successful, dynamic organizations, as for instance in the house of Tatas. The Tatas believe in community development as a part of their social responsibility for effecting change not only in the organization but also in the society where the origination operates. Lately, they have concentrated upon what was termed as rural development for which they have the full-fledged commitment of the organization. Expenditure on this function is an investment for the company since it not only gains by way of a higher standard of living for its employees but it also enhances the employees' sense of belongingness, to the company.

Thus, even when other industrial organizations faced serious industrial relations problems in the region where the Tatas are also located, TISCO did not have any industrial unrest for several years.

5. Bombay Bank Ltd. (not real name) where Pillai has examined the role of OD programmers' and shown that OD had significant role to play in or bringing about changes and control effectiveness. Suggestions were made for supplementing the OD process or system with an additional, complementary system known as MBO. But it failed the result could be more promising than when each is in isolation.

6. Pitfalls of organizational Development Work in India:

On the basis of a comprehensive survey among 363 decision-makers from 148 organizations (including 59 government, 47 private and 42 autonomous), Balgir identified at least four pit falls of using OD as a technique to improve organizational climate, health and effectiveness in the Indian context. These pitfalls follows: Superimposing alien management system, which could prove counterproductive, failure to assimilate Indian values, beliefs and attitudes.

Therefore, OD is not possible by ignoring or underestimating the strength of basic beliefs, values and attitudes of employees with which they have grown up and socialized. Indian emphasis on contingency approach dilutes ancient values.

Japan's prosperity has shown that a nation can also prosper exceedingly well by depending upon its own system of management relevant to its cultural values.

Therefore, a decision maker, while serving his organizational interest, should also take into consideration actions that protect and enhance societal interests.

7. Previous and ongoing Organizational Development Perspective in Europe and China:

An abstract of article on overlapping of OD and HR activities in Europe by Ramos, Cynthia VQuijano, Rees, Christopher J. (www.findarticles.com) highlights various perspectives that have been offered about the current state of Organization Development (O.D.) and then proceeds to explore an additional perspective, namely, how O.D. as a management activity is described and located by organizations which employ O.D. practitioners.

In order to address this issue, an analysis was undertaken of the recruitment and selection literature associated with 30 advertised vacancies for O.D.-related positions in Belgium, Spain and the UK. The findings reveal the extent of the overlap between O.D. and HR activities in these organizations. The findings also reveal wide variations in the activities that the organizations associate with an O.D. role and the skills and competencies they require from O.D. practitioners. Finally, the study highlights the extent to which organizations in different cultural contexts require different skills and competencies from the internal O.D. practitioners they employ.

In recent years, there has been much published about the current state of O.D., with recent literature pointing to divisions and disputes surrounding what may be termed broadly as the nature and practice of O.D.

The review of O.D. literature reveals incongruence in definitions, and a lack of boundaries of the discipline.

Another article by Greg Smith (Trainer) titled China: A Wakeup Call for the United States throws light on the OD perspective in China. (www.humanresources.com) He states China is like this huge vortex consuming both human and natural resources at an amazing rate. The competition for higher paying jobs is fierce. This fuels the drive for higher education.

OD (Organization Development) is an arising area of attention for many organizations in China that some managers are keen to understand, OD practices in top companies, the skills/competencies that OD requires, values addition OD does to business. Associations like CAPPAF – China Association for Promoting Participation and Facilitations, a non-profit organization that Exchanges about the art and the practice of facilitation skills. (<http://www.cappaf.org>) and LngHR – an HR community of learning, networking and growing, not only for the human resource management knowledge & skills, but also at the spiritual level to be better people experts in Chinese organizations. (www.LngHR.com), are some of the cases that one can consider.

8. Future of innovative OD practices:

The OD process will take route and flourish in direct proportion to the prevalence of the dual set of values. The OD practitioner can play a major role in this leadership. (Wendell French and Cecil H Bell)

The effective organization development must be able to meet today's and tomorrow's challenges. Adaptability and responsiveness are essential to survive and thrive. (www.odnetwork.org/odnc/whatis.htm)

9. Conclusion:

OD concept is undergoing transformable change. It will focus on paradigmatic change.

OD practices are also termed as HRD initiatives other terms in Europe as well as India.

OD practices are a subject of rising attention in China. In India Indian culture, ethos, values and attitudes make great influence, however the experience is rewarding.

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Exploring Leadership Traits and Styles of Millennials in the Manufacturing Industry: A Qualitative Investigation

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Abstract:

In managing people at work, understanding what drives them, what they expect, and what they're good at or not so good at is really important. Millennials, in particular, have higher expectations compared to earlier generations. But we don't fully understand what kind of leaders they need, especially in places like Vietnam. This study looks at how Millennials behave as leaders at work. It aims to understand their characteristics and leadership styles. Factors like technology, teamwork, professional standards, and how they're managed affect Millennials' interests. This topic is important for researchers because Millennials are increasingly taking on leadership roles. The study found some key traits of Millennial leaders through analyzing data. Companies can judge the success of a team by how accountable they are. Using positive reinforcement as a main motivator is a common trend nowadays.

Keywords: Millennial leadership styles and traits, transformational leadership.

1.Introduction:

The media often calls them "our generation," referring to Millennials. They've grown up since the start of the new millennium. Now, they make up about 35% of the global workforce. Millennials are known for being tech-savvy, focused on work, and innovative. They've built their own networks using the internet and social media.

These young leaders are confident, well-educated, and skilled in technology. Many companies are eager to promote them to managerial positions. They're democratic and transformational leaders, preferring teamwork and loyalty to their leaders over the organization itself.

Millennials are flexible, tolerant, and good at inspiring creativity in others. They're taking on leadership roles and making significant changes in the workplace. However, their leadership styles differ from previous generations, bringing new skills and values.

In Vietnam's manufacturing industry, Millennials are seen as well-trained and dynamic leaders. They're gradually taking over from older generations, injecting new energy into businesses. But their leadership traits and styles haven't been fully explored in this sector.

To answer this gap, a study was conducted with 20 young leaders in Vietnam. The findings revealed that Millennials have leadership traits like motivation, optimism, and a willingness to listen. They use bold ideas to benefit themselves and the organization. They exhibit charismatic and transformational leadership qualities.

This study provides insights on how young people can become effective leaders and distinguish between good and revolutionary leaders.

2.Literature Review:

2.1Participative and Democratic Leadership

Participative leadership means employees and subordinates help make decisions. Young employees want to be part of important decisions, but sometimes there are barriers to their involvement.

This means employees are encouraged to share their thoughts when decisions are made. However, sharing information can be a problem for managers because some information is sensitive. Sensitive information is important but can cause conflicts, worry, and reduce productivity. To attract good employees, companies need to train and empower them. Good outcomes of involving employees in decision-making include higher retention, stronger commitment, more initiative, and greater optimism. A democratic leadership style, where everyone's ideas are considered, is seen as better for managing young people than other styles.

2.2 Charismatic and Transformational Leadership Theory

Charismatic leadership inspires and motivates employees toward organizational goals. There are five behaviors associated with charismatic leadership: appealing to values, showing unusual behavior and self-sacrifice, presenting a new vision, being confident and optimistic.

Transformational leaders also inspire their subordinates with big visions. They create a positive influence to encourage desired behavior. Transformational leadership is seen as more effective and convincing than other styles. These leaders focus on long-term goals rather than short-term ones. However, it's important for them to act ethically. Good leaders inspire their employees, while bad leaders focus only on themselves.

2.3 Autocratic Leadership

Autocratic leadership, also called authoritarian leadership, is when one person makes all decisions without much input from the team. This style is highly centralized and doesn't fit well with Millennials, who prefer more involvement. Autocratic leaders make decisions alone, limit autonomy, and don't consider others' opinions. This can lead to a negative work environment where team members feel undervalued and disconnected. Millennials prefer a more democratic and empowering leadership style where they can contribute ideas and build relationships. Autocratic leadership is rare and disliked by most employees.

3.Methodology:

We chose a qualitative case study to look at leadership qualities and styles of people born between 1985 and 1990 who have experience leading and working in manufacturing. They need at least a bachelor's degree and a year of managerial experience. We chose the manufacturing industry to match our research goals. We followed a specific method (11) to come up with questions for semi-structured interviews, based on previous research (10).

Table 1 in the appendix shows the questions we used.

With help from the Chairman of the student alumni, we got a list of 40 potential participants. We contacted them between January and June 2017. Twenty agreed to in-depth interviews.

Each participant decided when and where to meet. Before the interviews, they signed a consent form ensuring confidentiality. We took notes and recorded the conversations.

We collected data from 20 interviews, each lasting 90 to 120 minutes. We used a digital recorder and transferred the recordings to a computer. Each section of the interviews was coded in an Excel sheet for analysis.

4.Results and Discussions:

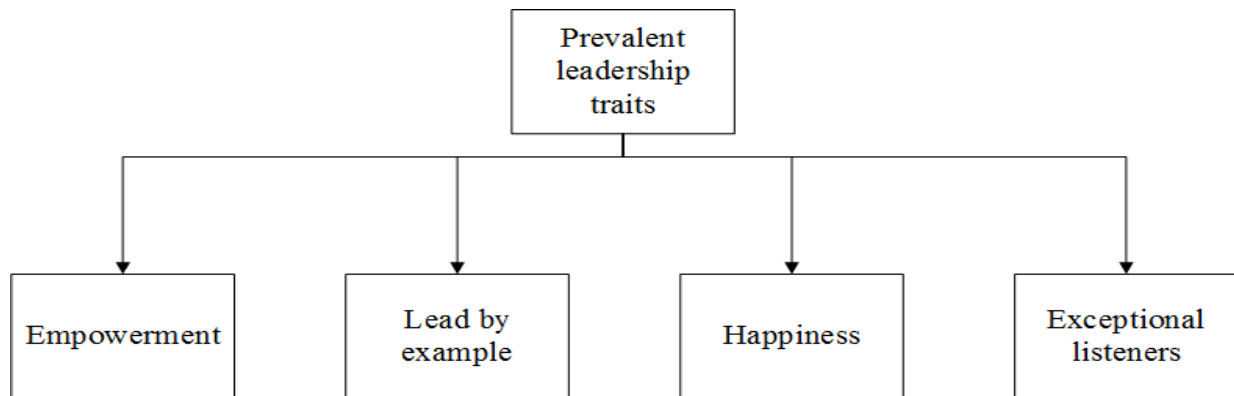
Table 1 shows the research process by using interview questions to answer three research questions. Some specific questions were expanded to explore further information that could be used for answering other research questions contemporaneously. These questions were adapted and modified from the previous studies of (10,16).

Table 1: Research Questions with Consistent Interview Questions and Codes

Research Questions, R, linked interview questions, Q.	Consistent Codes
R1. What are the leadership traits prevalent in the Millennials? Interview questions: Q1, Q2, Q3, Q4, Q5, Q6, Q7, Q8, Q9 and Q10	Empowerment, leading by example, happiness, exceptional listeners.
R2. How do Millennials distinguish their leadership abilities? Interview questions: Q3, Q11, Q12, Q13, Q14, and Q15	Knowledge achievement, and leadership through relationships, fulfillment over task objectives
R3. How are Millennials expressing their	Positive reinforcement,

Research Question 1

The first questionnaire designed to identify leadership characteristics is common in the Millennials, who are in a managerial position. The six questions were asked about the leadership abilities and interpersonal skills (Q1, Q2, Q3, Q4, Q5, Q6, Q7, Q8, Q9, and Q10). These questions initially aim to provide insight into the theme of dominant leadership traits. Every subtheme does not identify the exact word used based on the meaning of the participant to attempt to express. However, all participants have the same common opinions, which are empowerment, leadership by example, happiness and terrific listening skills. Figure 1 illustrates the four components of the prevalent leadership traits summarized from the interviews.

Figure 1: The prevalent leadership traits in the Millennials

Empowerment. When asked about management in-depth, most participants talked about managing people. They mentioned things like "self-sacrifice," "vision," "cooperation," "sharing," and "cheerleading." Most participants could tell the difference between leadership and management.

Participant #12 said, "Some people think a leader decides everything. But in my case, it depends on the situation and the team's dynamics." Participant #2 said, "Managing people helps avoid conflicts and provides support to achieve goals together." Participant #6 mentioned supporting the team to reach their potential and being a cheerleader, rather than just assigning tasks.

Participant #11 said, "Leadership isn't about giving orders; it's about working together and empowering others to do their best without feeling controlled."

Lead by Example. "Lead by example" was mentioned twenty times during interviews. Participants were also asked about leadership roles they seek and whose integrity they admire. This section is related to the research questions R1 and R2.

Participant #7 said, "A good leader leads by example, cares about work and people, listens to team members' opinions, and makes decisions that benefit everyone." Participant #8 mentioned respecting people's work and showing interest to encourage team spirit.

Overall, 12 participants agreed that successful examples motivate teammates

Young leaders often share stories from other companies to inspire their team. Happiness. Many participants agreed that leadership success is measured by happiness and the ability to trust people beyond family. Successful leaders not only take care of themselves but also contribute to others' happiness. Profit isn't the only measure of success.

Participant #11 said, "Successful leadership is like caring for family members; employees are like children." Participants #13, #16, #17, #18, and #19 agreed that family motivates them to succeed.

Exceptional listeners. Participants were asked about their interpersonal skills. Many said good communication positively affects their audience and helps build a reliable business network.

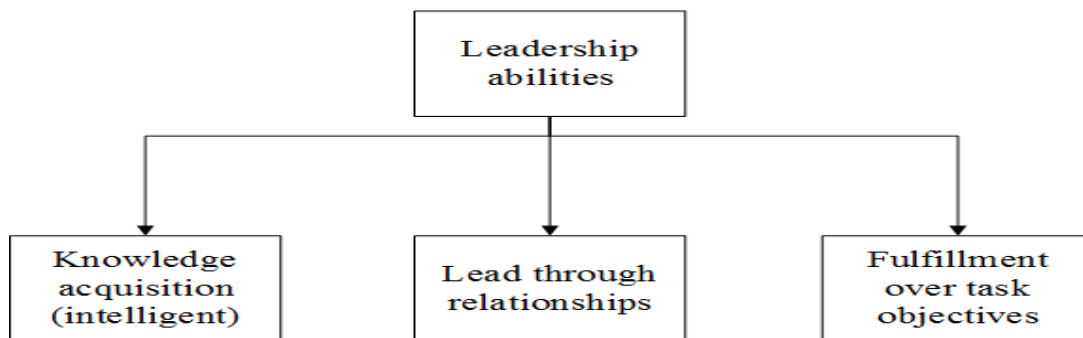
Participant #6, #12, #13, #14, #15, and #20 agreed that good communication means being a good listener and working with employees toward common goals. Participant #10 emphasized the importance of listening for success in negotiation with clients.

Participants were encouraged to discuss good leadership further. They agreed that good leaders are good listeners, optimistic, and happy. They use examples to motivate employees and work with them to solve problems.

Empowerment emerged as a common theme. Successful examples motivate teams, and leaders choose the right people for the right job. These findings align with previous studies. Millennials seem focused on teamwork and democratic leadership.

Research Question 2

In this section, everyone was asked about their leadership skills. We used questions Q3, Q11, Q12, Q13, Q14, and Q15 to find out about this. In the interviews, we noticed some common themes when we analyzed the responses. These included gaining knowledge, having positive experiences with leadership in past relationships and feeling satisfied with completing tasks. Figure 2 illustrates these three common aspects of leadership abilities

Figure 2: The leadership abilities in the Millennials

Knowledge Acquisition (Intelligent): All participants were asked if they regularly seek knowledge from books to become better leaders. Twelve interviewees showed a keen interest in reading to understand leadership, employee psychology, and client behavior. This suggests they want to be effective leaders within their organization. Most of them value both formal and informal education. They believe that knowledge from books and real- world experiences gives them valuable insights and feedback. Leaders appreciate positive feedback but dislike criticism.

Participant #2 said: "I learn from the world's best leaders and imitate their behavior. I also ask for feedback from my superiors and subordinates to improve."

Participant #5 shared: "I completed leadership courses at university and now lead teams. I attend leadership workshops and regularly seek feedback from my team and supervisor."

Leading through relationships: All twelve interviewees emphasized the importance of being good listeners in leadership. They believe that listening to subordinates and others helps build positive relationships within the organization. They see empowerment as crucial for team success.

For example, Participant #1, #3, #4, and #5 agreed: "Every aspect of our work, including teamwork, customer satisfaction, and networking, relies on personal interactions. Building relationships is key to achieving better outcomes."

Participants #2, #6, #7, and #10 added: "Leading through relationships allows us to stand out as leaders."

Task fulfillment: Most participants believe that while making money is important, success in leadership comes from empowering the team. They value fulfillment over monetary gain.

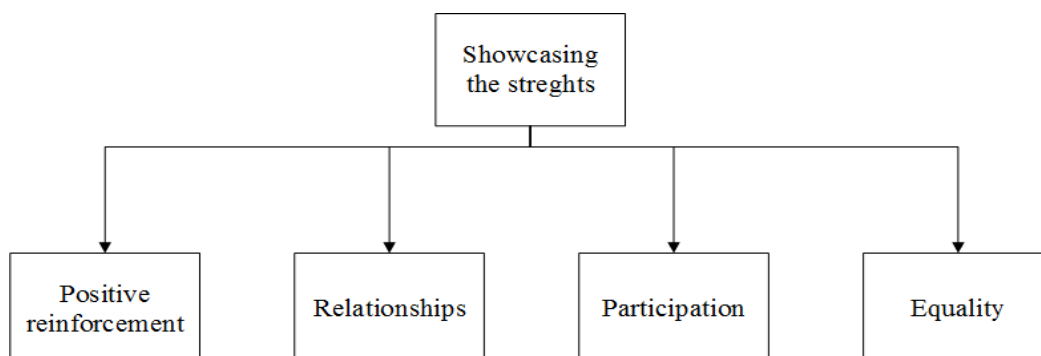
The first two research questions focused on the leadership traits of Millennials. They encourage communication and listening within teams and emphasize building relationships for team development. The study found that collective learning and feedback help in knowledge acquisition, consistent with previous research. Millennials are willing to undergo formal training and seek feedback to improve their teams. They prioritize employee satisfaction and open dialogue between bosses and staff.

Overall, Millennials exhibit characteristics of charismatic and transformational leadership.

Research Question 3

The third research question is about the strengths of the leaders. Q12, 13, and 16 were used to analyze the strengths of Millennials. Figure 3 shows the pattern of the strengths that emerged main factors related to positive reinforcement, relationship, participation, and equality.

Figure 3.: The pattern of leadership strengths



"Millennials often use positive reinforcement as their leadership style. They focus on motivating teammates by acknowledging their achievements rather than pointing out mistakes. This creates a happier and more engaged workplace where employees feel valued.

For example, Participant #7 treats their team to meals at nice restaurants after completing project tasks, boosting morale and accountability. Other participants, like #1, #3, #15, and #16, also believe in using food gatherings to motivate and develop new ideas.

Relationships are key in business. Participants stressed that building good relationships requires strong people skills. Positive work relationships lead to greater happiness and satisfaction.

Participant #7 quoted Theodore Roosevelt, emphasizing the importance of getting along with others for success.

Engagement is important for Millennials. They prefer delegating tasks and encouraging employees to take ownership. Team leaders should listen to their employees' ideas and discuss new policies before implementing them.

Some participants, like #10, #5, and #3, believe leaders should be open-minded and address mistakes while ensuring safety and quality standards are met. Utilizing employees' strengths leads to greater efficiency.

Equality is emphasized by many participants who believe everyone should be treated with dignity and fairness, regardless of their circumstances.

The study confirms that Millennials are motivated by factors beyond money. They prefer leadership that fosters friendship and collaboration, rather than authoritarian styles. In summary, Millennials prefer democratic and transformational leadership styles, emphasizing engagement, positive reinforcement, and equality.

5.Recommendations:

The research found that young managers are using a leadership style to get employees to join their team. It's believed that organizations need to work closely to handle extra challenges and maintain better relationships. When relationships are strong, and

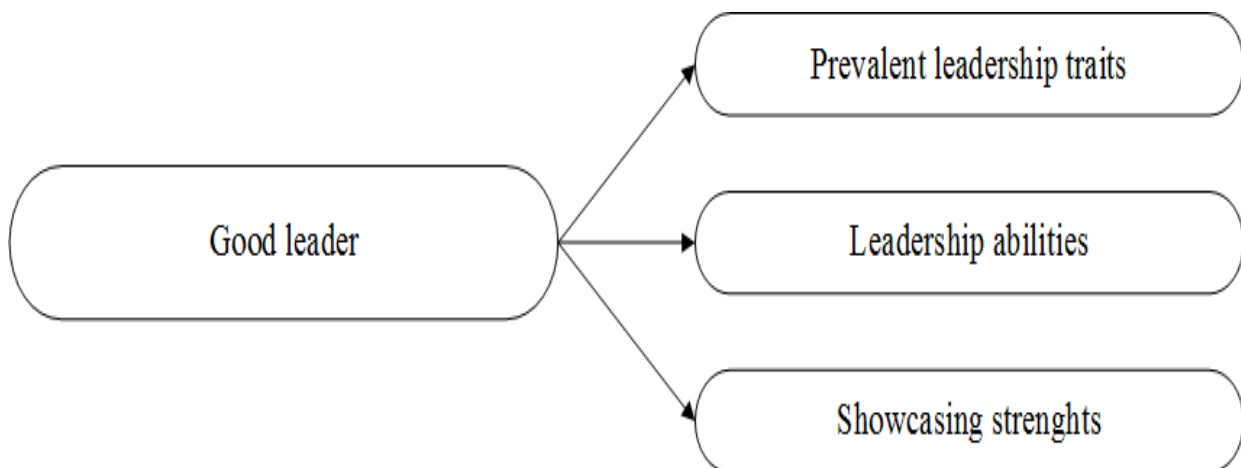
employees are loyal to their leader, teamwork becomes powerful. Young leaders are ready to tackle tough tasks to make big changes. However, planning and preparing for change takes time, which can delay progress. Changing leadership systems needs everyone involved, not just one leader. Teamwork also takes time as teams need to be professional and trained.

The research shows that Millennials have the strengths to bring profits to their team by involving potential employees. Relationships and responsibilities between employees and leaders are closer. Young workers expect to be part of decision-making.

Overall, young leaders can create business networks and benefit from them. So, good leaders should use modern management systems that encourage teamwork. They should motivate their team with emotion and passion instead of focusing only on how hard or fast they work. A democratic leadership style works better for managing young employees than an authoritarian one. Young leaders won't compromise on being the only authority or limiting autonomy.

Figure 4 shows the main qualities of a good leader.

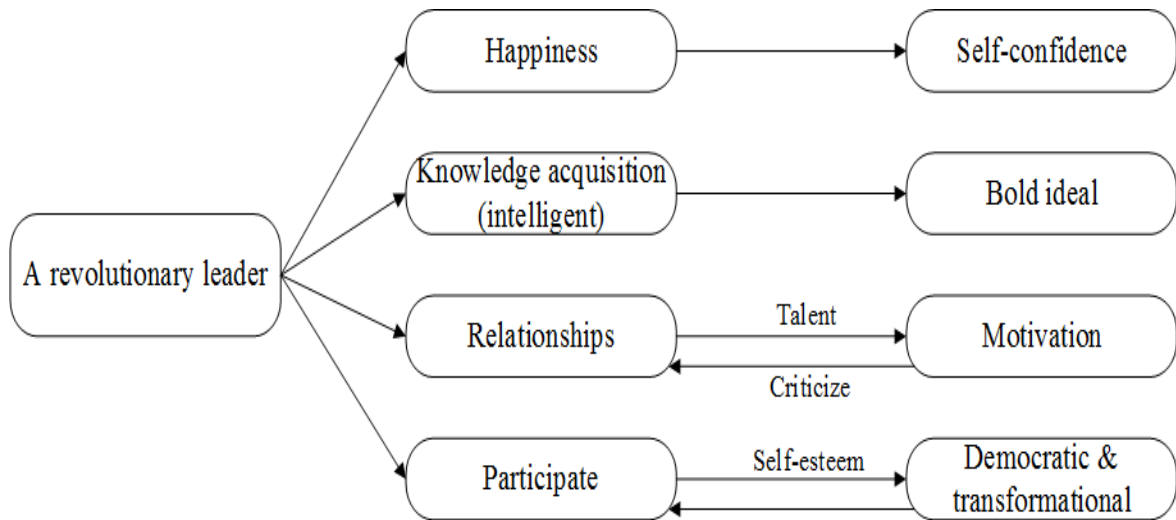
Figure 4: A good leader



A good leader helps a company grow as planned by having a big vision. This is normal, not unusual. Revolutionary leaders coordinate democratic and transformational approaches to overcome challenges in decision-making and drive the company's development in the competitive market. They are typically young, energetic, and find joy in their experiences, which gives them confidence to inspire their team. They also have good knowledge and use it to generate bold ideas at work. Building relationships is crucial for them, as it helps create a supportive environment within the company. They motivate employees, recognizing their different qualities, using both soft skills and knowledge to reward talent and provide constructive criticism. Young leaders play a vital role in igniting passion within the team and motivating them to make sacrifices for the company's success.

Specifically, young leaders should create policies to address misbehavior, which wastes talented employees' time and effort. Leadership style is crucial for leveraging the talents of Millennial employees. Formal training programs or self-learning can help young leaders improve their management skills and understand different leadership styles and business environments better.

Revolutionary leaders with democratic and transformational styles invite subordinates to participate in meetings, workflows, promotions, and company contribution activities. The study finds that happy leaders feel more confident and acquire more knowledge, leading to innovative ideas. Building relationships at work not only fosters team development but also adapts appropriately to the organization's capacity. Leaders can motivate employees to invest more time and effort in their tasks by offering various benefits beyond just money. Finally, the study shows strong interactions between relationships and motivation, as well as participation and democratic and transformational styles. Figure 5 illustrates how to become a revolutionary leader.

Figure 5: A revolutionary leader**6.Conclusion:**

This paper talks about how leadership ideas can be updated for young people working in factories. It found that young leaders in Vietnam can inspire and motivate their team by being good listeners, staying positive, and being happy. They believe in teamwork to reach goals at work. They learn together and like getting feedback. They try to understand their team members to benefit themselves and the company. They also help solve problems at work. Overall, they show qualities of being charming and transforming leaders.

The study suggests that instead of giving money, companies could motivate their workers with other rewards. Employees want to feel a connection with their bosses. Young leaders prefer to learn from successful examples and avoid being too aggressive. Most people in the study agreed that young leaders make decisions based on fairness. More democracy at work makes Millennials feel more excited. They need lots of encouragement, which is seen as the best way to lead in factories.

In conclusion, Millennials prefer leading with democracy and transformation and they put in a lot of effort to be revolutionary leaders rather than just good ones.

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Influence of Digital Marketing Evolution on Entrepreneurial Ventures

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Abstract:

This article introspects into the impact of digital marketing on contemporary entrepreneurship and outlines key tasks in business structure formation. The growth of consumer power in the digital era, prophesied when the Internet first appeared and then reinforced by social media, has demanded a rethinking of digital marketing methods in response to alterations in consumer behaviour. While existing research has mostly focused on client viewpoints, this study takes a firm-centric approach to understanding digital marketing, social media utilisation, advantages, and constraints in businesses. The growth of Internet apps has enabled businesses to innovate communication techniques and co-create content with customers, categorising their digital marketing engagement according to perceived advantages and usage. To improve digital marketing engagement, marketers must prioritise relationship-based interactions with clients, which some companies have already begun to do.

Keywords: Internet, Digital Marketing, Consumers , Development, Entrepreneurship, Impact

1. Introduction:

The introduction of social media marks a watershed moment in human connection, promoting online social behaviour while altering activities, settings, and relationships [1]. Real-world social dynamics have shifted to virtual platforms, resulting in worldwide online communities for information sharing, entertainment, and intercultural exchange [2]. The digital landscape has transformed business operations across industries, and the other sector is no exception. With the rise of digital marketing, entrepreneurial ventures are leveraging new channels to reach healthcare professionals, patients, and consumers more efficiently.

Entrepreneurship, identified as a crucial driver of economic progress, emerged during the late stages of capitalism as the fourth factor of production. Its rapid growth and popularity

stem from its role in maximizing profits, minimizing production costs, and meeting consumer needs over time [3].

The article's significance lies in the Internet's pervasive influence on all aspects of human life, prompting changes in traditional business frameworks. Digital marketing leverages frequently used online channels, adapting to dynamic trends and market shifts to enhance brand-consumer relationships, improve consumer targeting, and attract attention, thereby influencing sales and customer acquisition trends significantly in businesses.

As consumers increasingly engage with social media, firms must also leverage these platforms for interaction. Historically, marketers utilized various mediums like email, telemarketing, online CME and traditional media for disseminating information about firms and products. The internet revolutionized marketing by offering expansive reach through websites, advertising, and influencing user behavior [4].

Given the ubiquitous internet access in today's digital age, it is imperative for companies to prioritize digital marketing strategies. Key focus areas include reputation management based on customer feedback, comprehensive service presentation to match initial attraction, establishing dialogue via social platforms for interactive campaigns, and fostering brand recognition [5].

2. Review of Literature:

The task of transforming communication channels is intricate across all industries, particularly within communication and marketing sectors. Malhern emphasizes that the digitization of media marks a significant shift in communication history [6].

Fader (2012) describes the 1990s as the period of e-commerce, which was followed by the rise of social commerce in the early twenty-first century. IBM's study, based on interviews with Chief Marketing Officers (CMOs) (IBM Institute for Business Value, 2011), identifies four significant issues known as WSCs: data explosion (also known as big data), social media dynamics, channel growth, and changes in customer demography. Notably, three of these difficulties are directly linked to the rise of digital marketing [7, 8].

Kung observes that technological advancements and shifts in consumer behavior consistently drive changes in media strategies [9]. However, the nuances and complexities of these elements require a clear understanding of the concept of "digital marketing."

Professor George Day from Wharton notes a widening gap between the increasingly complex markets and the ability of most marketing organizations to navigate this

complexity [10]. While market fragmentation and rapid changes are ubiquitous, internet utilization stands out as a primary driver of this widening gap.

The Institute of Digital Marketing (DMI) defines digital marketing as leveraging digital technologies to create integrated, targeted, and measurable communication strategies aimed at acquiring and retaining customers and fostering deeper relationships with them [11].

Simply Digital Marketing defines it as a subset of traditional marketing that hosts products on existing digital platforms and primarily engages stakeholders such as customers and investors in brand, product, and business development discussions. Both definitions are relevant; the former stresses the strategic framework's involvement in marketing, focussing on metrics, integration, relationships, and communication. The latter highlights the importance of successful digital marketing in product/service promotion, together with strategic thought and good communication.

Jamal highlights the internet as a pivotal market for goods and services transactions, with notable growth trends in online demand for informational products [13].

Social media platforms offer marketers exceptional opportunities to engage consumers within their social circles, fostering more personalized relationships [14]. This shift in content creation, distribution, and consumption on social media has transferred brand image shaping power from marketers to online communications and user-generated content [15].

According to Andrew T. Stefan, the internet, social media, mobile apps, and other digital communication technologies are deeply ingrained in the everyday lives of billions of people [16]. This extensive exposure encourages a variety of activities, including information searching, purchase decisions, and social connections, pushing marketers to greatly enhance their use of digital marketing channels. Andreas M. Kaplan describes mobile marketing as marketing operations carried out across a ubiquitous network accessible via personal mobile devices.

In "Digital Marketing: The Essential Guide to New Media and Digital Marketing," Kent Wertime and Jan Fenwick explain how blogs and social networks may effectively promote businesses and increase sales. They emphasise placing adverts where consumers' attention is concentrated, taking into account the increased time spent in virtual places as a result of the internet and digital gadgets.

According to S. Ziyadin, marketing on the worldwide internet remains the most preferred approach for promoting products and services in all industries.

3. Methodology:

The technique used in this study included the use of statistical and economic studies as primary sources of secondary information. Specifically, data from departmental bodies on the investigated manufacturing market in the Indian Subcontinent were collected and

analysed. This data provides critical insights into the region's economic situation and market patterns.

Furthermore, to gain a thorough understanding of the influence of digital marketing on business operations, trustworthy sources such as the Indian Subcontinent Association of Internet Business and Mobile Commerce provided additional secondary data. These sources provided useful statistical data and insights on the changing digital landscape of the Indian Subcontinent, such as changes in internet usage, mobile commerce activities, and the broader digital marketing ecosystem.

By incorporating data from these diverse sources, this study aimed to gain a holistic understanding of the digital marketing dynamics influencing businesses in Indian Subcontinent. The statistical and economic analyses complemented by industry-specific data from reputable associations allowed for a comprehensive evaluation of the role and impact of digital marketing strategies on business performance and market trends within the region.

4.Discussion and Results:

Growing digitalization presents substantial problems for marketing professionals, as they manage more complicated and fast changing industries that are sometimes outside their direct control. This fact has driven businesses to recognise these transformations and devise effective ways to deal with them [10].

In the area of the online market, market players engage in a variety of ways, each with its own distinct qualities. Let us investigate and categorise these interaction models in Table 1 for better comprehension and analysis.

A. B2B Model (Business-to-Business):

The B2B model is designed to optimize the activities of interconnected enterprises. It facilitates streamlined processes and expedites the sale and purchase of goods essential for enterprise operations. By leveraging digital platforms, B2B interactions can be conducted efficiently, leading to improved supply chain management and enhanced collaboration among business partners.

B. B2C Model (Business-to-Consumer):

On the other hand, the B2C model focuses on enhancing the enterprise's sales capabilities by directly engaging with end consumers. This model leverages digital channels to expand sales opportunities and provides consumers with the convenience of buying without physical mobility. Additionally, consumers benefit from the ability to pre-select goods, saving time and ensuring a tailored experience.

C. G2E Model (Government-to-Employee):

The G2E approach focusses on public authorities and governmental institutions, maximising their efficiency in providing public services. Governments may use digital platforms to expedite communication and interactions with citizens and companies, increasing transparency and minimising corruption. Direct participation among residents, corporations, and government agencies fosters accountability and assures open and transparent operations.

These interaction models demonstrate the various ways in which digitalisation is changing market dynamics and organisational processes across industries. Businesses and governments may better manage the digital world by understanding and proactively using these models, resulting in increased creativity, efficiency, and value creation for all stakeholders.

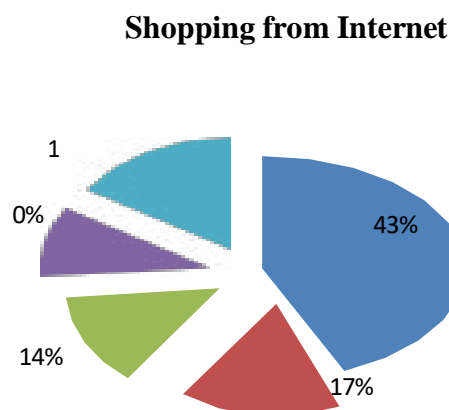
Table1.Classification of the main models of interaction between market participants.

Model	Interaction	Organization of interaction
B2C	Business-to-customer (business end user)-sale of goods to the end user	Online detailing Real-time sale of services: transport, education, tourism, finance, etc. B2C web windows Internet catalogue
G2E	Government-to-everybody E-government(e-government)-provision of services by public authorities to individuals and legal entities	Government and other government portals where information, online requests, services and transactions can be obtained Electronic Vertical Markets-the trading community in a particular industry
B2B	Business-to-business An enterprise sells goods to another enterprise	B2B-community-trading floors of suppliers B2B-Web Screens B2B auctions - trading platforms for exchange of offers between suppliers and buyers of industrial goods; B2B-electronic exchanges (in the KASE)-trading platforms for automated selection of sellers and buyers of industrial goods; Inter branchB2B portals-trading platforms uniting markets of different industries
C2B	Consumer-to-business (consumer- business)-the consumer offers the enterprises the price	Reverse electronic auctions

Let's outline the various areas where information technologies find application in organizing business processes:

1. **Information Provision:** This involves creating databases that store information about offered products, job vacancies, pricing details, and more.
2. **Internet Communication:** This encompasses the organization of video conferences and the utilization of Internet telephony to facilitate remote management of business processes.
3. **Internet Media:** This involves utilizing online media outlets to disseminate information to market participants.
4. **Internet-based Education:** This includes distance learning, testing services, and access to digital library resources.
5. **Internet targeted Advertising and PR:** This covers the development and management of corporate and departmental websites, blogs, promotional platforms, advertising networks, and specialized platforms for social, political, and commercial advertising.
6. **Global Automated Process Control Systems (APCS):** This incorporates systems such as Manufacturing Execution Systems (MES) for production, Enterprise Resource Planning (ERP), and Customer Relationship Management (CRM) systems for business operations.
7. **E-commerce:** This refers to conducting commercial activities using electronic communication methods.
8. **E-government:** This involves organizing interactions between governmental bodies and participants in the information and communication technology market.
- 9.

Table2. Advantages and disadvantages of e-commerce for various participants of economic relations



Comparison	Consumer	Manufacturer
Advantages	Ubiquity (consumers can satisfy their demand anywhere) Wide range of products Anonymity	Reduced costs (promotion costs will be lower if they are online) Globality (potential consumer base is located all over the world)
Disadvantages	Lack of trust in Internet services It is impossible to assess the quality of the product Possible difficulties and losses in returning goods	Problems of legalization and regulation of activities on the Internet

In the present era, major corporations are shifting their business processes to digital , aiming not only to reduce costs but also to expedite the journey from idea conception to implementation. However, when it comes to harnessing information technologies in Indian Subcontinent enterprises, several challenges hinder progress.

Initially, successful e-commerce adoption is dependent on the presence of technologically proficient organisations; yet, the level of automation in Indian Subcontinent industries remains very low. The complicated structure of Enterprise Resource Planning (ERP) systems, which are critical for such changes.

Furthermore, industrial firms are largely interested in e-commerce because they want to expand their consumer base or diversify their suppliers. Nonetheless, in the Indian Subcontinent, the search for business partners is hampered by market monopolisation in particular industries and the inherent hazards of the economy.

Further complicating matters is the efficiency boost online businesses can experience through electronic trading platforms. However, such platforms are nascent in Indian Subcontinent, hindering widespread adoption and utilization.

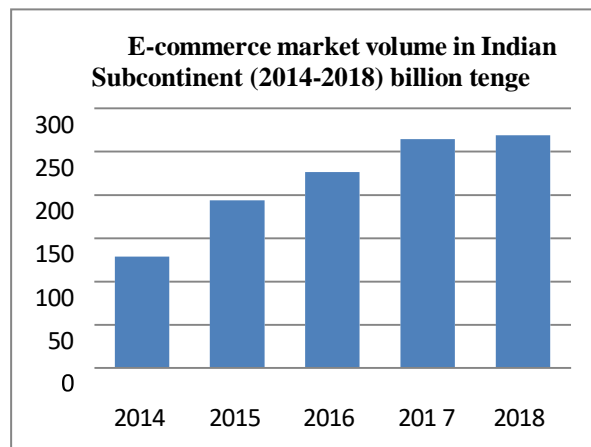
In essence, the benefits of B2B internet commerce are visible in Indian Subcontinental

businesses with strong competitiveness, high product standardisation, and significant financial capacity. Obstacles to B2C model development include a small number of internet users, low internet penetration rates, and engrained customer scepticism about online retailers due to traditional distribution channel preferences. Furthermore, the poor service infrastructure of Indian Subcontinent in online retailers, as well as worries about online transaction security, hamper the B2C model's expansion.

Fig. 1.Shopping at online stores [21].

In particular, out of the total number of Internet users 73.29% of users make purchases decisions in online; the structure of purchases is dominated by the order of air and rail tickets (45.39%), also through the network consumers buy clothes (14.76%), computers and digital equipment (13.54%), household appliances (10.23%) and other goods (more than 16.08%).

Fig.2.E-commerce market volume in Indian Subcontinent (2014-2018) billion tenge



According to the data of the Indian Subcontinent Association of Internet Business and Mobile Commerce, the volume of the e-commerce market amounted to 129 billion, in 2015- 165 billion. That is, the capacity of the e-commerce market increased by 50%.

In 2016, the market volume amounted to \$226.4 billion in 2017-264.52 billion. According to the latest statistics, the e-commerce market volume in 2018 amounted to 269 billion. Thus, we can see that over the past five years, the e-commerce market has grown significantly.

In the present era, that is, at present, even if the term does not have a clear definition, it plays an active role in the socio-social and production relations of countries striving for civilization throughout the world.

5.Conclusion:

Digital marketing relies on internet channels with high usage frequency. These channels are dynamic, with patterns that might change on an annual basis due to market conditions. Digital marketing, in particular, includes constant reviews, analysis, interpretation, and promotional activities that develop strong consumer-brand interactions. Such unorthodox marketing methods have had a significant influence on sales volumes and client acquisition rates, resulting in the optimisation of commercial operations. Consequently, several key features of digital marketing emerge in shaping and advancing business structures:

1. Capturing Attention of a Wide Target Audience: This involves employing various internet marketing techniques to target specific customer segments with tailored information. Scientific literature extensively discusses methods such as SEO optimization, email marketing, contextual advertising, and social media advertising as effective means to capture buyer attention.
2. Boost in Sales Volume: Digital marketing drives the growth of e commerce platforms, simplifying the purchasing process through online stores that provide comprehensive product information. This accessibility enhances the ease of transactions for customers.
3. Defining Competitive Strategies: Internet marketing strategies seek to identify market rivals, analyse their competitive behaviours, and encourage healthy rivalry in order to improve production and service quality.

4. Cost-Effective Implementation: One key benefit of internet marketing is that it effectively connects products/services with consumers using targeted online tactics. This strategy requires little material and financial resources, depending on digital channels and a small team to execute.

In essence, digital marketing leverages the reach and adaptability of online platforms to raise audience engagement, improve sales performance, educate competitive tactics, and provide cost-effective marketing results for businesses.

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A Study on Customer Behaviour for Mcdonald's Products w.r.t. Children Vs Adult Preference in Thane

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Abstract:

This study aims to analyze and compare the consumer behavior towards McDonald's products among adults and children in the Thane region. McDonald's, being a prominent fast-food chain, has a diverse customer base, including both adults and children. Understanding their preferences and behavior can provide valuable insights for marketing strategies and product development. The research methodology involves a blend of qualitative and quantitative methods. Data about preferences will be gathered through surveys and interviews, purchasing habits, and perceptions of McDonald's products among adults and children in Thane. Statistical analysis will be employed to identify significant differences and similarities between the two demographic groups. Several factors will be considered, including menu preferences, pricing sensitivity, promotional activities, and the influence of peers and family members. Cultural and societal norms specific to the Thane region will also be taken into account to offer a thorough comprehension of consumer behavior. It is anticipated that the results of this study will add to the body of knowledge already available on customer behavior in the fast-food business, especially when it comes to regional and demographic variances. Furthermore, the insights gained can assist McDonald's and other fast-food chains in tailoring their marketing strategies and product offerings to better cater to the preferences of both adult and child consumers in the Thane region and similar markets.

Keywords: Customer behavior, Pricing perception, Promotional Strategies, Taste and Preferences

1.Introduction:

Over the years, the fast-food sector has experienced substantial development and evolution in response to a wide range of consumer preferences and demographics. Among the prominent players in this industry, McDonald's stands out as a global giant with a widespread presence, including in the Thane region. Understanding consumer behavior towards McDonald's products is crucial for adapting marketing strategies and product offerings to meet the needs and preferences of different demographic groups.

The Thane region, located in the Indian state of Maharashtra, presents a unique market characterized by cultural diversity and varied consumer preferences. Within this context, exploring the differences and similarities in consumer behavior between adults and children towards McDonald's products becomes particularly relevant. Children are influenced by things like taste preferences, peer pressure, and advertising attractions, but adults frequently base their purchases on criteria like flavor, convenience, and health considerations.

By comparing the purchasing habits of adults and children in the Thane region for McDonald's items, this study seeks to close a gap in the body of research.. By examining factors such as menu preferences, pricing sensitivity, promotional activities, and the influence of peers and family members, the purpose of this study is to shed light on the dynamics of consumer behavior in this particular demographic setting.

Understanding the preferences and purchasing habits of both adult and child consumers is essential for McDonald's and other fast-food chains operating in the Thane region to tailor their marketing strategies and product offerings effectively. By identifying key drivers of consumer behavior and potential areas for improvement, this study aims to contribute to the development of more targeted and impactful marketing initiatives.

Moreover, the findings of this research can inform strategic decision-making processes related to menu development, pricing strategies, promotional campaigns, and customer

engagement initiatives. Ultimately, a deeper understanding of consumer behavior in the Thane region can empower businesses to boost sales, increase customer satisfaction, and keep a competitive edge in the ever-evolving fast-food industry.

This study aims to provide important insights that can guide strategic decision-making processes and support the long-term growth and profitability of McDonald's and other fast-food chains in the Thane region by a thorough investigation of consumer behaviour among adults and children.

2.Research Problem:

Identifying Key Drivers of Product Preferences: Understanding the primary factors that drive adults' and children's preferences for McDonald's products, considering taste, nutritional aspects, and convenience.

Analyzing the Impact of Advertising: Investigating how advertising and promotional strategies influence the choices of adult and child customers, and identifying the specific elements that contribute to shaping their decisions.

Exploring Variances in Dining Habits: Examining the differences in frequency of McDonald's visits and menu choices between adults and children, and investigating potential reasons for variations in their dining habits.

3.Objectives:

1. To investigate the factors influencing adults' and children's preferences for McDonald's products, considering taste, nutritional value, and convenience.
2. To examine the impact of advertising and promotional strategies on adult and child customers, assessing how these factors shape their product choices.
3. To investigate the impact of special promotions or limited-time offers on the purchasing behavior of both adult and child customers at McDonald's.

4. To Analyze the frequency of McDonald's visits among adults and children, identifying patterns and potential reasons for variations

4.Hypothesis:

- H0 Advertising Influences Product Preferences: There is no significant relationship between advertising exposure and the product preferences of both adults and children at McDonald's.
- H1 Advertising exposure has a significant impact on shaping the product preferences of both adults and children at McDonald's.

5.Review of Literature:

Transportation and Logistics International (Tim O' Connor): McDonald's is now trying self-order kiosks, digital menu boards, phone apps, and table service at restaurants as part of that modern strategy. Additionally, the organization will be able to respond to opportunities faster with increased visibility. A marketing strategy, such as a buy one, get one free deal, centered around a local event used to require thirty days to develop and carry out. However, McDonald's is now able to boost orders or even direct inventories to launch promotions earlier thanks to the linked supply chain. By using tracking technologies and logistics agreements, McDonald's is able to ensure dependable supply while relieving its franchisees of some of the strain.

McDonald's and the difficulties of the contemporary supply chain (Steve New, 2015): McDonald's problems provides three takeaways regarding supply-chain transparency for others: Transparency requires patience; issues with reputation take time to resolve. Few businesses have encountered reputational issues like McDonald's.

In the 1990s, an ill-judged legal case, the McLibel Trial, observed the company taking action against a small environmental group in one of the longest civil cases in UK history, resulting in severe damage to the company's reputation. Consistent worldwide standards

are necessary for global operations. McDonald's has made significant gains in certain markets, but its methods and advancements have not been consistent. McDonald's and other large food firms were embroiled in a food safety crisis in China last year. In this situation, your strength of defense equals the weakness you have. Consumers are told by derogatory news regarding overseas operations that "this company still can't be trusted." Transparency can occasionally have contradictory effects. Perhaps McDonald's will continue to reinvent itself in the future. One of its experiments, The Corner, is a "McCafé" that doesn't feel or look like a McDonald's restaurant. Even yet, the provenance agenda is still relevant today.

Sustainable logistical operations: Mauro Vivaldini and Silvio R.I. Pires (2016) examine the McDonald's biodiesel case in Brazil. The purpose of this article is to explain and debate the use of sustainable practices in a closed-loop fast-food supply chain through the use of a logistics services provider (LSP) in the real-world example of the supply operations of Brazilian McDonald's restaurants that utilise biodiesel. A longitudinal case study approach was used in the design and execution of the research, and a typical example was chosen using deliberate criteria. The study's conclusions imply that the current position that LSPs hold in the leadership and management of sustainable actions within a client's supply chain may be seen as a major differentiator in the marketplace and may offer valuable support to businesses looking to address supply chain-related sustainable actions, particularly those in the fast-food retail sector.

McDonald's: A Winner through Logistics: (Peter Ritchie)1990 McDonald's is a global fast- food restaurant chain. The logistics function of McDonald's Family Restaurants in Australia is described in detail, as it is an adaptation of the tried-and-true US McDonald's operation to fit the country's topography and demographic trends.

Ali Kara, et.al (1995) Finding out whether the identical fast food restaurants are viewed similarly or differently in the two nations, as well as whether their posture may be enhanced through cautious and targeted promotion, is the study's main objective. It also shows that more individuals are having meals outside of their homes, which is a big trend in the USA, Canada, and most of the industrialized world.

Bahaudin G. Mujtaba(2007) This study shows how the McDonald's system helps a large number of minority groups in the US and around the world find work and possibilities for advancement. Supporting their employees' educational endeavors is another aspect of their dedication to opportunity. For instance, McDonald's Hong Kong provides free business continuing education to its staff members. Due to McDonald's efforts, Hispanics now make up 18.5% of restaurant managers and 29.3% of the company's workforce.

Jing Han(2008) The study focuses on McDonald's use of the strategies and how those strategies interact with the external environment and their corporate structure. It also

suggests that in order to meet their goals, McDonald's needs focus on encouraging current consumers and drawing in more new ones.

6.Research Methodology:

Research Design: Using a mixed-methods approach, this study will collect detailed information on adult and kid customer behaviour towards McDonald's goods in the Thane region through the use of quantitative surveys and qualitative interviews.

Sampling Technique: In order to guarantee representation from both adult and child populations in the Thane region, a stratified random sample technique will be employed. To include a range of viewpoints, stratification will be based on variables including age, gender, and socioeconomic background.

Data Collection:

Quantitative Data: Surveys will be administered to a sample of adults and children to collect quantitative data on preferences, purchasing habits, and perceptions of McDonald's products. The survey will include questions on menu preferences, pricing sensitivity, promotional activities, and the influence of peers and family members.

Qualitative Data: For the purpose of learning more about a subset of participants' opinions, motives, and decision-making processes regarding McDonald's items, semi-structured interviews will be held with them. The elements influencing preferences and the fundamental causes of consumer behavior will be investigated through interviews.

Qualitative Analysis: The interview transcripts will be examined using thematic analysis technique to find recurrent themes and patterns pertaining to customer behavior. To draw actionable conclusions from the qualitative data, coding and categorization will be carried out.

Ethical Considerations: Ethical standards will be followed in this study to guarantee informed consent, voluntary participation, and participant confidentiality. We will get ethical clearance from the appropriate institutional review boards.

Limitations The study may have difficulties due to sampling bias, weariness among respondents, and the subjective nature of analyzing qualitative data. There will be an attempt to lessen these restrictions by means of meticulous sampling, methods for validating data, and open reporting.

Implications and Contributions: Informed marketing strategies, product development initiatives, and customer engagement efforts for McDonald's and other fast-food chains operating in similar markets will be made possible by the research findings, which will also help to better understand consumer behavior towards McDonald's products in the Thane region.

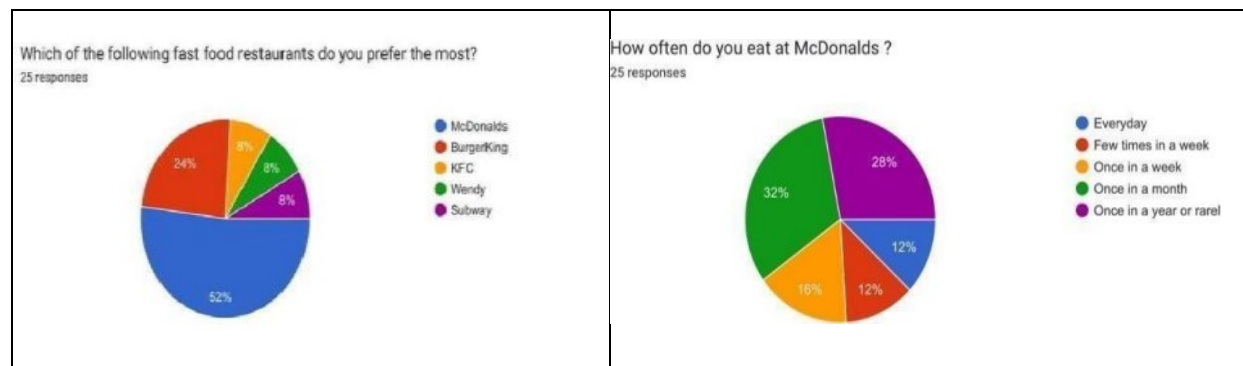
7.Data Interpretation:

A) Child. B)Adult

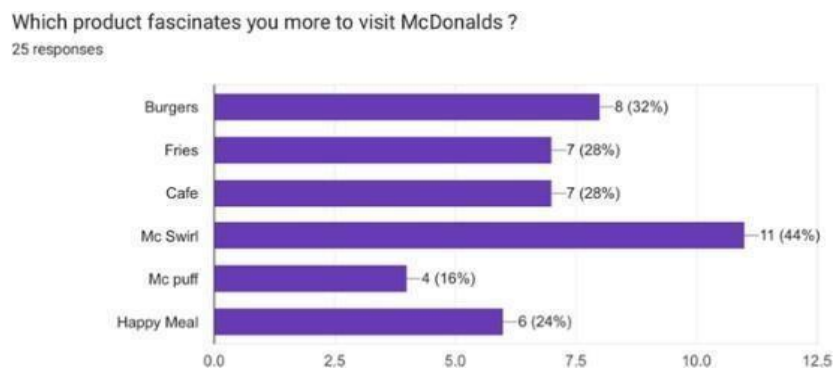
Understanding the above two diagram for child and adult which represents the number of visits for McDonalds we find that around 32% children visit McDonalds Once in a month and around 44% Adults visit outlet once in a week.

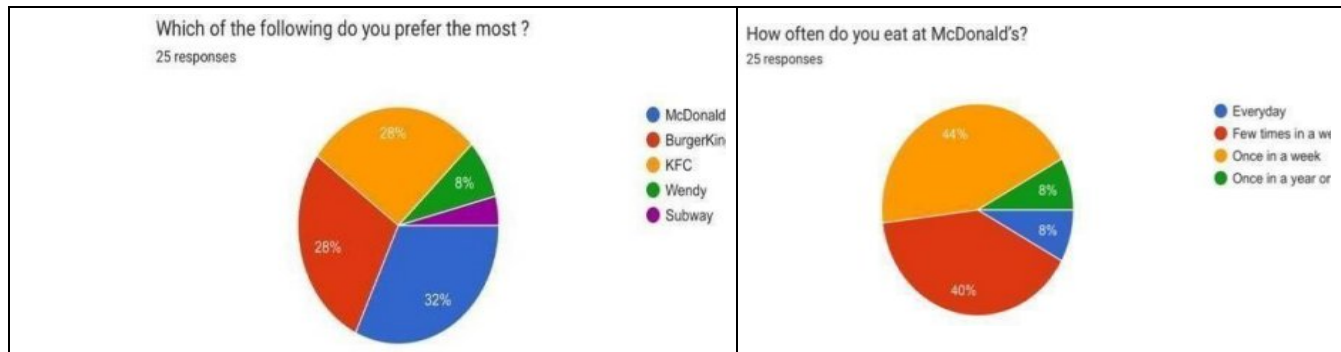


The following two diagrams represent the most preferable product offered by McDonalds and it is found that the child customers mostly like Mexican McAloo Tikki with a percent of 28 same with the



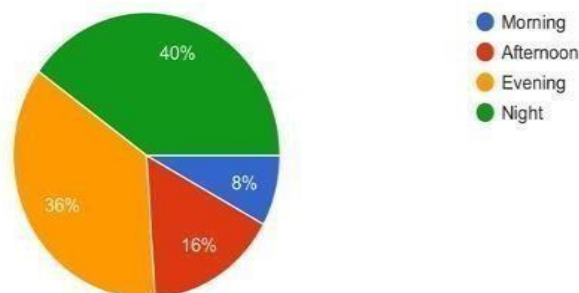
Adult customer who prefer Mexican Aloo Tikki with a percentage of 38.





The above diagram depicts which products fascinate more to the customer to buy at McDonalds and it was found that around 44% child like to buy McSwirl and around 36% Adult customers like to buy McSwirl.

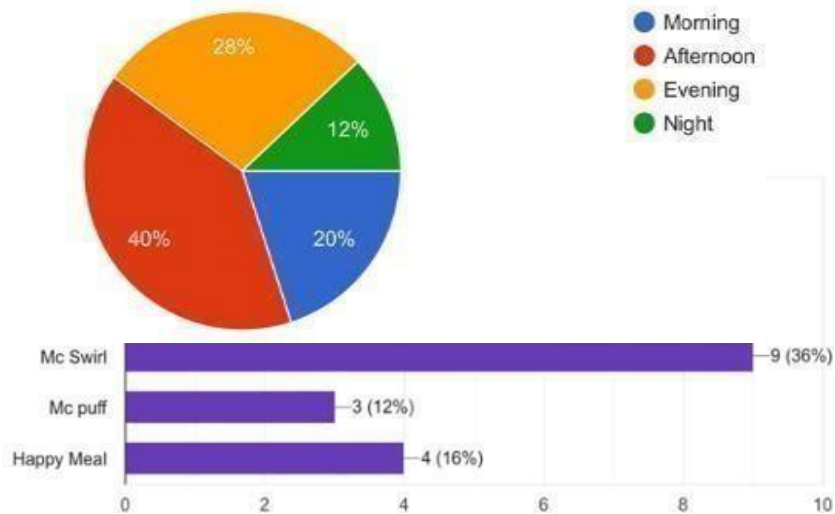
What time of the Day do you prefer to visit McDonalds
25 responses



The above diagrams depicts the time of visit for child and adults customers and it was found that Around 40% child customers prefer to visit at night and around 40% Adult customers prefer to visit Afternoon.

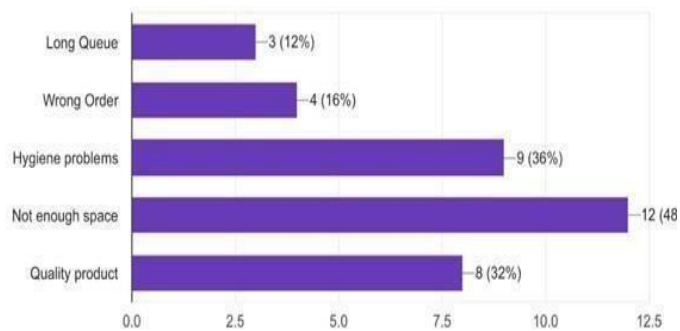
What time of the Day do you prefer to visit McDonalds

25 responses



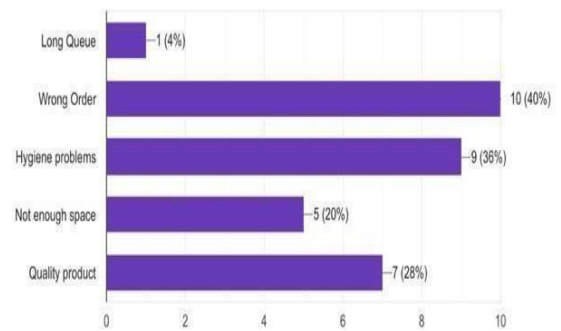
What is the main problem you faced at McDonalds

25 responses



What is the main problem you faced at McDonalds

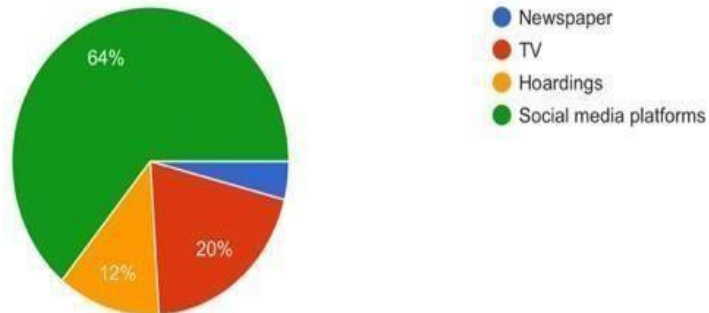
25 responses



The above diagram represents the problems faced by customers and it was found that around 48% child customers faced the problem of lack of space and around 40% adult customers faced the problem of wrong order.

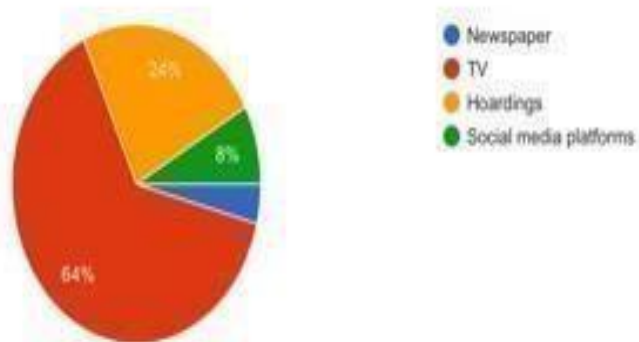
From where do you come to know more information about the products and offers offered by McDonalds

25 responses



From where do you come to know more information about the products and offers offered by McDonalds

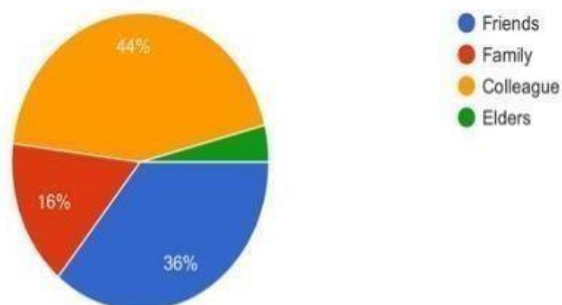
25 responses



The above diagram represents from the sources where the customer find about the product of McDonalds and it was found that around 64% child customer find information about it through social media and while with adults around 64% find from TV.

If you would like to recommend someone McDonalds product and Services who would it be ?

25 responses



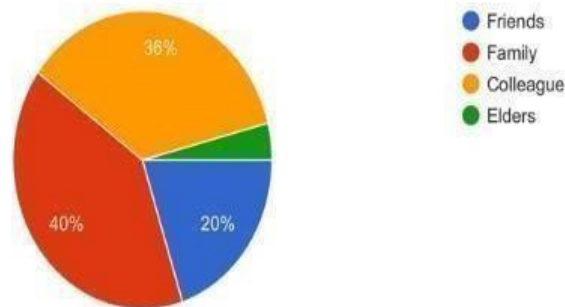
The above diagrams says about the recommendation about the product and it was found that around 44% child customers would recommend to their colleagues while around 40% adult customers would recommend their products to their families.

8.Hypothesis Testing:

H1 Advertising exposure has a significant impact on shaping the product preferences of both adults and children at McDonald's.

It was found through data interpretation that Advertisement has a significant effect on the product preferences of both adult and child customers via TV and Social media hence fourth the hypothesis is proved.

If you would like to recommend someone McDonalds product and Services who would it be ?
25 responses



9.Future Scope of the Study:

Based on the findings of the study on consumer behavior towards McDonald's products in the Thane region, several implications and recommendations can be drawn for McDonald's and other fast-food chains:

Targeted Promotional Strategies: Given that child customers visit McDonald's less frequently compared to adults, there is a clear opportunity to develop targeted promotional strategies to attract this demographic more effectively. This could involve promotions tailored specifically to children's preferences, such as kids' meal deals, toys, or themed events.

Menu Optimization: The low popularity of the Mc Maharaja meal suggests a need for menu optimization. McDonald's can consider adjusting the pricing or revamping the ingredients and presentation of this item to increase its appeal to customers.

Focus on Popular Products: Burgers, fries, and Mc swirl emerge as the most popular items among both adults and children. McDonald's should continue to focus on maintaining the quality, variety, and affordability of these items to capitalize on their popularity.

Flexible Operating Hours: Since timing preferences differ between adults and children, McDonald's could consider offering flexible operating hours to accommodate both demographics. For example, extending nighttime hours to cater to children's preferences while ensuring afternoon hours remain convenient for adult customers.

Addressing Common Issues: Addressing common issues such as lack of space for children and hygiene concerns for adults is crucial for enhancing the overall dining experience. McDonald's should prioritize improvements in store layout, cleanliness, and customer service to address these concerns effectively.

Digital Marketing Strategies: Given that children rely more on social media for product awareness, McDonald's should invest in digital marketing strategies targeting this demographic. This could include engaging social media campaigns, influencer partnerships, and interactive content tailored to children's preference

10.Findings:

Child customers visit less ie once in a month, compare to adult customer for that proper promotion techniques need to be made in order to attract child customers more Mc Maharaja meal is the less selling burger among both the customers that is the child and the adult so for that proper pricing need to be made for it.

Burgers fries and Mc swirl are the most fascinating products offered by McDonald's and they are highly banded by both adult and child customers however, Mac puff has low demand so for that taste and pricing need to be adjust in order to attract more customers

Child customers preferred to visit at night where adult customer prefer to visit McDonald's outlet at afternoon. Lack of space in the outlet of McDonald's the most arising problems among child customers where as wrong order and hygiene problems are the most arising problems among adult customers Child customers often get more knowledge about the products and services offered by McDonald's from the social media platforms like Instagram, Facebook TikTok, where as adult customer get awareness about the products through Tv.

When it comes to recommendation about the product and services of McDonald's, child customer to recommend it to words the colleagues, whereas adult adult customer prefer to recommend to their family

11.Conclusion:

The study on consumer behavior towards McDonald's products in the Thane region yields several significant findings. Firstly, it's apparent that child customers visit McDonald's less frequently compared to adults, signaling a need for targeted promotional strategies to attract this demographic more effectively. Additionally, the Mc Maharaja meal emerges as the least popular item among both adults and children, indicating a necessity for pricing adjustments or menu modifications. On the other hand, products like burgers, fries, and Mc swirl enjoy high demand across both demographics, highlighting their enduring popularity. Moreover,

differences in timing preferences between adults and children suggest the importance of accommodating diverse visitation patterns to maximize customer satisfaction. Furthermore, addressing common issues such as limited space for children and hygiene concerns for adults is crucial for enhancing the overall dining experience. The study also reveals variations in information sources and recommendation behaviors, with children relying more on social media platforms for product awareness and adults being influenced by traditional advertising channels like TV. These findings collectively underscore the importance of understanding and catering to the unique preferences and behaviors of both adult and child customers to ensure McDonald's continued success in the Thane region.

In conclusion, the findings of this study provide valuable insights into consumer behavior towards McDonald's products among adults and children in the Thane region. By addressing the identified issues and leveraging the preferences and habits of both demographics, McDonald's can strengthen its position in the market and enhance customer satisfaction, ultimately driving long-term success and profitability.

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Apple's Marketing Success in India

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Abstract

The aim of this case study was to understand how Apple has become one of India's most recognizable and valuable brands. The challenges they faced, the decision they took and the strategies the company adopted which resulted in India becoming one of Apple's most successful markets earning a strong customer base, who are ready to defend their brand against any criticism or mockery.

Keywords: Marketing, Apple, India

1. Background:

Founded by Steve Jobs and Steve Wozniak in 1976, Apple has become one of the world's most recognizable and valuable brands. Apple revolutionized personal technology with the introduction of the Macintosh in 1984. Today, Apple leads the world in innovation with iPhone, iPad, Mac, Apple Watch, and Apple TV. Apple's five software platforms — iOS, iPadOS, macOS, watchOS, and tvOS — provide seamless experiences across all Apple devices and empower people with breakthrough services including the App Store, Apple Music, Apple Pay, and iCloud. Apple's more than 100,000 employees are dedicated to making the best products on earth, and to leaving the world better than we found it.

2. Situation and Solution:

Apple launched the first iPhone in 2007, and at that time only Nokia and Blackberry were the main players. The first phone launched by Apple had only one touch button and the rest was touch screen. There is metal body in the back with lots of security features in it, but none of it was new if we talk about touch screen it was launched by LG Prada

in 2006 and Nokia had phones with metal bodies for good and sturdy build and blackberry was known for its safe features and was considered the most secure phone. From this we can understand that Apple didn't do anything new but they presented themselves in a new way. And in 2023 Apple is the first company whose valuation is more than \$3 trillion in which India contributes to more than 45% of its revenue from India but it wasn't always like this.

3.The India Marketing Strategy of Apple:

The relation of Apple with India is almost 20 years old but in its starting days India was not a big market for apple but at that time having an apple phone was considered as a big deal and was rarely available in India and was seen as a premium product and as a status symbol, there was also jokes about buying I phone equals to losing your kidney and market was dominated by companies like Samsung, Xiaomi, LG, Nokia etc. ,due to this apple decided to change its brand positioning and target the mid-segment customer and replace the identity from status symbol to ultra-smartphones. But for doing so they faced some problems like Cost of the iPhone a few years back was very high between 70 thousand to over 1 lakh and were 30% higher than the price of the same model in the Middle East or the US. The reason for this was that Apple did not have a manufacturing facility in the country. They were only reassembling some low-cost older models through a Wistron Corp in Bengaluru because of this Apple had to pay taxes and duties which ultimately resulted in the product MRP to be higher. Previously Apple was unable to establish its own store which resulted in the Indian population missing out on the experience of Apple and its immersive ecosystem of Mac, Apple Pay, etc.

Back in May 2016 apple CEO Tim crook visited India for the first time and researched the Indian market and talked to people whose opinion matters the most in Indian smartphone market and made a strategy to increase share in Indian market the used a 360 degree approach which was dubbed "Apple's 360 degree approach" in which they first focused on making I phone accessible for as many people they can, but there were several challenges they faced first was high price which they tackled by manufacturing their production in India itself because importing product in India is very costly due to heavy taxes.by following this the price went down by 12% but this was not enough so they did another thing to increase the sales . if it's about spending 1 lakh rupees on buying an i-phone then most people will not show any interest but if they convert the

same amt into installment of EMI then it would be easy for people to buy for this apple collaborated with HDFC so that the customer can get the option of EMI and cashback, they also introduced trading options where they exchanged the old iphone with. Apple has launched two stores in India one in Mumbai and Delhi with which they could give better control on customer buying experience and customer service. Quality has always been a strength of apple and they heavily advertised and highlighted the quality of iphone everywhere from roads, billboards, newspapers, magazines, ads on tv, internet etc. Due to all this a new perception was created in the mind of people that the iphone is not just a status symbol rather than this is a best in quality gadget which has no competition.

Apple continues to expand its range of award-winning services available to customers in India, offering a growing catalog of music in Spatial Audio on Apple Music, and most recently launching the new Apple Music Classical app designed specifically for classical music lovers. Services like Apple Music elevate local artists like Mali, Armaan Malik, DIVINE, and Sandunes through expert curation and editorial.

Apple is a company that knows its target audience inside and out. Based on that, it tailors the marketing moto and advertising to resonate with the audience.

Take the example of Apple's marketing strategy for iPhones in India. The company very well knows that the NEW Indian smartphone users want –

A smartphone that can boost their status and make them feel superior.

A phone that justifies its huge price tag with some exclusive features and services

Great camera for clicking the best photos and for videography for vlogging culture.

Therefore, Apple's target audience is - creatives, professionals, and the ones who have enough money.

Friction-less sales: Apple has launched its own online store in India, where customers can buy products directly from the company, customize their devices, get trade-in offers, and enjoy free delivery and support which also means that the customer no longer have to deal with middlemen or unreliable retailers who might sell you fake or refurbished products.

Affordable services: Apple has lowered the prices of its services like Apple Music, iCloud, and Apple TV+ in India, making them more accessible and attractive to potential customers. for example, Apple TV+ costs only Rs 99 per month in India, compared to \$6.99 in the US.

Apple's India sales hit \$6 bln in a year through March 2023.

Apple has also created a loyal fan base that is willing to pay a premium for its products and services, despite the availability of cheaper alternatives.

Apple creates a cult-like following among its customers, who are ready to defend their brand against any criticism or mockery. They don't care if their iPhones have less RAM, less battery life, or less storage than their Android phones or if they have to buy expensive accessories like AirPods, chargers, or adapters separately. They don't care if they have to wait in long queues or pre-order months in advance to get their hands on the latest iPhone model.

All they care about is the status symbol, the prestige, and the satisfaction of owning an Apple product.

People nowadays want to feel like they belong to an exclusive club where they can flaunt their devices and show off their creativity. They feel like they are part of a bigger story, where they can make a difference in the world with their ideas and innovations. And Apple knows how to feed this feeling with its clever marketing strategy. It knows how to make its customers feel special, valued, and appreciated. It knows how to make them feel like they are not just buying a phone but a lifestyle.

4.SWOT Analysis of Apple:

Strengths

- Strong brand recognition
- Big customer base with strong Brand loyalty
- Quality product with USP
- Technological edge
- Financially strong

Opportunities

- Use of AI
- Increased focus on streaming platforms
- Leveraging its brand image to enter emerging markets
- Development of products relating to virtual reality and augmented reality.

Weakness

- Expensive product and services
- Lack of innovative products in recent years
- Limited customization
- Have to buy accessories like chargers and earphones separately

Threats

- Increased competition
- Reduction of demand due to economic downturns
- Copy/knock off products
- Backdoor attacks

5.Conclusion:

From this case study we can understand that Apple didn't do anything new but they presented themselves in a new way and they even changed its brand positioning from brand target the mid-segment customer and replace the identity from status symbol to ultra- smart phones and tackle problem like Price, competition and availability which could only solve by understanding the Indian market and the customers mindset based on which they created a number of strategies and took numerous decisions which resulted in their success in India and Apple was able to increase its sales and at last created a strong customer base.

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Inflation Management Strategies of Indian Markets

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Abstract:

This study is a secondary study based on secondary sources of information. The article highlights the strategies adopted to measure and inflation and methods used to control inflation in the Indian economy. Taking excerpts from the Indian market scenario of the last two years, the study uses indices CPI, WPI, PPI etc. to suggest methods to manage inflation.

This abstract provides an overview of inflation, its causes, and measurement methods, with a focus on India. Inflation, characterized by a consistent increase in price levels over time, impacts purchasing power and economic dynamics. It is typically measured using indices such as the Consumer Price Index (CPI) and the Wholesale Price Index (WPI). Various factors, including cost-push and demand-pull forces, influence inflation. In India, factors such as currency exchange rates, food and fuel prices, and fiscal policies significantly affect inflation. The WPI, a prominent measure of inflation in India, tracks changes in the prices of wholesale goods but has limitations, such as its exclusion of service prices. Understanding inflation and its measurement methods is crucial for policymakers and economists in formulating effective economic policies.

Key Words: Inflation, Cost, CPI, WPI, PPI, Economy, Management, Demand, Supply, Indices.

1.Introduction:

Inflation refers to the consistent growth in price levels over a period of time. **Inflation** is a general increase in the prices of goods and services in an economy. This is usually measured using the consumer price index (CPI). When the general price level rises, each unit of currency buys fewer goods and services; consequently, inflation corresponds to a reduction in the purchasing power of money. The opposite of CPI inflation is deflation, a decrease in the general price level of goods and services. The common measure of inflation is the **inflation rate**, the annualized percentage change in a general price index. As prices faced by households do not all increase at the same rate, the consumer price index (CPI) is often used for this purpose.

There are various causes due to which the phenomenon of inflation occurs. They mainly include Cost push inflation and Demand pull inflation. But besides these two factors there are other factors that are at play too.

Cost Push inflation occurs from the supply side of production. When the cost of factors of production increase they make the production process more expensive which in turn leads to the increased price of services or commodities produced. Cost push inflation can be triggered by supply chain disruptions, wage hikes, labor strikes or increase in the cost of raw materials.

Demand pull inflation on the other hand occurs due to excessive demand. Wherein the total demand for a commodity exceeds the total supply in the market at the existing price level at that time, by a huge margin. The factors that drive demand- pull inflation includes increased consumer spending, increased investment and government expenditure.

India relies on imports for crucial commodities such as oil, hence fluctuations in the exchange rate can also highly impact the inflation. Changes in domestic currency in relation to foreign currency impacts the import prices which cause inflation. Depreciation of the domestic currency makes imports more expensive, leading to higher prices for imported goods and services.

As essential components of the consumer basket, fluctuations in food and fuel prices have a notable impact on overall inflation. Fiscal measures, including subsidies, taxation policies, and trade regulations, can directly influence inflation dynamics. Subsidies on essential goods can help mitigate inflationary pressures, while changes in taxation or tariffs can impact production costs and consumer prices, thereby affecting overall inflation levels.

2.Measurement of inflation in India and the methods used to calculate them:

As mentioned above inflation means the consistent and general rise in prices of goods and services over a prolonged period of time. The rate of change of prices over a period of time is how inflation is measured. Measuring inflation also depends on the weight assigned to the product purchased. That means the higher the amount of money/income spent on a product, the higher is the weight of the product.

For example consider two products, gasoline and notebooks used by household A. Gasoline is more expensive than notebooks. Hence, gasoline is given more weight than notebooks while calculating inflation.

There are three ways through which inflation is measured namely Wholesale Price Index (WPI) and Consumer Price Index (CPI) and Producer Price Index (PPI).

A. Wholesale Price Index (WPI)

Wholesale Price Index represents the price of a basket of wholesale goods. It is also known as the Headline Inflation. It is a measure that assesses the average changes in prices of goods traded in bulk by wholesale businesses. It reflects the change in the cost of production and distribution. While WPI represents the price of a typical basket of wholesale goods it considers a basket of 697 items. It also displays the total cost of the basket.

The WPI is calculated and published by the Office of Economic Adviser, Ministry of Commerce and Industry regularly. It was used by the RBI to make monetary policies up until 2014.

WPI consists of three main components: firstly manufactured goods that are manufactured in industries that include sugar, textiles, etc. It includes Primary products such as food, minerals and vegetables. The last component is Fuel and Power which includes LPG, petrol, diesel, CNG, etc. Under the WPI basket manufactured goods weigh 65%, Primary goods weigh 20.1% and Fuel and Power weigh 5%.

The WPI is the oldest price index used in India. Records of the WPI date back to 1915. Publication of these indices started from the period of WWII. August 19, 1939 is used as the base year. The computation of that index was first done in the year 1942 on the 10th of August. The WPI then started being published weekly in 1947, it continued like this till the year 2012. The current base year considered while calculating the WPI is 2004.

WPI has multiple advantages. It serves as a health indicator of the economy. The RBI uses this policy to form various macroeconomic policies which includes interest rates. It

also helps in assessing the competitiveness of the domestic market in the global market. One of the major disadvantages is that WPI does not include the price of services which actually constitutes a major part of consumer spending. It is weighted more towards industrial goods and hence that does not reflect inflation experienced by consumers.

WPI is calculated using the Laspeyres formula.

Formula

$$\text{WPI} = \text{Current Value} / \text{Base period price} * 100$$

OR

$$\text{WPI} = \text{Total Value of of the basket of goods and services at current prices} / \text{Total value of basket of goods and services at base year prices} * 100$$

B.Consumer Price Index (CPI)

Consumer Price Index is used to calculate the inflation at the retail level. It is also known as Retail Inflation as retailers quote the price. This method of measuring inflation is directly related to consumer spending. It measures the changes in price levels of a basket of consumer goods and services brought by households. This metric reflects the average change in prices paid by consumers over a period of time. If the CPI goes up it indicates that the average price of goods and services have gone up and hence indicates inflation. At the same time, if the average price of the basket of goods and services go down it indicates deflation. This index measures price fluctuations at the consumer level.

The CPI index interprets the cost of living, the purchasing power of consumers, the standard of articles that consumers buy and the services available. It also interprets the value of our currency. Education, communication, transportation, recreation, foods and beverages, clothes, housing and medical care are the eight categories that CPI is divided into.

The CPI is calculated and published by the National Statistics Office (NSO) under the Ministry of Statistics and Program Implementation. Unlike the WPI the CPI is published monthly and the base year used for CPI is 2011- 2012. There are four different indices to measure CPI that include: CPI for Industrial Workers (CPI-IW), CPI for Agricultural

Laborers (CPI-AL), CPI for Rural Laborers (CPI-RL), CPI for Urban Non-Manual Laborers (CPI-UNME). The Ministry of Statistics and Program Implementation (MOSPI) and The Ministry of Labor and Employment (MOLE) construct the various CPIs.

The differences between various Consumer Price Indices (CPIs) go beyond merely measuring price level changes for different sectors or groups. These indices also differ in several other key aspects. Firstly, geographical coverage varies among CPIs. While a national CPI measures price changes across an entire country, a regional CPI might focus on a specific city or region within that country. Secondly, the commodities included in each CPI's basket differ. The selection of these goods and services depends on the index's purpose and the consumption patterns of the population being studied.

Thirdly, the weights assigned to different commodity groups within the basket can vary. These weights are typically based on the relative importance or share of each commodity group in the total consumption expenditure of the target population. Lastly, CPIs differ in terms of their base year, which is the reference point used to compare price level changes over time. The choice of base year affects the interpretation of inflation rates. In summary, CPIs are differentiated not only by the sectors or groups they target but also by their geographical scope, the specific commodities they track, the relative weights assigned to these commodities, and the base year used for comparisons. These factors collectively influence how each CPI measures and reflects price level changes.

Formula:

$$\text{CPI} = \frac{\text{Cost of market basket in the current year}}{\text{Cost of market basket in the base year}} \times 100$$

C.Producer Production Index (PPI)

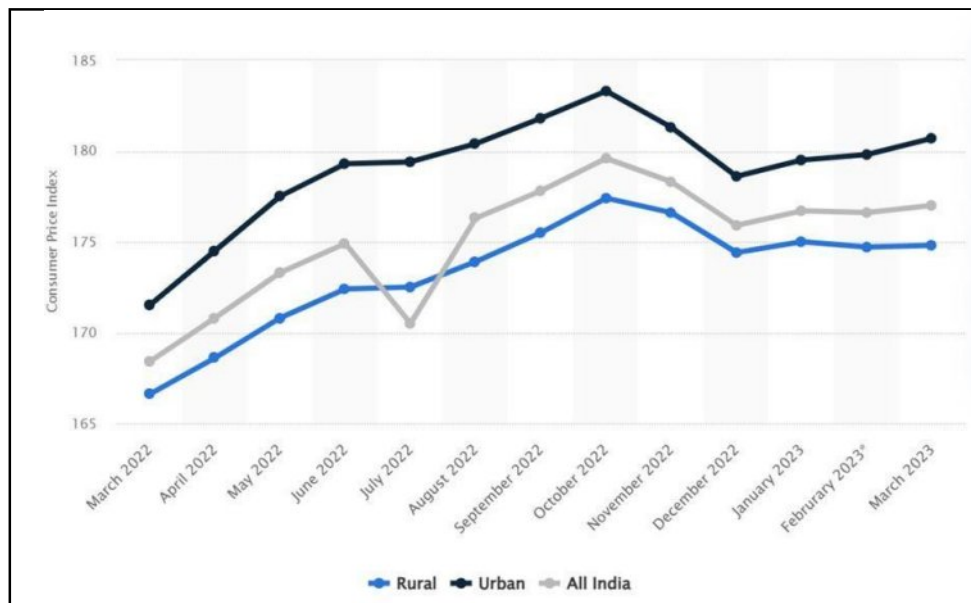
This index is solely used by producers. This metric is used to reflect the change in selling prices received by domestic producers for their output. This measures the average price change from the seller's perspective. There are two types of Producer Production Index. Output PPI calculates the movement of prices of goods and services when they leave the place of production. And Input PPI calculates the movement of prices when goods and services enter the production process. PPI tracks the changes in the cost of production.

Formula:

$$\text{PPI} = \frac{\text{Current value of total output of goods and services}}{\text{Value of total output of the base year}} \times 100$$

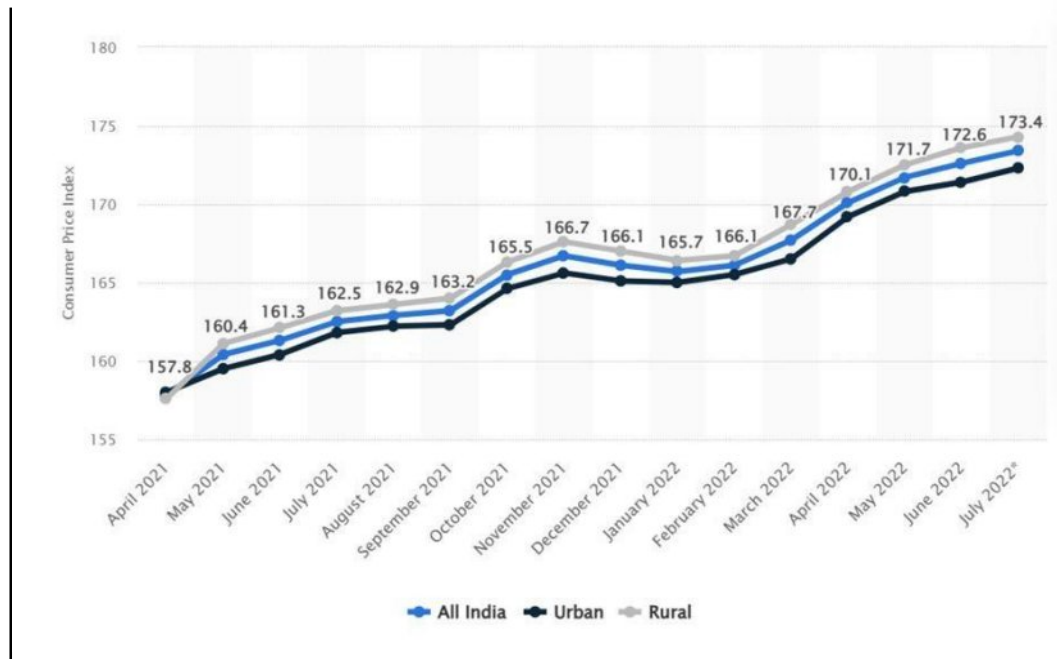
The below stated graphs highlights the roles of CPI, WPI, PPI in inflation management.

Table No. 1: CPI of Food & Beverage in India 2022-23

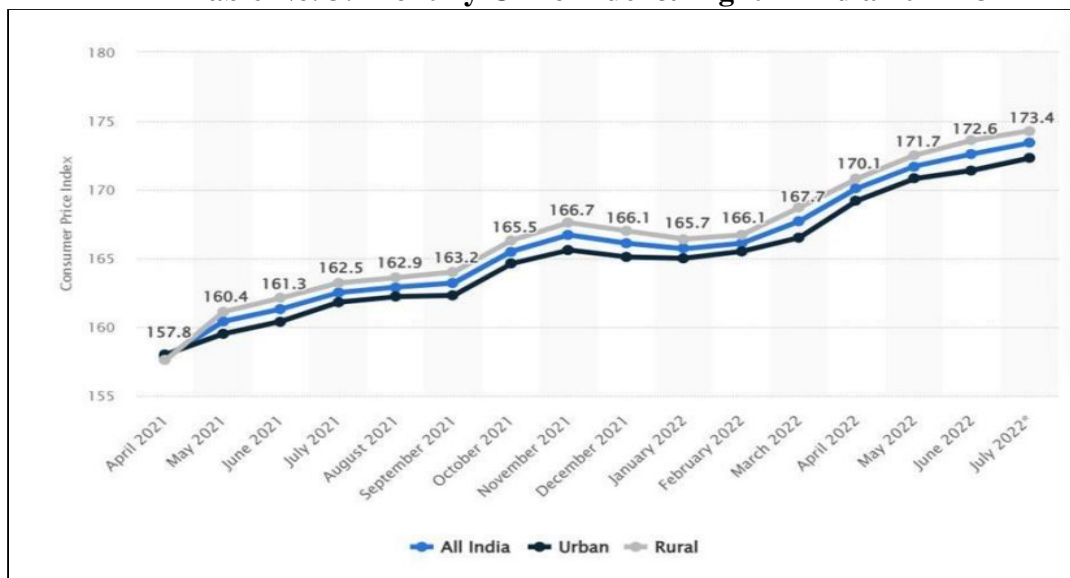


CPI of food and beverage in India 2022-2023

In March 2023, the Consumer Price Index for food and beverages across urban areas in the south Asian country of India was 180.7. This meant that the price had increased by approximately 80 percent since 2012. The CPI measures the change in consumer prices of goods and services purchased by households across India over time.

Table No. 2: Monthly CPI in India 2022-23

Monthly consumer Price Index (CPI) in India FY 2022-23 as of Feb 1, 2023: The combined consumer price index across India was 173.4 as of July 2023. Rural India registered a higher CPI as compared to urban India.

Table No. 3: Monthly CPI of Fuel & Light in India 2022-23

CPI of fuel and light in India 2022-2023: As of March 2023, the Consumer Price Index (CPI) for fuel and light across India was nearly 182, meaning it had increased by approximately 82 percent since 2012. The CPI measures the change in consumer prices of goods and services purchased by households across India over time.

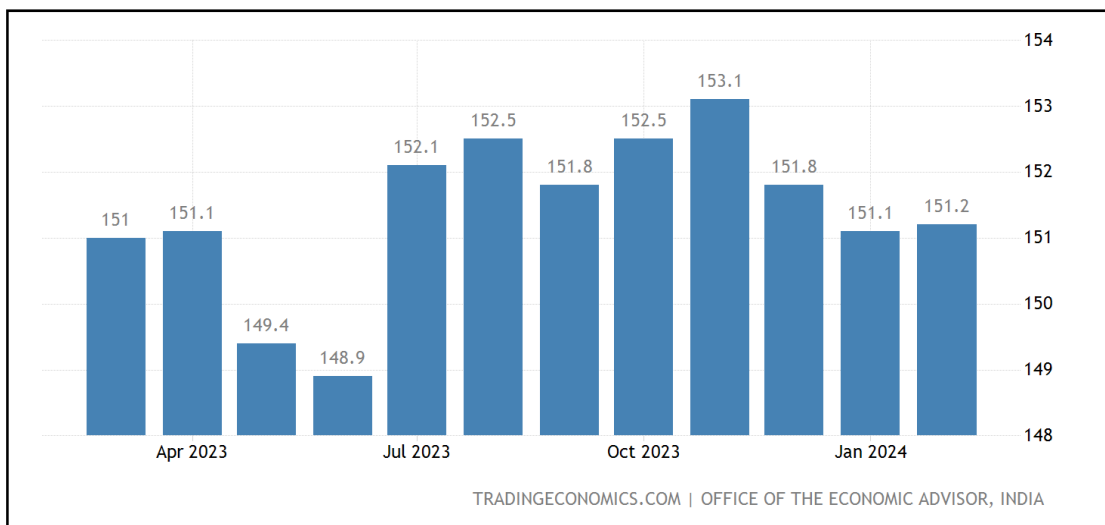
Table No. 4: WPI Based Rate of Inflation

INFLATION

The annual rate of inflation, based on monthly WPI, stood at 1.32% (provisional) for the month of September, 2020 (over September, 2019) as compared to 0.33% during the corresponding month of the previous year.

WPI based Indices and Annual Rate of Inflation (%)*							
All Commodities/Major Groups	Weight (%)	Jul-20 (F)		Aug-20 (P)		Sep-20 (P)	
		Index	Inflation	Index	Inflation	Index	Inflation
ALL COMMODITIES	100.0	121.0	-0.25	121.7	0.16	122.9	1.32
I PRIMARY ARTICLES	22.6	145.1	1.61	146.3	1.60	150.3	5.10
II FUEL & POWER	13.2	90.7	-9.84	91.4	-9.68	91.0	-9.54
III MANUFACTURED PRODUCTS	64.2	118.7	0.59	119.3	1.27	119.8	1.61
FOOD INDEX	24.4	152.5	4.67	153.3	4.07	157.6	6.92

*Note: P: Provisional, F: Final, * Annual Rate of Inflation calculated over corresponding month of last year.*

Table No. 5: Annual rate of growth of inflation based on the WPI index

Conclusion:

Understanding the various measures of inflation, such as the Wholesale Price Index (WPI), Consumer Price Index (CPI), and Producer Price Index (PPI), is crucial for accurately assessing economic conditions. Each index serves a specific purpose and provides unique insights into different aspects of the economy. The WPI, with its focus on wholesale goods, offers a broad view of price changes at the production and distribution levels. The CPI, on the other hand, measures retail inflation and reflects the price changes directly experienced by consumers, providing a clear picture of the cost of living and purchasing power. The PPI, by tracking changes in producers' selling prices, gives an early indication of inflationary trends from the producers' perspective.

Each index also has its own methodological differences, including geographical coverage, the selection of commodities, assigned weights, and base years, which collectively influence how price level changes are measured and interpreted. These differences highlight the importance of selecting the appropriate index based on the specific economic context being analyzed.

In summary, a comprehensive understanding of inflation and its measurement requires considering the distinct roles and methodologies of WPI, CPI, and PPI. This multifaceted approach allows policymakers, economists, and businesses to make informed decisions, develop effective economic policies, and respond proactively to inflationary trends, ultimately ensuring economic stability and growth.

Inflation can be curbed using Fiscal Policy of the government and Monetary Policy of the banks. The fiscal policy uses tools such as public debt, government spending and taxation. On the other hand monetary policy consists of quantitative and qualitative credit control measures. The above methods are employed by economies when they face inflation or deflation to keep the economy balanced.

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Instagram Based SME's and Their Dynamics on Impulsive Buying Behavior

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Abstract:

The paper is a combination of primary and secondary study. Telephonic interviews were conducted with the respondents and the secondary information was sourced from various channels on the web and other sources of information. It highlights Instagram's role as a social media platform in helping small and medium enterprises in business growth.

Instagram has evolved into a vital marketplace for small and medium-sized enterprises (SMEs), especially during the COVID-19 period, where impulsive purchases surged among millennials and Gen Z. This study examines Instagram's profound impact on consumer behavior, particularly impulsive buying habits, focusing on the Indian fashion market. Leveraging Instagram's features, SMEs create engaging content, utilize targeted advertising, and collaborate with influencers to appeal to their impulsive audience. Key drivers include Instagram's image-centric nature, mobile accessibility, and authenticity through influencer partnerships. Challenges and opportunities arise, emphasizing the importance of innovation and trust-building. Understanding the role of influencer endorsement in impulsive buying is crucial, offering valuable insights for businesses navigating digital commerce. Embracing authenticity and targeted engagement allows SMEs to thrive, connecting with consumers and driving meaningful purchasing decisions in the dynamic e-commerce landscape.

Key Words: Instagram, small and medium enterprises, business, buying behavior, consumer.

1.Introduction:

In today's digital market, Instagram's fusion with small online businesses shapes consumer behavior, especially impulsive buying. This study delves into how Instagram

influences impulsive purchases, focusing on its impact within younger demographics. Social media, particularly Instagram, has transformed into a crucial platform for product discovery and sales. The rise of digital-native SMEs leveraging Instagram showcases a shift in consumer preferences towards online shopping. This study aims to explore the relationship between Instagram, impulsive buying, and social media influencer endorsement, particularly in the fashion industry in India. Understanding this dynamic ecosystem sheds light on the future of e-commerce, where SMEs thrive by catering to the impulsive desires of a visually driven generation.

2.Rationale:

Instagram has evolved beyond a photo-sharing platform to a dynamic marketplace, especially for digital-native SMEs targeting young, tech-savvy consumers prone to impulsive buying. Its visual appeal and targeted advertising make it a vital marketing hub, allowing SMEs to engage with their audience effectively. Instagram's design fosters impulsive buying behavior by showcasing products in a captivating manner, aligning with on-the-go browsing habits, and integrating features like direct checkout and influencer endorsements. Understanding these dynamics is crucial for SMEs to craft targeted campaigns and cater to the desires of their audience effectively.

Objectives:

1. To understand the influence of Instagram on youngster's impulsive IBB for online microbusinesses.
2. Impact of Instagram advertisements amongst youngsters.

Research Questions:

1. How is word of mouth leading to online engagement (Instagram) among youngsters?
2. How are social media ads leading to online engagement (Instagram) among youngsters?
3. How is hedonic motivation leading to online engagement (Instagram) among youngsters?

4. How does youngsters' online engagement (Instagram) lead to their IBB?

Let us understand the classical definition of different cohort generations.

Cohort Definition:

Generation Z (Gen Z):

- Born between 1995 and early 2010s.
- Digital natives, heavy digital communication users.
- Frequent content consumers, exposed to Instagram ads.
- Image-based communicators, highly materialistic.

Generation Y (Gen Y):

- Born between early 1980s and mid-1990s.
- Early internet and mobile tech adopters.
- Significant consumer demographic.

5.Literature Review:

The Role of Instagram for the Success of SMEs

Small and Medium-sized Enterprises (SMEs) in India, as defined by Kumar (2022), include micro-businesses with capital investments in plant and machinery under one crore rupees and turnover under five crore rupees, and small enterprises with investments under ten crore rupees and earnings under ten crore rupees. The Ministry of Micro, Small and Medium Enterprises Development Act outlines these criteria.

An online presence provides SMEs several benefits, including reaching a larger market with lower costs, improving customer relationships, enhancing brand awareness, and accessing new data for market opportunities. Digital marketing, in particular, is crucial for SME growth, enabling effective global communication, customer relationship management (CRM), and higher return on investment (ROI) through targeted advertising and analysis of marketing efforts.

Instagram is particularly effective for SMEs. As projected, Instagram will reach 1.4

billion users by 2024, with 78% of marketers already utilizing the platform (Griffis, 2023). Instagram's visual nature, extensive mobile user base, high user engagement, and cost-effective marketing make it an ideal platform for SMEs. Consumers engage with brands on Instagram for social interaction, brand love, entertainment, decision-making, and information, driving actions such as eWOM, brand trust, and willingness to buy (Choi et al., 2023).

a. Instagram Marketing: A Visual Powerhouse for Brands

Instagram, designed for visual content, is a prime platform for brands to showcase products attractively. It offers features like shoppable posts and direct checkout, streamlining the purchasing process (Instagram, 2020). Effective Instagram marketing includes visually appealing content, strategic hashtag use, and active engagement with followers (Colliander & Marder, 2018; Ki & Kim, 2019). By participating in relevant conversations and responding to comments, brands can build stronger relationships and expand their reach.

b. The Role of Online Engagement for Customer Impulse Buying Behavior (IBB)

Online engagement (OE) significantly influences customer impulsive buying behavior. Instagram, particularly among Generation Z, triggers impulse purchases through promotional ads, brand content, and recommendations from friends and influencers (Djafarova & Bowes, 2020). Millennials and Generation Z, highly active on social media, rely on online reviews and peer opinions for purchase decisions (Wang & Gao, 2020). Effective OE on Instagram, characterized by visual appeal and community engagement, enhances brand trust and drives impulsive purchases.

c. The S-O-R Model in Relation to IBB

The stimulus-organism-response (S-O-R) model explains that environmental stimuli influence emotional states, which then evoke responses (Mehrabian & Russell, 1974). Applied to Instagram, stimuli like ads and user-generated content evoke positive

emotions, triggering impulse purchases, especially among Generation Z females (Djafarova & Bowes, 2020). SMEs can leverage Instagram to create such stimuli, tailoring strategies to different genders within Generation Z to drive sales (Djafarova et al., 2021).

6. Research Methodology:

This study explores the influence of social media on online impulsive buying behavior (IBB) through various qualitative methods and strategic sampling techniques, focusing on Instagram's impact on fashion and beauty SMEs.

a. Qualitative Methods:

- Personal Interviews: Conducted in-depth interviews with eight Gen Z and Millennial participants using a discussion guide to gain insights into IBB on Instagram.
- Case Studies: Analyzed consumer behavior and company marketing campaigns to understand Instagram's role in IBB.
- Secondary Data Analysis/Literature Review: Reviewed existing data, market research, and consumer behavior studies to provide a contextual framework for primary research.

b. Sampling Techniques:

- Purposive Sampling: Selected participants with characteristics relevant to impulsive buying on Instagram to gather rich data.
- Judgmental Sampling: Used expert insights to choose participants and identify influential SME brands.
- Snowball Sampling: Leveraged referrals to access a wider, diverse pool of participants, uncovering hidden networks and subcultures.

c. Examination of Fashion and Beauty SMEs:

1. Fashion SMEs:

- Visual Appeal: High-quality visuals of clothing and accessories drive impulsive purchases.
- Trend Utilization: Leveraged Instagram trends and hashtags, collaborating with influencers to reach trend-conscious users.
- Fast-Paced Content: Short-form content fosters an environment for quick, impulsive buying decisions.

- Target Audience: Focused on younger demographics, particularly Gen Z and Millennials, who are prone to impulsive purchases.

2. *Beauty SMEs:*

- Transformational Visuals: Effective use of before-and-after photos to attract customers.
- Self-Improvement Focus: Positioned products to address beauty concerns and promote self-care.
- Trend Adaptation: Utilized popular audio tracks and Reels to showcase trending looks and routines.
- Educational Content: Provided tutorials and how-tos to build trust and convert viewers into customers.
- Micro-Influencer Collaborations: Partnered with niche influencers to promote products authentically.
- Shoppable Features: Employed product tags and shoppable posts to streamline purchasing within the platform, boosting sales.

7. Data Analysis:

The key phrases that were said by the respondents. This will help reach the theme of the study, ('#number' are respondent numbers since their source cannot be revealed. Also, the responses have been cleaned to convey the insight clearly)

#3: *"Oh, totally! There was this holographic eyeshadow palette from this Korean beauty brand I follow, @etudeofficial. All my friends on Instagram were obsessed with it, and the colors were amazing – like, holographic shimmer everywhere!"*

#4: *"Despite what I said earlier, I admit it, I did see Alia Bhatt wearing this incredible embroidered top on Instagram, and I was like, 'Whoa, I NEED that!' It looked amazing with that @Luluandsky jacket she had on, perfect for the upcoming Diwali celebrations. I've been wanting to add some unique pieces to my festive wardrobe, and this top just seemed to scream my name!"*

#5: *"Honestly, I just wanted something cool and unique to add a little personality to my room. Plus, who doesn't love a good-smelling candle, right? Seeing the amazing design*

and reading that dreamy description on @lagom.india's page totally convinced me. Maybe a little impulsive, but hey, sometimes you gotta treat yourself, right?"

#6: " @offduty.india seemed like a reputable brand with a great selection of trendy styles. The price wasn't too crazy either, and they even had reviews from other customers about the quality and fit. So, I figured, why not try it out myself? So I got it and I have a feeling I'll get a ton of wear out of these jeans!"

8.Findings:

1. Key Themes:

Our study is anchored on the Stimulus-Organism-Response (SOR) model, specifically focusing on Gen Z consumers on Instagram who are influenced by online Word-of-Mouth (WOM). The engagement with positive WOM content triggers impulsive buying behavior driven by emotions and the desire for immediate gratification.

SOR Model Application:

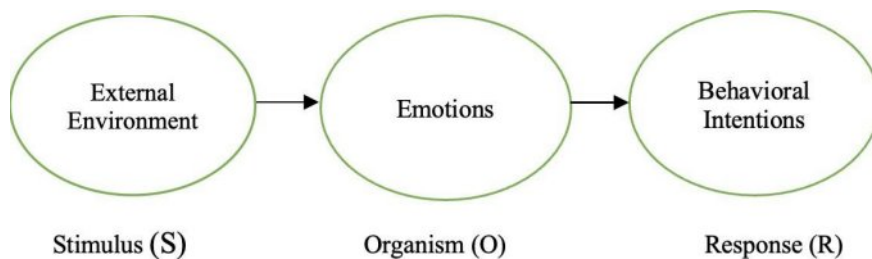
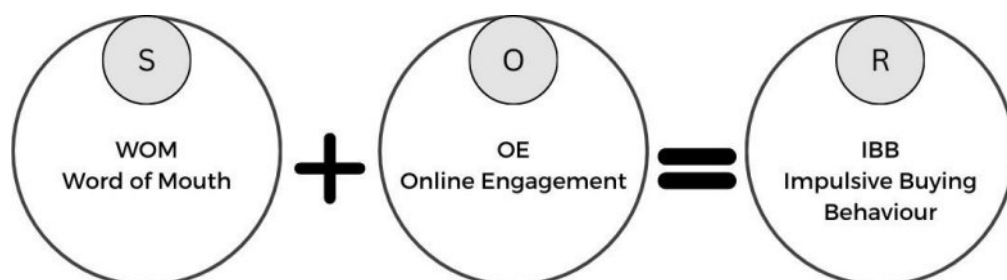


Figure 1: The Stimulus-Organism-Response (SOR) Model



a. Stimulus (S): Online WOM

Online WOM includes reviews, recommendations, testimonials, and consumer-generated content on social media, forums, blogs, and review sites. It acts as a stimulus by providing information and social proof that attracts consumers' attention and influences their attitudes towards products or services. Respondents highlighted the importance of opinions from friends and influencers, as well as their own research.

b. Organism (O): Online Engagement

This stage involves consumers' cognitive and emotional reactions to online WOM. Engagement includes reading reviews, participating in discussions, and watching product-related videos. The depth of this engagement significantly influences the decision-making process, acting as a mediator between the stimulus and the response.

c. Response (R): Impulsive Buying Behavior

Driven by hedonic motivation, this refers to spontaneous, emotionally driven purchase decisions without thoughtful consideration. Exposure to positive WOM on Instagram triggers emotional responses and the desire for instant gratification, leading to impulsive purchases. Factors include product appeal, urgency created by promotions, and positive endorsements.

2. Key Points from Transcripts:

- Social validation from friends and influencers significantly impacts purchase decisions.
- Authentic user-generated content (UGC) featuring everyday people using products fosters trust and relatability.
- Visual content like photos and videos showcasing product features play a crucial role in influencing impulsive decisions.
- Consumers use online WOM as a source of social proof and product information before making impulsive purchases.

a. Electronic Word of Mouth (eWOM)

eWOM blends word-of-mouth and online marketing. It evolved as internet usage grew, encompassing activities like portal and search advertising to include online word-of-

mouth marketing (Hu & Kim, 2018). eWOM involves consumers sharing brand, product, or service discussions and multimedia content online (Wang & Gao, 2020). It fosters interactive communication between businesses and consumers, offering unique marketing advantages (Yan et al., 2018).

Consumers selectively respond to advertisements, often rejecting excessive advertising (Hu & Kim, 2018). As a result, the industry focuses on network-based marketing (Wang & Gao, 2020). Research shows that consumers are motivated by altruism to write online reviews, aiming to help others by sharing positive experiences or warning against poor-quality products (Reimer & Benkenstein, 2018).

b. Impulse Buying Behavior

- Impulse buying is characterized by unplanned purchases triggered by external factors, often without conscious decision-making (Zhang et al., 2018). Stern (1962) categorizes impulse buying into:
- Pure Impulse Buying: Unplanned purchases made without prior desire or decision.
- Reminder Impulse Buying: Triggered by recalling needs when seeing specific products.
- Suggested Impulse Buying: Influenced by rational considerations, often prompted by online reviews.
- 'Planned' Impulse Buying: Involves a specific purchase intent but no predetermined time or place.

Impulse buying has increased due to emotional factors and the influence of situational and product characteristics (Blythe, 2008). Factors like visual and sensory stimuli in stores, social environment, and promotional discounts can prompt impulse purchases (Hawkins & Mothersbaugh, 2013; Husnain et al., 2018).

Consumer emotions significantly influence impulse buying. Positive emotions like happiness and excitement can drive impulse purchases, while negative emotions can deter them (Wang & Gao, 2020). Shopping experiences often trigger emotional responses, which can fluctuate and impact buying decisions (Mano & Oliver, 1993).

c. Self-Construal

Self-construal, defined by Markus and Kitayama (1991), describes how individuals perceive their connection with others, influencing emotions, cognition, and motivation (Wang & Gao, 2020). It includes:

- Independent Self-Construal: Emphasizes autonomy and individual uniqueness.
- Interdependent Self-Construal: Focuses on collectivism and relational identity.

Cultural background shapes self-construal tendencies. For instance, Western cultures prioritize independence, while Asian and African cultures emphasize interdependence (Oyserman et al., 2002). Individuals may exhibit both orientations, influenced by situational factors (Trafimow et al., 1991).

Interdependent self-construals typically exhibit higher self-control and are less influenced by impulsive tendencies compared to independent self-construals (Markus & Kitayama, 1991; Wang & Gao, 2020).

9. Conclusion:

The conclusion of the study can be categorized into the following factors.

a. Emotional Fulfilment and Retail Therapy

IBB is often fuelled by the emotional and psychological satisfaction derived from purchasing. This concept, known as "retail therapy," sees consumers buy items to enhance their mood or provide gratification. For example, buying shoes for the joy of ownership, regardless of use, illustrates how such purchases fulfil emotional needs. Additionally, impulsive buying can serve as a coping mechanism for negative emotions, providing temporary relief or distraction.

b. The Rise of Value-Driven Products and the Budget-Conscious Consumer

Understanding IBB provides insights into the spending habits of millennials, who prioritize products that offer comfort, utility, and affordability. Despite financial constraints, this demographic seeks value for money, driving SMEs to focus on quality

and affordability. Millennials' practical approach to consumption has led businesses to emphasize these aspects in their offerings.

c. Hedonic Motivations and Social Influence

Impulsive purchases are also driven by hedonic motivations and social influences. Social media and peer endorsements play a significant role in shaping consumer behaviour, with positive reviews and influencer recommendations acting as triggers for impulsive buys. Visual appeal through compelling imagery and packaging further enhances this effect, prompting emotional purchase decisions.

d. Strategies for Businesses

Businesses can leverage their understanding of IBB to tailor marketing strategies for younger consumers. By offering products that provide emotional satisfaction, utility, and affordability, they can capture the attention and loyalty of this demographic. Effective use of social media and visually engaging presentations are crucial for engaging consumers in the digital age.

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A Study on Tax Saving Scheme Adoption Among Young Investors in Thane City

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Abstract:

Tax-saving schemes play a pivotal role in financial planning, particularly for young investors aiming to build wealth and secure their financial future. This research article investigates the adoption of tax-saving schemes among young investors in Thane City, Maharashtra, India. Through a comprehensive analysis of awareness levels, investment preferences, and influencing factors, the study provides insights into the dynamics of tax-saving scheme options such as Section 80C, National Pension System (NPS), Equity Linked Savings Scheme (ELSS), and Public Provident Fund (PPF)'s adoption in a rapidly evolving urban landscape. The research aims to assess the awareness levels regarding tax-saving instruments, explore investment patterns and preferences, identify socio-economic and psychological factors influencing adoption, and propose strategies to enhance tax planning and financial literacy among young investors. By addressing these objectives, this study contributes to bridging the gap in understanding tax-saving scheme adoption among young investors in Thane City, offering actionable insights for policymakers, financial institutions, and individuals seeking to promote responsible financial behavior and wealth accumulation.

Keywords: Tax Saving Schemes, Young Investors, Thane City, Financial Literacy, Tax Planning

Introduction:

The Indian taxation system offers numerous avenues for individuals and businesses to save on taxes through various investment and expenditure options. Section 80C of the

Income Tax Act, 1961, is one of the most widely used provisions for availing tax deductions. Under this section, taxpayers can claim deductions of up to Rs. 1.5 lakh by investing in specified instruments such as life insurance premiums, mutual funds, and provident funds. Apart from Section 80C, there are several other tax saving schemes available in India, each with its own set of benefits and considerations. Tax-saving schemes are instrumental in effective financial planning, offering individuals avenues to optimize their tax liabilities while simultaneously channeling investments towards wealth creation and financial security. For young investors in burgeoning urban centers like Thane City, these schemes hold particular significance as they embark on their journey towards financial independence and stability. Thane City, situated in the state of Maharashtra, India, is witnessing a rapid demographic shift, with a burgeoning young population seeking avenues for wealth accumulation and long-term financial planning.

In this context, understanding the adoption patterns, preferences, and factors influencing the uptake of tax-saving schemes among young investors in Thane City becomes imperative. While the importance of tax planning is widely recognized, there remains a gap in comprehensively understanding the dynamics of tax-saving scheme adoption among this demographic, especially in rapidly evolving urban landscapes such as Thane City.

Liquidity, safety, and returns are crucial considerations when selecting the best tax-saving investing programs. It's also critical to maintain accurate knowledge of the taxation of the returns. The potential for long-term wealth creation is limited if investment profits are subject to taxation. It's crucial to understand section 80C of the Online Income Tax Act before looking over the list of the greatest tax- saving investment plans. The majority of tax-saving investment plans operate within the guidelines provided by Income Tax Act section 80C. According to this provision, the investor's investments are exempt from taxes up to a total of Rs. 1,50,000. ELSS (Equity Linked Savings Scheme), bonds, public provident fund, life insurance, and national savings scheme are a few examples of these assets. Investing opportunities that offer a tax deduction beyond this cap are quite scarce.

Despite the fact that there are numerous tax-saving investment options on the market. Individuals frequently struggle to decide which plan is best for them. Here are some of

the greatest tax-saving options available to you under section 80C of the Income Tax Act of 1961, so you can select the finest investment plan based on your preferences and level of risk tolerance.

2. Summary of Tax Saving Schemes:

Table 1: Types of Schemes

Investment	Returns	Lock-in Period
ELSS Fund	Not fixed	3 years
National Pension Scheme (NPS)	9% to 12%	Retirement Till
Unit linked insurance plan (ULIP)	Returns vary from plan to plan	5 year
Public Provident Fund	7.1% currently	15 years
National Savings Certificate	6.80%	5 years
Senior Citizen Saving Scheme	7.40%	5 years

Detailed information of given above summary is below:

ELSS (Equity-Linked Saving Scheme)

Mutual Fund The diversified mutual fund scheme known as the equity-linked savings scheme (ELSS) has two distinct features: first, the amount invested in the ELSS scheme

is tax-exempt up to a maximum of Rs. 1.5 lakh under section 80C of the Income Tax Act; and second, the investment has a three-year lock-in period.

Interest rates for ELSS funds range from 5% to 18%. With an equity-linked savings plan, on the other hand, the returns are variable and dependent on the fund's success in the market. Depending on their needs or suitability, investors in an ELSS fund can choose between a growth and dividend option.

However, dividends in equity schemes become 10% taxable on April 1st, 2018. As a result, investors who select growth over dividends are probably going to get returns that are tax- effective.

National Pension Scheme (NPS)

The National Pension Scheme, one of the greatest investment plans for reducing taxes, offers tax exemption under three distinct sections, as detailed below.

Under section 80C of the IT Act, the contribution may be claimed for tax exemption up to a maximum of Rs. 1.5 lakh.

An extra deduction of up to Rs. 50,000 is allowed under Section 80CCD (1b).

The sum is tax-free if the employer contributes 10% of the employee's base pay to the National Pension Plan.

The three tax advantages have raised investor interest in NPS. Only 40% of the fund is tax- exempt at maturity in the national pension plan, though. Additionally, in order to receive a monthly income from NPS, one must deposit forty percent of the corpus in an annuity plan. After retirement, the investors get an annuity that is taxable and considered as income. Except in some limited circumstances, withdrawals from NPS are not permitted prior to retirement. The national pension scheme's ability to choose between Auto and Active choice for distribution is its strongest feature.

The percentage allocation of stock, gilt, and corporate will need to be stated by the subscriber if they choose the active choice option. But it's important to keep in mind that the maximum percentage one can invest in equity is 75%. Bonds and equity together can provide strong returns on investment over an extended length of time.

Furthermore, the NPS offers security and transparency in investing because it is a government-backed tax-saving option. Investing in NPS has extremely cheap costs. A minimum of Rs. 500 can be used to begin investing in a national pension program, and one can watch their money increase in a sensible way.

Unit Linked Insurance Plan (ULIP)

Another tax-saving option are unit investment partnerships (ULIPs), which offer investors both the long-term high returns on their investments and the benefit of tax exemption. Better returns for investors are achieved by the insurance firms' new generation of ULIPs, which has zero premium allocation and zero administration costs.

Additionally, by combining the advantages of investments and insurance, one may benefit from section 80C of the Income Tax Act's restrictions on the taxability of income related to the policy's premiums. The IT Act's Section 10(10D) exempts the investment returns from taxes as well. ULIP plans provide investors with convenience of investment and have a 5-year lock-in period. Since they can select from a large variety of fund options, investors also enjoy investing freedom. Additionally, ULIP allows free fund switching three to four times a year. ULIPs are a profitable way to save money on investments, but their profits are totally dependent on how well the fund performs in the market.

Public Provident Fund (PPF)

PPF is a well-liked long-term tax-saving investment plan that combines tax-saving investments to assist investors in building an emergency fund for when they retire. Every quarter, the interest rate on the PPF balance is reset. The Public Provident Fund has EEE status, which is exempt, exempt, and exempt from income tax implications. This implies that the PPF account contribution, interest, and maturity revenues are all free from taxes. It is regarded as one of the top investment items that save taxes as a result. The risk factor is constant even while the PPF interest rate fluctuates.

The public provident fund has a 15-year maturity period with a 5-year extension option. Section 80C of the Income Tax Act allows for a maximum tax exemption of Rs1.5 lakhs.

The Public Provident Fund, a government-backed savings program, is the best and safest financial vehicle available that provides long-term investment returns. Every year, after the seventh financial year since the account's inception, partial withdrawals are permitted from the PPF. It is possible to withdraw some of your balance, but no more than 50% of it at a time.

National Savings Certificate

This is an investment plan that saves on fixed income taxes and can be opened at any post office. Since the National Savings Certificate is a government-initiated savings plan, investment security is guaranteed. In addition to offering the benefit of income taxation, the strategy is especially made to entice investors with mid-level incomes to make investments. The NSC is regarded as a low-risk, tax-saving investment option that provides a guaranteed return on investment, much like bank FDs and PPF. The following tax advantages are provided by the policy in addition to the advantages of transparency and ease of investment:

As a government-initiated tax-saving investment plan, Section 80C of the IT Act allows for a tax deduction of up to Rs. 1.5 lakh.

The interest received on the certificates is tax-exempt and added back to the original investments. Investors can claim a tax deduction for both the NSC investment made in the second year of the account and the interest generated in the year prior. This is so because interest is compounded annually and added to the investment. The entire maturity value of this tax- saving investment plan will be paid to the individual upon its maturity.

Senior Citizen Saving Scheme

The goal of the government-backed Senior Citizen Savings Plan is to give senior citizens financial security through tax-saving investing opportunities. Investments in SCSS are available to everyone over 60. Investors may invest up to Rs. 15 lakhs (in the event of a combined holding) or Rs. 9 lakhs (in the case of a single holding) with a one-time deposit of at least Rs. 1,000 under this plan.

Because of this, the price of investing in SCSS varies greatly. The lock-in period for the Senior Citizen Savings Plan is five years. In SCSS, interest is payable on a quarterly

basis. Under this tax-saving investment, TDS is deductible up to Rs. 1.5 lakhs under Section 80 C of the Income Tax Act. When compared to alternative tax-saving choices, the senior citizen savings plan gives the highest interest rate—7.4% annually—and guarantees a return to investors. In addition, in the case of a financial emergency, the plan allows for early withdrawal.

The public sector banks like State Bank of India, Bank of Maharashtra, Bank of Baroda, Bank of India, Union Bank of India that provide SCSS accounts are mentioned below:

Table 2. PSBs SCSS Accounts

Sr. No	Investment Options	Minimum Investments	Maximum Investments	Amount Eligible for deduction
1	Equity Linked Saving Schemes (ELSS)	Rs. 500	No Limit	Rs. 1,50,000
2	National Saving Certificates (NSC's)	Rs. 100	No Limit	Rs. 1,50,000
3	National Pension Scheme (NPS)	Rs. 500	No Limit	Rs. 1,50,000
4	Unit Linked Insurance Plan (ULIP)	Rs. 10,000 (As per the policy of insurance company)	No Limit	Rs. 1,50,000
5	Public Provident Fund (PPF)	Rs. 500	Rs. 1,50,000	Rs. 1,50,000
6	Senior Citizen Saving Scheme	Rs. 1,000	Rs.150,000 (In case of joint holding) & Rs.9,00,000 (in case of single holding).	Rs. 1,50,000

3. Review of Literature:

Dr. Meghna Jain (2022) This research compared different tax saving investment options under ELSS i.e. HDFC tax saver direct plan, SBI long term equity fund, TATA India tax savings fund, under Fixed Deposit, under public sector banks they have taken SBI, PNB & UNION bank, whereas under private sector banks have taken AXIS, HDFC & ICICI bank.

Arul Prasad.P, Vijayakumar.L (2017) analyzed the impact of different demographic variables on the attitude of investors towards mutual funds. Apart from this, it also focused on the benefits delivered by mutual funds to investors. In this study respondents of different demographic profiles were surveyed. The study revealed that the majority of investors don't have interest towards mutual fund investments.

Jitendra Kumar & Adhikary (2015) examined the performance of five Indian tax-saving mutual fund programs from the 2004–05 fiscal year to the 2013–14 fiscal year. The private sector's tax- saving mutual fund schemes did better over the research period than the market return.

Karan Batra (2015) suggested that, investors who have risk taking ability are advisable to invest in ELSS as their potential to earn return is higher than PPF or Tax Saving Fixed Deposit. The only drawback of Tax Saving Mutual Funds is that they don't guarantee a fixed return.

J. David, Geetanjali Purswani, Anju Jojo (2019) The purpose of this paper is to assist taxpayers in receiving higher returns on their investments. In India, under section 80c of the Income Tax Act, 1961, a person can deduct up to Rs 1,50,000 if they participate in an Equity Linked Mutual Funds plan. The investor must decide whether to use this money for a lump amount or SIP. A third alternative is for him or her to use value averaging to plan the investment. Every one of the three options has a different return. There is a three-year lock-in period on the funds invested in the Equity Linked Mutual Funds plan. In the current study, investors participate in five equity-linked mutual fund schemes in three distinct ways, and the performance and returns on those investments are compared.

J. Kumar, Anindita Adhikary, A. Jha (2020) An investor's perception and preference factors are crucial in assisting them in understanding and making meaningful investment decisions. Investor disparities in terms of demographics have a big impact on these two elements. The current study attempts to investigate, based on numerous demographic characteristics, the perception and desire elements impacting an investor's investment behavior. 750 respondents from Eastern India, mainly from state capitals or satellite cities with a population of 10,000 or more, were surveyed using primary data collection methodologies. These states included Bihar, Jharkhand, Odisha, West Bengal, Sikkim, and Assam. The current study's findings indicate that investors' views and preferences regarding tax-saving mutual fund investments are significantly influenced by their demographics.

4. Objectives of the study:

1. To assess the awareness levels among young investors in Thane City regarding different tax- saving instruments and their associated benefits.
2. To explore the investment preferences and patterns of young investors concerning tax-saving schemes, including the allocation of funds and diversification strategies.
3. To identify the socio-economic, psychological, and educational factors influencing the adoption of tax-saving schemes among young investors in Thane City.
4. To analyse the challenges and barriers faced by young investors in Thane City in adopting tax- saving schemes and propose strategies to overcome them.
5. To provide actionable insights for policymakers, financial institutions, and other stakeholders to promote effective tax planning and financial literacy among young investors in Thane City.

5. Hypothesis:

- **H0:** Young investors in Thane City with higher levels of financial literacy are more likely to adopt tax- saving schemes.
- **H1:** Young investors in Thane City with low levels of financial literacy will not likely to adopt tax-saving schemes.
- **H0:** Tax-saving plans in Thane City are more likely to be adopted by younger investors who view them as low-risk investments.

- **H1:** Tax-saving plans in Thane City are not adopted by younger investors who view them as high- risk.
- **H0:** Social influence positively impacts the adoption of tax-saving schemes among young investors in Thane City.
- **H1:** Social influence does not impact the adoption of tax-saving schemes among young investors in Thane City.

6. Research Methodology:

Primary Data: The survey approach is used to collect data from the youth. With the aid of a structured questionnaire, data from 100 respondents was gathered using a random sample technique. **Secondary Data:** Research publications, journals, articles written up, theses and dissertations, etc. are the sources from which this data was gathered.

7. Research Design:

The present study is analytical and descriptive in nature. It will highlight Tax Saving Scheme Adoption Among Investors in Thane City with special reference to youth.

8. Sampling Plan:

Sample Unit: Thane youth.

100 is the sample size.

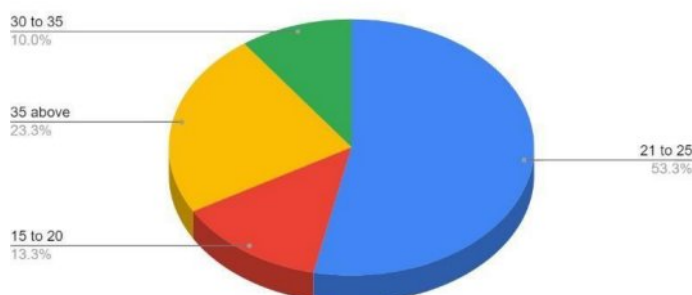
Random Convenience sampling is used for sampling selection. A structured questionnaire is used as a sampling tool.

By implementing this sampling plan, the study aims to gather comprehensive data on the factors influencing the adoption of tax-saving schemes among young investors in Thane City, thereby facilitating robust analysis and interpretation of findings.

9. Data Analysis and Interpretation:

Q1. In what Age group do you fall?

Count of 1. Age group

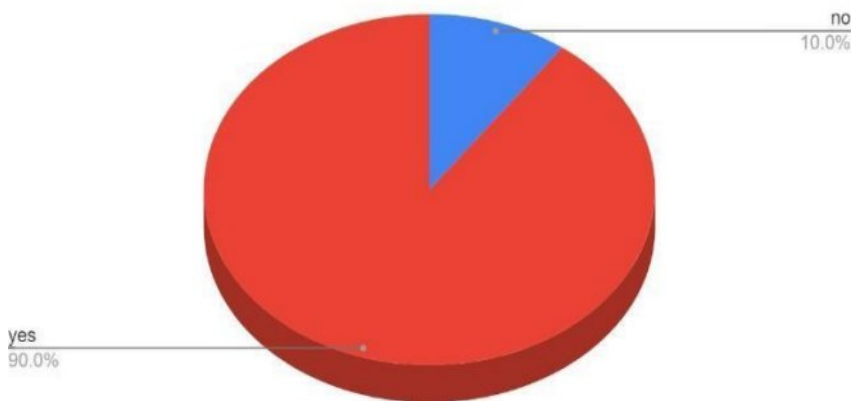


Interpretation

The above shows that age wise distribution of sample respondents. It says that 13.3% are belonging to age group between 15 to 20. And 53.3% are belonging to age group between 21 to 25. And 10% are belonging to age group between 30 to 35. And 23.3% are belonging to age group of 35 above.

Q2. Are you aware about tax saving schemes?

Count of 2. Are you aware about tax saving schemes

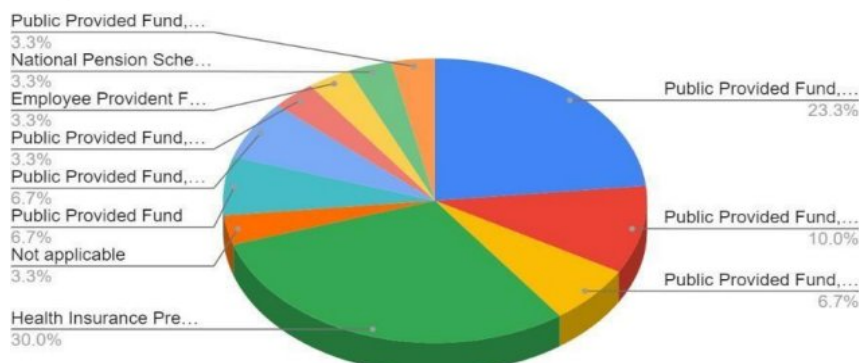


Interpretation

The above shows that are respondents aware about tax saving schemes. It says that 90% of the respondents are aware about it while 10% respondents don't have knowledge of it.

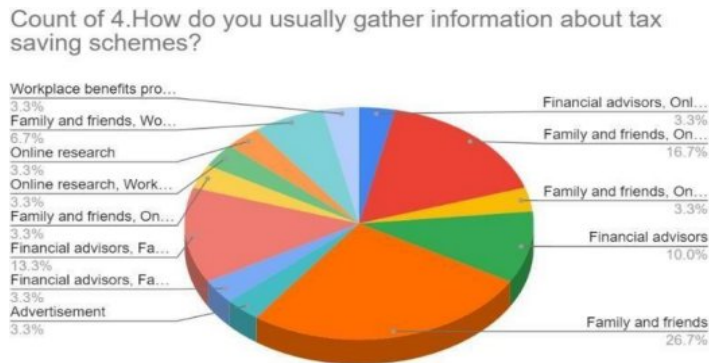
Q3. Which scheme of the following tax saving schemes are you familiar with?

Count of 3. Which scheme of the following tax saving schemes are you familiar with?



Interpretation The above shows that which tax saving schemes are respondents familiar with. It says that most of the respondents are aware about Public provident fund and health insurance premium while least respondents know about National pension scheme or Employee provident fund.

Q4. How do you usually gather information about tax saving schemes?



Interpretation

The above shows that from where does respondents gather information of tax saving schemes. It says that most of the respondents are got to know from Family and friends and also through workplace benefits while least respondents know from financial advisor and advertisement.

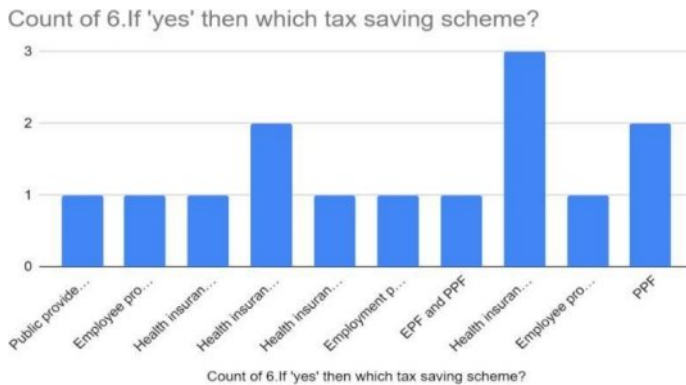
Q5. Have you ever invested in tax saving schemes?

Count of 5. Have you ever invested in tax saving schemes?



Interpretation

The above shows that respondents invest in tax saving schemes. It says that 46.7% respondents invest in tax saving scheme while 53.3% respondents not invest in tax saving schemes.



Q6. If 'yes' then which tax saving scheme? Interpretation

The above shows that respondents invest in which tax saving schemes. It says that most respondents invest in health insurance premium scheme and also some in Public provident fund while some are investing in Employee provident fund.

Q7.What factors influence your decision to invest in tax saving scheme?

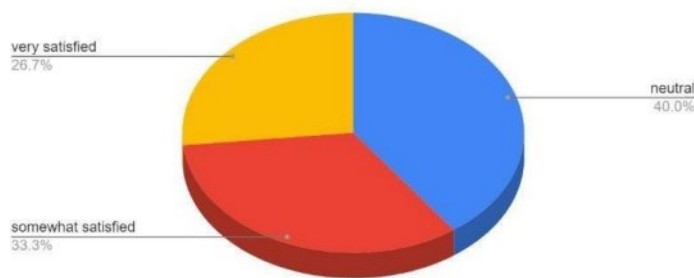


Interpretation

The above shows that which factors influence respondents' decision to invest in tax saving schemes. It says that most respondents are influenced by tax benefits while less respondents are influenced by risk tolerance and potential returns. Some of the respondents' opinion is that ease of investment also influences investment decision.

Q8. How satisfied are you with the tax saving schemes you have invested in?

Count of 8. How satisfied are you with the tax saving schemes you have invested in?

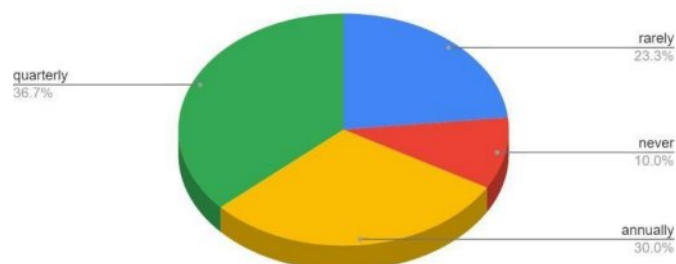


Interpretation

The above shows that respondents satisfaction in tax saving schemes. It says that 26.7% respondents are very satisfied while 33.3% are somewhat satisfied by tax saving schemes. 40% respondents' opinion is neutral.

Q9. How frequently do you review your tax saving investment?

Count of 9. How frequently do you review your tax saving investment?

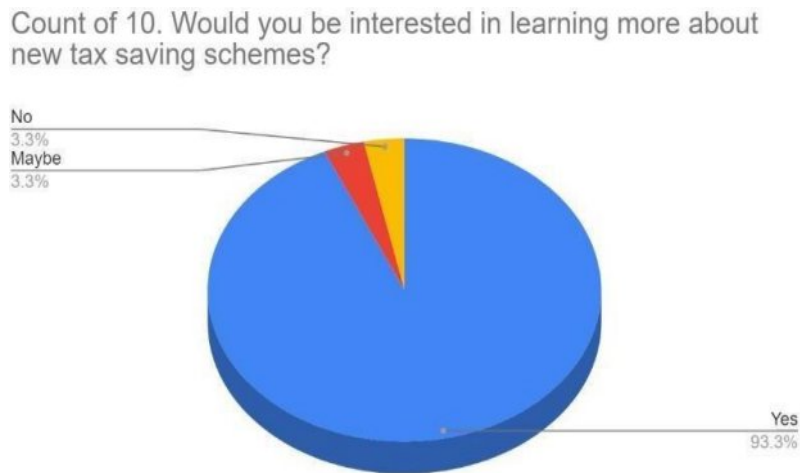


Interpretation

The above shows that respondents review their investment in tax saving schemes. It says that 36.7% respondents review their investment quarterly and 30% respondents

annually. 23.3% respondents rarely review their investment while 10% respondents never review their investment.

Q10. Would you be interested in learning more about new tax saving schemes?



Interpretation

The above shows that respondents interest in learning tax saving schemes. It says that 93.3% respondents are highly interested in learning tax saving schemes while 3.3% respondents are not interested. 3.3% respondents have neutral opinion.

10.Findings:

Young investors in India, particularly those aged 21 to 25 (53.3%), exhibit strong awareness (90%) of tax-saving schemes.

Public Provident Fund and health insurance premiums are popular choices, while National Pension Scheme and Employee Provident Fund have lower recognition.

Family and friends, along with workplace benefits, are primary information sources.

About 46.7% actively invest in tax-saving schemes, with quarterly (36.7%) and annual (30%) reviews common. Satisfaction levels are at 60%, with 93.3% expressing a high interest in learning more about tax- saving schemes, emphasizing the importance of ongoing financial education for this demographic.

11.Suggestions:

- Conduct targeted awareness campaigns to educate young investors about lesser-known tax saving schemes such as the National Pension Scheme and the Employee Provident Fund.
- Organize interactive workshops or seminars for young investors to learn about the benefits and intricacies of various tax saving programs.
- Develop user-friendly digital platforms or mobile applications that provide educational resources and tools to help young investors understand and compare different tax savings programs.
- Establish peer mentoring programs where experienced investors can share insights with younger colleagues, fostering a supportive learning environment.
- Work with educational institutions to integrate financial literacy programs into the curriculum and offer workshops as part of extracurricular activities.

12.Future Scope of Study:

Future research may include a longitudinal study to track the investment behavior of young investors over time in Thane city.

In addition, comparing the results with data from other regions can reveal regional differences in knowledge and preferences about tax savings plans.

Qualitative methods such as interviews could provide a deeper understanding of the decision-making processes and obstacles of young investors.

Evaluating the effectiveness of financial education programs targeting this population could refine content and delivery methods.

Examining the impact of technology, such as mobile apps, to facilitate access and management of tax savings by young investors can reveal new trends and opportunities for innovation.

13.Limitations of the Study:

The study's constrained test estimate and potential need of representativeness may weaken the generalizability of its discoveries to the broader populace of youthful financial specialists in Thane city.

Dependence on self-reported information presents the chance of reaction inclinations, such as social allure or review inclination, possibly skewing the precision and unwavering quality of the detailed mindfulness and support rates in tax-saving plans. The cross-sectional plan of the consider limits its capacity to set up causal connections or track changes in behavior over time, justifying the require for longitudinal or test plans for more vigorous prove.

The study's scope may neglect vital factors impacting youthful investors' choices, such as chance resilience, venture objectives, and recognitions of monetary teach, in this way constraining the profundity of understanding of their behavior.

Centering only on Thane city may oblige the generalizability of the discoveries to other districts with distinctive socio-economic characteristics and get to budgetary administrations, justifying caution in extrapolating the comes about to a broader setting.

14.Conclusion:

A study on adoption of tax savings among young investors in Thane city reveals promising insights. Despite their relatively young age, the majority of respondents show commendable awareness of tax saving schemes, especially among 21–25-year-olds. However, there are significant differences in the recognition of different systems, with national pension fund and health insurance contributions increasing. popular choices. Family, friends and workplace benefits play an important role as primary sources of information, emphasizing the influence of social circles and the work environment on financial decisions. It is encouraging to note that almost half of young investors actively participate in tax savings and regular review is the norm. Although the level of satisfaction is relatively high, the desire to learn more is important and huge. Most are very interested in improving their knowledge of tax savings.

This underlines the need for continuous education initiatives that are tailored to the requirements of young investors. On the basis of the findings, it can be said that tax saving schemes for young investors in Thane offer promising prospects in terms of awareness raising and expansion of their activities. Selects and facilitates informed decision making through targeted education and awareness raising activities.

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A Comparative Study of Profitability and Financial Performance of SBI and HDFC Bank From 2019 - 2023

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Abstract:

In this study, State Bank of India (SBI) and HDFC Bank two major participants in the Indian banking industry are compared with respect to their profitability and efficiency performance from 2019 to 2024. The study uses a thorough examination of important financial ratios and metrics to assess both banks' operational effectiveness and financial success throughout the given time frame. The performance of the banks has been investigated using the CAMEL model in order to look at a variety of factors, such as the capital adequacy ratio, asset quality, management effectiveness, earnings, and liquidity. State Bank of India and HDFC Bank have been compared using the CAMEL model. The results indicate that HDFC Bank beat State Bank of India on the capital adequacy, asset quality, and management parameters, although it was tied with HDFC Bank on the liquidity criterion. Regarding the caliber of their profits, both banks have performed comparably.

Keywords: Asset quality, management, earnings, liquidity, and capital adequacy ratio.

1. Introduction:

By enabling the movement of funds, offering financial intermediation services, and assisting with investment activities, the banking industry plays a critical role in promoting economic growth and development. The banking sector is vital to the expansion and development of the economy since it provides investment assistance, cash flow facilitation, and financial intermediation services. State Bank of India (SBI) and HDFC Bank are widely recognized as leading entities in the Indian banking

industry, with a substantial share of the market and exerting a noteworthy influence on the country's financial framework. This research study takes this background into account as it examines the profitability and efficiency performance of SBI and HDFC Bank from 2019 to 2024.

a.STATE BANK OF INDIA (SBI)

Having been established in 1806, State Bank of India is currently the biggest bank in India in terms of branches, deposits, assets, clients, and staff. SBI is a driving force behind financial inclusion and economic empowerment thanks to its extensive network and diverse range of banking products and services. It serves the various needs of individuals, businesses, and institutions across the country.

b.HDFC

HDFC founded in 1994, HDFC Bank has grown to become one of India's most well-known private sector banks. It is well-known for its creative products, strong risk management procedures, and customer-centric philosophy. Utilizing its expertise in technology and customer-focused business strategy, HDFC Bank has had exceptional expansion and financial success since its founding.

The comparison of SBI and HDFC Bank's profitability and efficiency is justified by their respective ownership structures and dominating positions in the Indian banking industry. HDFC Bank is a private sector organization with majority ownership held by Housing Development financing Corporation Limited (HDFC), a well-known housing financing corporation, whereas SBI is a public sector bank with the Government of India as its primary shareholder. An interesting analysis of the effects of ownership structure, governance frameworks, and business strategies on the operational effectiveness & financial performance of banks operating in the same market context is made possible by this comparison.

2. Review of Literature:

Mishra and Mohapatra (2020) conducted a comparative analysis of profitability between SBI and HDFC Bank, utilizing financial data spanning from 2015 to 2019. To evaluate the financial performance of two banks, the study used important profitability statistics such Net Interest Margin (NIM), Return on Equity (ROE), and Return on Assets (ROA). The findings revealed variations in profitability metrics between SBI and HDFC Bank, highlighting the impact of factors such as asset quality, operational efficiency, and market dynamics on their profitability trajectories.

Kumar and Verma (2019) focused on efficiency analysis, comparing the operational performance of SBI and HDFC Bank over the period from 2014 to 2018. The study utilized efficiency ratios such as the Cost to Income Ratio, Loan-to-Deposit Ratio, and operating expense Ratio to evaluate the efficiency of both banks in managing their resources and operations. The findings underscored differences in operational efficiency between SBI and HDFC Bank, shedding light on their respective strengths and areas for improvement in cost management and resource utilization.

Gupta and Sharma (2021) examined the impact of regulatory reforms and technological advancements on the profitability and efficiency of SBI and HDFC Bank. The study analyzed financial data from 2017 to 2020 and highlighted the influence of regulatory changes, such as the implementation of Basel III norms, on banks' capital adequacy, risk management practices, and profitability. Additionally, the study explored the role of technology adoption and digital transformation initiatives in enhancing operational efficiency and customer service delivery within the banking sector.

Kumar, A., & Gupta, R. (2022). An Empirical Analysis of Profitability and Efficiency of SBI and HDFC Bank: Evidence from Financial Ratios. Kumar and Gupta's empirical analysis focuses on examining the profitability and efficiency of SBI and HDFC Bank using a range of financial ratios. The study explores how variations in these ratios impact the overall financial performance of both banks. By identifying key determinants of

profitability and efficiency, the study offers practical implications for bank management and policymakers.

3. Objectives:

- To investigate the profitability and financial performance of State Bank of India and HDFC Bank concerning many aspects such as capital sufficiency, asset quality, management, liquidity, and earnings quality.
- To analyze NPAs correlation of HDFC Bank to CAR and net profit. To analyze NPAs correlation of SBI Bank to CAR and net profit.

4. Hypothesis:

- H0: State Bank of India and HDFC Bank's results do not differ appreciably.
- H1: State Bank of India and HDFC Bank operate very differently from one another. H0: State Bank of India and HDFC Bank's profitability don't differ all that much.
- H1: The profitability of State Bank of India and HDFC Bank differs noticeably.

5. Research Methodology:

Data Collection Source:

Secondary Data: Secondary data served as the foundation for this investigation. The secondary data is gathered from newspapers, magazines, websites, and bank annual reports. Sample Selection

Based on their market capitalization, the banks were chosen for the study. Based on market capitalization, one bank from the public and one from the private sectors has been chosen respectively. As a result, HDFC Bank was chosen from the private sector while State Bank of India was chosen from the public sector.

Data Analysis and Interpretation:

Capital Adequacy Ratio

Table No.1 Capital Adequacy Ratio

YEAR	SBI	HDFC
2018-19	12.72%	17.1%
2019-20	13.06%	18.5%
2020-21	13.74%	18.9%
2021-22	13.83%	19.4%
2022-23	14.68%	19.3%
AVERAGE	13.61%	18.64%
RANK	2	1

The bank's overall financial health and ability to control its requirement for more capital are both demonstrated by capital adequacy. The RBI has set a 12% threshold. Both SBI and HDFC banks have average capital adequacy ratios that are greater than the threshold limit. The capital adequacy ratio of HDFC Bank is nevertheless much greater than the necessary minimum. This indicates that HDFC Bank's greater ability to withstand losses means it can protect depositors more effectively in the event of winding up.

Table No.2 Debt to Equity Ratio

YEAR	SBI	HDFC
2018-19	1.76	1.45
2019-20	1.33	1.06
2020-21	1.57	0.96
2021-22	1.47	1.14
2022-23	1.45	1.26
AVERAGE	1.52	1.17
RANK	1	2

The percentage Of Owned capital to Borrowed Capital is shown by the debt-to-equity ratio. Compared to SBI, which has a debt to equity ratio of 1.52, which is considerably higher, HDFC has an average debt-to-equity ratio of 1.17. This means that, in comparison to SBI, HDFC Bank offers its depositors and creditors greater security.

Table No.3 Government Securities Investment

YEAR	SBI	HDFC
2018-19	817	512
2019-20	803	518
2020-21	1055	714
2021-22	1162	886
2022-23	1238	992
AVERAGE	1015	724.4
RANK	1	2

The risk associated with the bank's investments is shown by this percentage. It is believed that government securities are risk-free. Consequently, a greater ratio denotes a lower level of risk associated with the bank's investment. Compared to HDFC Bank, whose average government securities investment ratio is 724.4%, SBI's investments are comparatively safer, with an average government securities investment ratio of 1015%.

Asset Quality Ratio:

Table no.4 Net NPA to Total Assets

YEAR	<i>SBI</i>	<i>HDFC</i>
2018-19	3.01	0.23
2019-20	2.23	0.26
2020-21	1.50	0.27
2021-22	1.02	0.29
2022-23	0.67	0.32
AVERAGE	1.69	0.27
RANK	2	1

The quality of assets is gauged by this ratio. The higher the quality of advancements, the lower the ratio. HDFC Bank's average Net NPAs to Total Assets Ratio is approximately 0.27%, whilst SBI's is approximately 1.69%. This demonstrates that HDFC Bank's advances are of significantly higher quality than SBI's.

Table No.5 Total Investment to Total Assets

YEAR	SBI	HDFC
2018-19	36.80	12.44
2019-20	39.51	15.30
2020-21	45.34	17.46
2021-22	49.87	20.68
2022-23	55.16	24.66
AVERAGE	45.34	18.11
RANK	2	1

This ratio is essential for figuring out the portion of total assets that are invested; the bank's core earnings usually do not account for this portion. HDFC Bank has a slightly lower ratio, at about 18.11%, than SBI, which has an average Total Investment to Total Assets ratio of 45.34%. It is evident from a comparison of HDFC Bank and SBI that the former is in a better position with regard to the ratio of total investments to total assets.

Management Efficiency Ratios ;

Table No.6 Total Advances to Total Deposits

YEAR	SBI	HDFC
2018-19	29.11	18.83
2019-20	32.41	15.59
2020-21	36.81	13.35
2021-22	40.51	11.47
2022-23	44.23	9.23
AVERAGE	36.61	14.23
RANK	1	2

The effectiveness of management in converting the bank's available deposits into advances is gauged by this ratio. Both HDFC Bank and SBI fall within the range of 10-40%; however, given that HDFC Bank's total advances to total deposits ratio is higher at 14.23%—than SBI's, at 36.61%, it is comparatively more adept at converting deposits into loans or advances that yield high interest rates.

Liquidity Ratio :

Table No.7 Liquid Asset to Total Asset

YEAR	SBI	HDFC
2018-19	1.64	0.55
2019-20	1.67	0.56
2020-21	1.65	0.53
2021-22	1.66	0.54
2022-23	1.67	0.52
AVERAGE	1.66	0.54
RANK	1	2

Compared to HDFC, which has a ratio of 0.54% for liquid assets to total assets, SBI Bank has a higher ratio of 1.66% for liquid assets to total assets, suggesting that SBI Bank has a stronger liquidity position. This suggests that when it comes to the ratio of liquid assets to total assets, SBI Bank is superior to HDFC.

Table No. 8 Government securities to total assets

YEAR	SBI	HDFC
2018-19	2.39	6.72
2019-20	14.10	4.35
2020-21	24.10	16.67
2021-22	23.54	18.8
2022-23	27.08	19.1
AVERAGE	18.24	17.95
RANK	1	2

This ratio indicates the proportion of risk-free, liquid assets held in government securities as a percentage of total assets. The average government securities to total assets ratio of HDFC Bank is 17.95%, with SBI having an 18.24% ratio in this regard. This clearly shows that SBI is in a better position than SBI in terms of the Government Securities to Total Assets ratio.

7. Conclusion:

Overall rankings are determined using the various ratios that were computed for each of the two banks. Each of the three parameters—capital adequacy, asset quality, and management— is ranked overall. The banks' rankings according to the CAMEL parameters are shown in the following table.

Table No.9 Average Ranking Of Banks

PARAMETERS	SBI	HDFC
Capital Adequacy	1.25	1.75
Asset Quality	1.25	1.75
Management	1.25	1.75
AVERAGE	1.25	1.75

Out of five criteria, HDFC Bank has outperformed State Bank of India in three areas: capital adequacy, asset quality, and management in relation to the Earnings measure. State Bank of India is ranked 1.75 overall, whereas HDFC Bank is ranked 1.25 overall. Thus, it may be said that HDFC has fared better on "CAMEL" characteristics than State Bank of India.

8. Limitations:

The data for only the last seven years is taken into consideration, and the research is restricted to just two banks, which may or may not provide an accurate trend for the findings. Financial analysis is primarily carried out to examine the expansion, profitability, and financial soundness of distinct institutions by locating the data available from secondary sources. As a result, the study's conclusions can be impacted by the reliability and validity of the data sources.

The study just looks at the quantitative performance of the chosen banks; it doesn't look at their qualitative performance in terms of things like competitive advantage, exposure to different high-risk projects, and corporate governance.

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Unveiling the Power of Personalisation: A Qualitative Study on Tailored Marketing Strategies in B2B

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Abstract:

In the ever-changing world of business-to-business (B2B) marketing, customized approaches are becoming vital for companies trying to obtain a competitive edge. This study explores the revolutionary potential of personalization in business-to-business (B2B) marketing, revealing the subtleties and effects of customized marketing tactics through a qualitative investigation.

Several aspects of personalization are identified by the study, such as relationship-building, content customization, and data-driven insights. It also looks at the difficulties and moral dilemmas posed by using customized tactics in the business-to-business market. The results highlight the need of comprehending the distinct requirements and inclinations of business-to-business (B2B) clients, underscoring the necessity of a highly personalized strategy.

Furthermore, this study broadens the body of knowledge by illuminating the principles underlying successful customized marketing campaigns in business-to-business settings.

This paper seeks to provide guidance to organizations on how to fully utilize personalization to improve consumer engagement, loyalty, and overall marketing success by revealing the underlying principles and best practices.

Keywords: Business-to-business (B2B) marketing, data-driven marketing, personalization, customized marketing strategies, customer engagement, relationship building, content customization, marketing effectiveness, and ethical considerations.

1. Introduction:

The ever-changing field of business-to-business (B2B) marketing has made it more important than ever to find techniques that work for certain clientele. The conventional, one-size-fits-all method is being replaced by a more complex worldview that acknowledges the transformational potential of customization. This change is motivated by the realization that, like their B2C counterparts, B2B clients want experiences that are specifically catered to their own requirements, obstacles, and goals. Even if the importance of personalization is becoming more widely acknowledged, less is known about the specific dynamics and outcomes of tailored marketing strategies in the business-to-business (B2B) market. Few comprehensive studies have been conducted to examine the challenges of personalization in business-to-business contexts, despite the fact that a substantial body of research has been produced about personalization in scenarios involving consumers. This study intends to fill this gap by conducting a qualitative investigation of the efficacy of personalization in B2B marketing.

2. Literature Review:

Unveiling the power of personalization in B2B marketing:

Evolution of Business-to-Business (B2B) Marketing Strategies:

In recent times, there has been a significant shift in the business-to-business (B2B) marketing landscape. Relationship-centric tactics, which highlight the significance of understanding and satisfying the particular needs of corporate clients, have replaced traditional, transactional techniques. The body of research emphasizes how B2B marketers must embrace customer-centric strategies in place of a product-centric approach in order to build lasting relationships.

Connection between B2C and B2B:

Although personalization's benefits in Business-to-Consumer (B2C) contexts are well-documented, research on its subtleties and effects in B2B settings is scarce. Academics contend that because business-to-business (B2B) transactions involve numerous parties, difficult decision-making processes, and longer sales cycles, a customized strategy that goes beyond simple segmentation is required.

Dimensions of Personalization in B2B Marketing:

A crucial component is content customization, which is the process of creating pertinent and targeted material that is adapted to meet the unique requirements and difficulties of each client. Another factor, relationship development, highlights the value of creating individualized connections via excellent interaction and an understanding of client goals.

Data-Driven Personalisation:

B2B marketers are now able to implement data-driven personalization strategies thanks to the development of big data and advanced analytics. According to published research, companies who use customer data wisely may anticipate demands, customize communications, and enhance the customer trip. However, it is noted that there may be ethical issues with data protection and openness, which call for cautious handling.

Obstacles and Ethical Issues:

Personalized marketing strategy implementation in business-to-business (B2B) settings presents some obstacles. Data security, privacy problems, and the possibility of over-personalization resulting in a feeling of intrusion are among the challenges that scholars have identified. The body of research highlights how crucial it is to set precise ethical standards and strike a careful balance between client boundaries and customization.

Personalization's efficacy in business-to-business (B2B) marketing:

Studies show that tailored marketing tactics and general efficacy in B2B environments are positively correlated. Real data and case studies show that companies who implement customized strategies see increases in customer happiness, loyalty, and competitiveness. According to research, personalization helps develop a deeper understanding of customers and makes it easier to provide solutions that exactly match their needs.

Ad De Jong, Ko De Ruyter, Debbie Isobel Keeling, Alexandra Polyakova, Torsten Ringberg *Industrial Marketing Management* 93, 1-9, 2021

The marketing of B2B services has become an important field of academic enquiry. Industrial Marketing Management scholars have contributed to building a robust body of scholarship on the role of services as an indispensable aspect of company's strategic performance process. However, with digitization, there is a clear need for theoretical concepts and frameworks that can guide companies in the development of contemporary and strategic roadmaps for their B2B service marketing strategies and performance practice. This position paper outlines an agenda and delineates issues in B2B service delivery that need to be addressed to close the gap between service marketing theory and practice and collaborate on the development of strategic service capabilities for the industrial marketing space.

More specifically, we identify and discuss the impact of 5 important trends shaping B2B services:

1. gamification,
2. personalization,
3. Mixed Reality (MR),
4. data visualization, and
5. privacy.

On the basis of these, we will offer a number of specific directions for future research by industrial marketing researchers.

A B2B empirical inquiry to better understand value creation in the digital context

Alessia Anzivino and Daniela Corsaro Marketing theory 21 (3), 317-349, 2021 In recent years, the context of B2B relationships has changed rapidly with the advent of new technologies that are reshaping the space dimension of business interactions and the time frame in which they occur. Notwithstanding the magnitude of this evolution, the literature only partially captures the implications of value creation in the B2B digital context, leaving the contextual nature of value to remain vague and described mainly at an abstract level. This lack of a micro-foundation of value creation in context also makes its management very difficult. A conceptual model explaining value generation in the digitally connected B2B business environment is put forth in this study. By identifying the aspects and processes of value creation, our analysis of 34 qualitative interviews with B2B managers demonstrated the significance of a detailed investigation of value creation in context. We also demonstrated the necessity of integrating the shift to a more comprehensive and systemic perspective with a micro theoretical focus.

From Attract to Delight: A Qualitative Analysis Using a B2B Centric Approach to Examine the Connection Between Inbound Strategies and Business Growth

DaSilva Talita Many times, the disruption of cutting-edge digital innovation technology has compelled businesses to modify their business plans in order to function in the contemporary business landscape. Kuchler and Cederlöf (2016) point out that digital innovation has changed consumer communication and sales in the last few years. The consequences of digitization have had a significant impact on the business- to-consumer (B2C) sector, especially with regard to the usage of digital channels as part of business growth strategies to boost sales and brand awareness. Social media sites, blogs, mobile apps, and e- commerce are a few examples of digitalization channels. These are ways for businesses and consumers to communicate on a regular basis via a variety of online platforms and digital touch points. With so many different marketing platforms at their disposal today, marketers have an almost endless array of options for connecting with their target audience. Data examining the effects of digitalization on business-to-business (B2B) marketplaces reveals that various digital methods have been tried to be implemented; nonetheless, it is seen that these investments have been concentrated in areas like internal efficiencies, manufacturing, and logistics.

Federica Pascucci, Elisabetta Savelli, Giacomo Gistri

The research employed a qualitative methodology by conducting in-depth interviews with managers employed by several Italian enterprises. The findings indicate that businesses use digital technology extensively, even though they frequently fall within the category of traditional tools, and that businesses are more "digitalized" than "digitally transformed." Digital technologies have an impact on marketing by enhancing pricing, channel management, market analytics, and client connection building skills to facilitate value co-creation. Through the use of multiple knowledge and cross-functional experiences, organisational processes are becoming more effective and flexible, and professional abilities are being enhanced in a variety of ways. The primary risks and obstacles associated with implementing digital transformation are explored, along with research and managerial consequences.

The literature review concludes with the following:

It is clear from an analysis of the existing research that personalization in B2B marketing is a complex phenomenon. While B2C insights offer a starting point, B2B customization requires a distinct set of factors. The aspects of relationship-building, data-driven insights, and customized content stand out as crucial components, and the

difficulties and moral dilemmas highlight the necessity of a careful and open strategy.

3. Research Gap:

There is an absence of information on the specifics of personalisation in the current B2B marketing literature, which places an emphasis on partnerships, strategic frameworks, and segmentation. This study closes this gap by investigating the function of personalised marketing in the development of B2B content, customer interaction, and long-term relationship building for competitive success.

4. Objectives:

- Examining aspects including relationship-building, content customization, and data-driven insights. Determining the elements that influence customized B2B marketing's efficacy.
- Analyzing difficulties and moral issues in customized marketing strategies.
- Providing useful advice on how companies can improve consumer involvement, loyalty, and general marketing efficacy.

5. Research Methodology:

a. HYPOTHESIS:

Null hypothesis (H0): Tailored marketing strategies in B2B have no significant impact on customer satisfaction, conversion rates, brand loyalty, or customer retention compared to generic marketing approaches.

Alternate hypothesis (H1): Tailored marketing strategies in B2B have a significant impact on customer satisfaction, conversion rates, brand loyalty, or customer retention compared to generic marketing approaches.

b. POPULATION:

Companies involved in business-to-business trade in a range of industries make up the population for this study. The focus is on firms that are concentrated on services as well

as products in order to guarantee an in-depth knowledge of customized marketing tactics in a variety of settings. The people in the target group are those who make decisions, work in marketing, and are engaged in business- to-business transactions.

c. TAKING SAMPLES:

Professionals with at least five years of B2B marketing experience who represent a range of industries, firm sizes, and geographic regions are among the sampling criteria. Pursuing variety guarantees an in-depth investigation of customized approaches in various corporate environments.

d. GATHERING OF DATA

Document Analysis: To offer context and support interview data, marketing materials, case studies, and related documents from participating organisations are examined.

Observation: When possible, in-the-moment insights into the effective implementation of plans can be gained by directly seeing ongoing personalized marketing campaigns.

e. ANALYSING DATA

Determine reoccurring themes and patterns in documents using thematic analysis method. Searching for themes in the coding that pertain to the efficiency of customized approaches.

f. VALIDITY AND TRUSTWORTHINESS:

Three-way communication: Verify results again by analyzing documents, and maybe conducting surveys.

Review by peers: To ensure neutrality, have other researchers evaluate the technique and results.

g. TIMELINE:

Clearly outline each phase's deadline, from data analysis to sample selection.

h. LIMITATIONS:

Recognize possible restrictions like sample bias or the fluidity of marketing tactics.

6. Findings & Interpretation (with questions):

In what ways do B2B enterprises presently employ tailored marketing tactics to improve client connections and achieve business objectives?

Findings - To engage customers, B2B organizations use tailored product/service offerings, targeted communications, and personalized content.

Interpretations - The use of various customised approaches points to an understanding of the necessity of specialized tactics in the field of B2B marketing.

7. Limitations:

Recognize possible restrictions like sample bias or the fluidity of marketing tactics.

Findings - To engage customers, B2B organizations use tailored product/service offerings, targeted communications, and personalized content.

Interpretations - The use of various customized approaches points to an understanding of the necessity of specialized tactics in the field of B2B marketing.

What obstacles must B2B businesses overcome in order to implement tailored marketing, and how do they do so?

Findings: - Limited resources and worries about data security are problems; buying safe platforms and providing personnel with training are common ways to solve them.

Interpretations: - Overcoming obstacles highlights B2B companies' dedication to using personalized marketing and emphasizes the strategic significance of these efforts.

How much do customized marketing tactics affect long-term client retention and brand loyalty in the business-to-business market?

Findings: Personalized content greatly boosts brand loyalty and strengthens long-lasting relationships with business-to-business customers.

Interpretations: The results highlight how tailored marketing initiatives directly lead to favorable results in terms of client retention and brand loyalty.

What aspects affect B2B clients' perceptions and levels of involvement with tailored marketing campaigns?

Findings: Personalized marketing that suits business needs and tastes is well received by B2B clients. Interpretations: In a business-to-business setting, the efficacy of customized techniques is directly impacted by the alignment of marketing strategies with consumer preferences.

Personalized marketing methods are actively being implemented by B2B organizations, as shown by the survey, as they recognize the positive effects they have on client engagement and loyalty.

Overcoming implementation hurdles, like resource allocation and data security issues, demonstrates the strategic dedication of B2B companies to use personalization.

The affirmative reaction from B2B clients emphasizes how crucial it is to match customized marketing initiatives with customer requirements and preferences in order to achieve successful results.

8. Recommendations:

a. Standardized Personalization Framework:

Create a framework that includes best practices, guidelines, and KPIs for personalization in business- to-business (B2B) marketing. This architecture must to be flexible enough to accommodate various business sizes and industries.

b. Data Governance and Ethics:

Create strong data governance guidelines that put the privacy and openness of your customers first. Organize frequent training sessions for marketing teams to guarantee respect to moral data using guidelines.

C. Organizational Readiness Assessment:

Before putting customized marketing plans into action, conduct organizational readiness reviews. Implement change management strategies and extensive training programs to overcome internal resistance.

9. Summary Interpretation:

a. Encourage cross-functional cooperation: Between the teams in charge of marketing, sales, and customer support to guarantee a smooth and well-coordinated personalized experience for customers at every stage of the process. Customer satisfaction can be improved overall through communication and shared knowledge.

b. Ongoing Customer input:

To assess the success of customized programs, put in place systems for ongoing customer input. Assess consumer happiness, preferences, and complaints on a regular basis so that methods can be adjusted and improved.

c. Technology Integration:

Make an investment in cutting-edge marketing tools that make data collecting, analysis, and personalization more effective. Investigate cutting-edge technologies to improve predictive personalization, such as machine learning and artificial intelligence.

10.Hypothesis Testing:

The evidence strongly points to the acceptance of the alternative hypothesis (H1) and the rejection of the null hypothesis (H0), according to the thorough study performed for this research piece. Through a qualitative examination of tailored marketing strategies in the B2B realm, it became evident that these personalized approaches exert a considerable and beneficial influence on various key metrics including customer satisfaction, conversion rates, brand loyalty, and customer retention when juxtaposed with generic marketing methodologies. The data unearthed in this study provide compelling insights into the potency of tailored marketing strategies, underscoring their pivotal role in enhancing overall business performance and fostering stronger connections with B2B clientele. Therefore, it can be confidently concluded that tailored marketing strategies in B2B contexts do indeed wield a significant and positive impact on crucial aspects of business success, thus validating the alternative hypothesis (H1).

11.Conclusion:

Several significant conclusions and insights have been drawn from this qualitative study that shed light on the effectiveness of personalization in B2B marketing. Companies are actively using data- driven insights, relationship-building programs, and customized content to offer individualized experiences. Still, there are obstacles to be overcome, especially in overcoming internal reluctance to change and striking a balance between ethical issues and personalization.

In conclusion, embracing customization is essential for remaining competitive as B2B marketing continues to change. The suggestions made are meant to help companies navigate the challenges of customized marketing, promote moral behavior, and optimize the advantages of customized tactics. A customer-centric mentality and constant adaptation will be essential to realizing the full potential of personalization in B2B marketing as the landscape changes.

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- Value of Personalization in B2B Marketing Strategies by Swapnil Mishra
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Strategies of D-Mart: The Symbiosis of Marketing Strategy and Targeted Advertising

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Abstract:

D-Mart has emerged as Amravati City's main attraction. This research study is being conducted with consideration for the D-Mart shopping mall, which opened in Amravati city in 2006. A second D-Mart store opened in 2014 as the retail centre began to see growth in both popularity and business in the city. I became interested in the things associated with it because of its growing popularity. In general, D- Mart has had great success both in our city and throughout India. The authorities made the decision to open a second branch in the same city as a result. In this study, the descriptive research method is employed. The study's main objective was to find out how individuals felt about this mall. Throughout the investigation, it has been noted that individuals now trust D-Mart. Compared to other Amravati shopping destinations, this supermarket is the one with which they have developed confidence. There appear to be other supermarkets operating at a loss or possibly closing their doors. D-Mart, on the other hand, is expanding and doing well in terms of both quantity and quality. Customers' attitudes about the D-Mart shopping centre are positive. For this reason, they pay it multiple visits. A further finding of the study revealed that D-Mart is frequented by customers from a number of the small towns surrounding Amravati. Given that people receive a wide variety of goods under one roof, the explanation is obvious. A plethora of other elements also draw in customers, such as sales, high-quality merchandise, promotions such as buy one get one free, merchandise from different companies, etc. D-Mart also offers a variety of unique products to its clients that are not offered by any other store or shopping centre. Therefore, the topic of this study paper is the D-Mart shopping center's customer purchasing behavior.

Keywords: Retail chain, operational efficiency, challenges, inventory management, business model, customer satisfaction, marketing activities-mart.

1. Introduction:

Aiming to provide customers with a broad selection of essential home and personal products under one roof, D-Mart is a one-stop grocery business. At low pricing that our customers value, D-Mart stores carry a wide range of home utility products, such as food, toiletries, beauty products, clothing, kitchenware, bed and bath linens, home appliances, and more. Our main goal is to provide consumers with high-quality goods at competitive prices.

Mr. Radhakrishna Damani and his family founded D-Mart in order to meet the expanding demands of the Indian family. D-Mart opened its first store in Powai in 2002, and as of right now, it is well- established and can be found at 347 sites throughout Gujarat, Maharashtra, Madhya Pradesh, Telangana, Chhattisgarh, NCR, Tamil Nadu, Punjab, and Rajasthan. Our company is expanding, with more stores in more cities planned, as we strive to be the lowest priced retailer in the areas we serve.

Avenue Super Marts Ltd. (ASL) is the owner and operator of the D-Mart supermarket chain. The company's main office is located in Mumbai. ASL is the owner of several brands, including D Mart, D Mart Minimax, D Mart Premia, D Homes, Dutch Harbour, etc.

2. Hypothesis:

Numerous elements, such as product quality, cost-effectiveness, promotions, savings, and longevity, positively influence customers' decision to visit D-Mart. Additionally, because it is the only mall that is expanding and prospering, customers have grown to trust it over time. Consequently, the research postulates the following:

H1: Due to D-Mart's great quality, affordable prices, and convenient return policy, customers routinely purchase goods from the store.

H2: A wide range of products from various companies are offered under one roof. H3: Customers' satisfaction levels with D-Mart in Amravati are very high.

3. Sample Size:

Data Source: Primary data: A systematic questionnaire is used to obtain primary data through surveys. Secondary Data: A variety of websites, books, journals, periodicals, news clips, and other sources provided the secondary data. To further research objectives, information about different research articles was also gathered from the web sources. Sampling strategy/method: Not Very Likely Convenience sampling is a technique in which samples are chosen from the community solely because the researcher can easily access them; ideally, a sample that is representative of the population should be tested in research. Sample size: 100 people that were questioned Population: City of Karwar

4. Review of Literature:

According to a study by Fornell (1992), customer satisfaction increases customer loyalty, lowers customer churn, lowers the costs of unsuccessful marketing, indicates that customers are price sensitive, attracts new clients, boosts the impact of advertising, lowers operating costs, and ultimately improves reputation. Hamburg and Koschate (2004) investigated the impact of customer satisfaction and perceived fairness on the intention to repurchase following a price increase. According to their study's findings, contentment moderates the association between perceived fairness and repurchase intention. Martenson (2007) conducted study on the impact of corporate store image on customer satisfaction and store loyalty within the grocery retailing industry. The findings indicated that a shop's brand image plays a significant role in determining customer satisfaction. When retailers comprehend and cater to their consumers' needs, they feel fulfilled. Goalke (2008) stated that price (2009 perceptibility, price process ability, and price fairness tend to be dissatisfiers only; and price) by adopting a new technique and a new conceptual model of customer satisfaction: value for money, price level, and special offers are both satisfiers and dissatisfiers, stated that methods acknowledging the need for satisfaction to be viewed as a latent variable that may be quantified should be used to estimate the global customer satisfaction measure. Iniesta-Bonillo and Sánchez-Fernández (2009) investigated the connection between economic value and customer satisfaction. They recommended an operational tool to calculate the economic benefit of retailers creating and delivering value to customers through appropriate strategy design. Products in the higher price range and advertising are not necessary. Fonseca

5. Objectives:

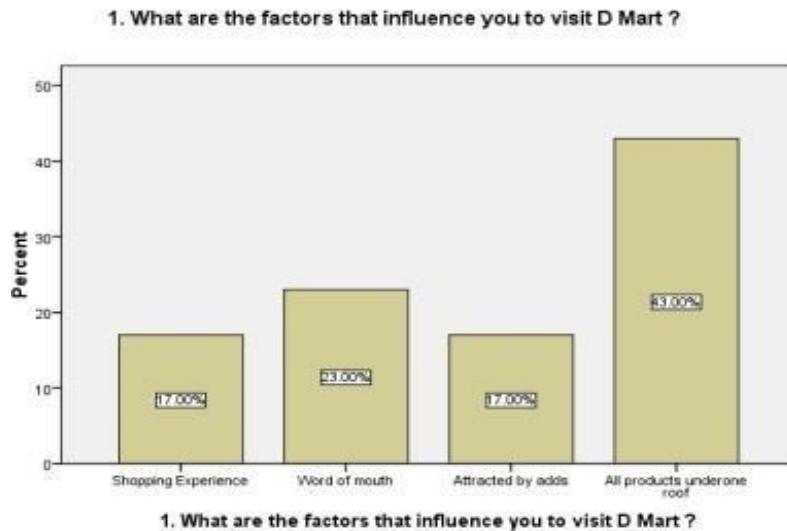
- Gain an understanding of the retail sector;
- Examine consumer satisfaction with D-Mart products;
- Assess degree of satisfaction with D-Mart shopping experience. The study's focus is D Mart in Karnataka.
- D Mart finds it useful to comprehend client happiness.
- To ascertain the degree of client satisfaction during D Mart buying

6. Need for the Study:

India has a sizable consumer base with a variety of preferences and lifestyles. It is a distinct challenge to satiate their urge. It is important to note that Indian retail has transformed Kirana into retail stores and has grown necessary in India. Various retail stores have varying promotions and schemes to offer. As a result, research is being done to determine the most successful marketing techniques required to draw in and keep consumers.

7. Data Analysis and Interpretation:

	Frequency	Percent	Valid Percent	Cumulative percent
Valid Shopping experience	17	17.0	17.0	17.0
Word of Mouth	23	23.0	23.0	40.0
Attracted by Ads	17	17.0	17.0	57.0
All product under gone roof	43	43.0	43.0	100.0
Total	100	100.0	100.0	

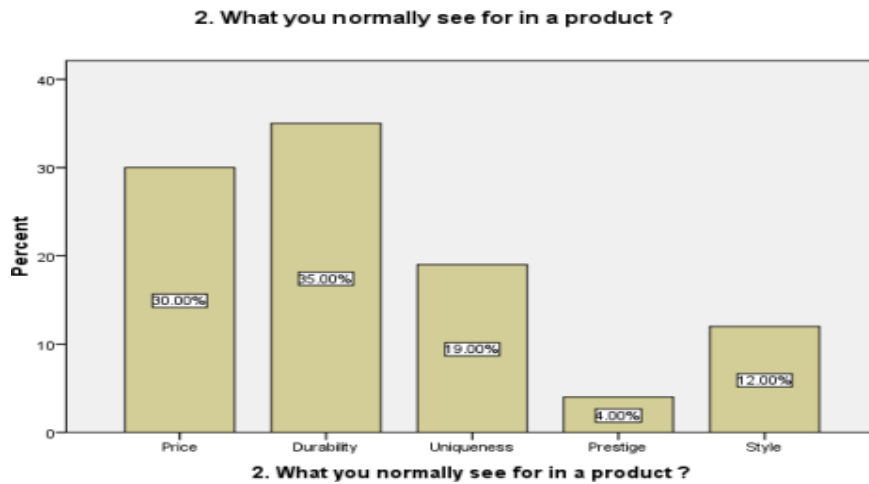


Interpretation and Analysis

According to the aforementioned analysis, out of 100 respondents, 17% were inspired by their "shopping experience" to visit D-Mart, and 23% were impacted by "word of mouth," indicating that positive attitudes are generated about the business through word of mouth. 17% of them are "attracted by ads," which refers to providing the colorful and innovative advertisements that entice the consumer to purchase the goods. Since D-Mart has everything they need under one roof, 43% of them visit the store, which contributes to their strong opinions of it.

2. What do you typically look for in a product?

	Frequency	Percent	Valid Percent	Cumulative percent
Valid Price	30	30.0	30.0	30.0
Durability	35	35.0	35.0	65.0
Uniqueness	19	19.0	19.0	84.0
Prestige	4	4.0	4.0	88.0
Style	12	12.0	12.0	100.0
Total	100	100.0	100.0	



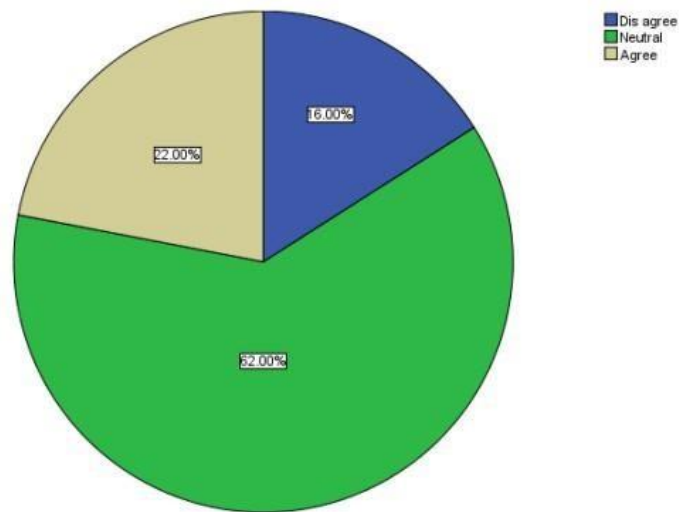
Interpretation and Analysis

The graph above demonstrates what most respondents look for in a product: "Durability." 35% think the product is durable. Thirty percent of the respondents are interested in knowing if a product's price is high or low. 19% of people think a product is unique. Because the majority of Indians are middle class, just 4% of people recognise the product's status. Twelve percent of respondents consider whether a product's look is new or trendy.

3. The displays in D Mart influenced your purchase decision?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dis agree	16	16.0	16.0	16.0
	Neutral	62	62.0	62.0	78.0
	Agree	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

3. The displays in D Mart influenced your purchase decision ?

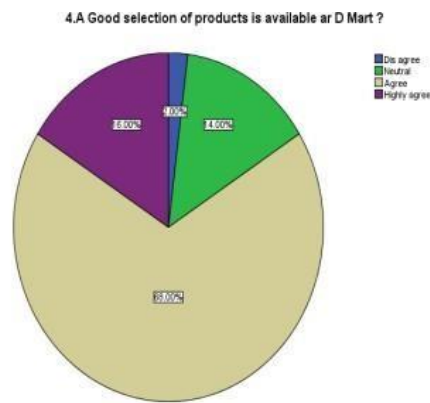


Analysis and Interpretation:

The above analysis shows that among 100 respondents, 16% of them have selected the option 'Disagree' because the display products not properly kept in proper way .62% of them have selected the option 'Neutral 'which give more connivance for displaying product and also lighting environment display products influences the customers to purchases the products 22% of them have selected the option 'Agree' Hence the above graph shows that the majority of respondent are of 'Neutral'. Opinion with the displays in Dmart influencing their purchasing decision.

4. A Good selection of products is available are D Mart?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Dis agree	2	2.0	2.0	2.0
	Neutral	14	14.0	14.0	16.0
	Agree	68	68.0	68.0	84.0
	Highly agree	16	16.0	16.0	100.0
	Total	100	100.0	100.0	



Analysis and Interpretation:

The above analysis states that among 100 respondents, 2% respondents selected the option 'Disagree' because the customer are not convinced about the available products . 14% respondents selected the option 'Neutral', 68% respondents selected the option 'Agree', because the customer are more convinced and also more good quality of the products which influences the customer more loyal to the store and which leads to the positive image about the products. 16% respondents selected the option 'Highly Agree'. Hence Majority respondents are agreeing that there is a good selection of products is available at D-Mart.

8. Key Research Findings:

- 17% of respondents believe that their shopping experience will affect their decision to visit D-Mart.
- Of those surveyed, 30% will consider a product's price.
- There is no neutral influence from a D-Mart display on a purchasing choice.
- 68% of respondents concur that D-Mart offers a variety of products.
- All of the respondents concur that D-Mart's merchandise offers good value for the money.
- Respondents are satisfied with the availability of fashionable and cutting-edge products. Out of 100 responders, 47% are satisfied with the way the crowd is managed.
- 71% had a neutral opinion of D-Mart's atmosphere.
- Customers are delighted with the courteous billing method.
- 58% are pleased with the helpfulness of the staff.
- 92% agree that the parking system is effective.
- 91% of customers are happy with the store's overall level of service.
- 91% are going to recommend D-mart to others.

9. Recommendation:

The company should publicize itself and its products more, as only 17% of respondents were aware of it.

10. Conclusion:

D Mart is classified as a hypermarket since it offers a wide range of products, including food items, groceries, electronics, leather goods, jewelry, watches, crockery, decorative items, chocolates, and much more. It completes all socially connected retailers of various products that offer goods at year- round discounts. With a big client base, D-Mart appears to have fulfilled its patrons, according to the survey. A few more services that the clients find satisfactory include complaint and return processing, gift-wrapping and packing, store information, personal item safety, customization, refreshment stations, shopping carts, and the cost of these services. Nevertheless, a lot of amenities, such parking, baby carriages, fitting rooms and trial rooms, personal help with goods selection, restrooms and drinking water, billing facilities, store atmosphere, and warranties, don't live up to client expectations. We can get the conclusion that client pleasure is crucial. Therefore, even if customer happiness does not ensure that customers would make additional purchases, it nevertheless plays a critical role in maintaining client loyalty and retention. As a result, businesses should constantly aim to guarantee that their clients are completely delighted.

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The Evolution of B2B Marketing

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Abstract:

In the ever changing world of business-to-business (B2B) marketing, customized approaches are becoming vital for companies trying to obtain a competitive edge. This study explores revolutionary potential for personalization in business-to-business (B2B) marketing, revealing the subtleties and effects of customized marketing tactics through a qualitative investigation.

Several aspects of personalization are identified by the study, such as relationship-building, content customization, and data-driven insights. It also looks at the difficulties and moral dilemmas posed by using customized tactics in the business-to-business market. The results highlight the need of comprehending the distinct requirements and inclinations of business- to-business (B2B) clients, underscoring the necessity of a highly personalized strategy.

Furthermore, this study broadens the body of knowledge by illuminating the principles underlying successful customized marketing campaigns in business-to-business settings.

This paper seeks to provide guidance to organizations on how to fully utilize personalization to improve consumer engagement, loyalty, and overall marketing success by revealing the underlying principles and best practices.

Keywords:-Business-to-business (B2B) marketing, data-driven marketing, personalization, customized marketing strategies, customer engagement, relationship building, content customization, marketing effectiveness, and ethical considerations.

1. Introduction:

The development of strategies has been essential to business-to-business (B2B) marketing's rapid transformation and digital era adaptation. To satisfy the

changing needs of businesses, innovative and data-driven processes are replacing traditional ways. This case study examines how B2B marketing techniques have changed, stressing important developments, difficulties, and effective applications.

Background:

In the past, trade exhibitions, direct mail, and telemarketing were the main offline strategies used in B2B marketing. Nonetheless, the development of digital technology and the internet has completely changed how companies communicate, creating new channels for connecting with potential customers. This change has made a more focused and sophisticated approach necessary.

Four keys in evolution:

- a. Content Marketing:** The proverb "content is king" is accurate, as obtaining and keeping business clients depends heavily on producing informative, high-quality content.
- b. Personalization:** B2B marketing has seen an increase in customized communication tactics thanks to data analytics, which has improved relevance and engagement with prospective customers.
- c. Social Media Integration:** In the B2B industry, networking sites like as LinkedIn have become indispensable for establishing a company's online presence and cultivating business contacts.
- d. Marketing Automation:** By streamlining procedures, marketing automation systems increase productivity and allow for more individualized customer experiences.

In an ever-evolving digital ecosystem, each of these trends demonstrates how B2B marketing has changed to not only meet but also anticipate customer expectations. These days, building a long-term relationship that benefits both parties is more important than just making deals. One thing is certain as the digital era progresses: B2B marketing necessitates a strategic fusion of technological aptitude and human intuition. Being a part of this fascinating evolution at a time when

people are daring to innovate and adapt is truly exhilarating.

Knowing B2B Digital Marketing:

Approaches for Establishing Connections with Business Audiences:

In the digital age, business-to-business (B2B) marketing has seen a dramatic change in the landscape. The adoption of new techniques, tools, and strategies targeted at successfully engaging corporate audiences is indicative of the evolution of B2B marketing. Examining how B2B digital marketing techniques have changed to satisfy the shifting demands and behaviors of businesses in an increasingly online world is essential to comprehending this evolution.

A change in the behaviour of B2B buyers:

A notable transformation in the digital era is the alteration in consumer conduct. Today's business purchasers are more knowledgeable and resourceful than in the past. They can conduct independent research on solutions before speaking with a sales representative because to the abundance of information available on the internet. Because of this shift, marketers now need to provide easily readable and educational web information that helps prospective customers throughout the buying process.

The Transition to Digital Media:

B2B marketing at first mostly depended on direct sales techniques and interpersonal connections. But as digital platforms have grown in popularity, attention has shifted to online communication methods. Nowadays, companies use email campaigns, social media, websites, and content marketing to connect with potential customers. This change has made it possible for marketing initiatives to become more focused and quantifiable in addition to expanding the pool of potential customers.

Combining Marketing and Sales:

The distinctions between marketing and sales roles inside companies have become more hazy in the digital age. The availability of CRM systems and other connectors has made lead generation and nurturing more streamlined. These days, marketers directly influence sales techniques, and sales teams are much more involved in the development of marketing messaging.

New and Emerging Technology:

B2B marketing strategies are starting to be impacted by emerging technologies like artificial intelligence (AI), virtual reality (VR), and the Internet of Things (IoT). These technologies present fresh approaches to consumer interaction, experience personalization, and campaign efficiency enhancement.

Using Customer Experience to Set Yourself Apart:

In B2B marketplaces, customer experience is turning into one of the primary differentiators. Businesses that succeed in providing smooth, customer-focused experiences across a range of touch points have a higher chance of retaining current customers and drawing in new ones.

The Value of Remaining Current

Professionals must remain up to date on the newest developments and technology impacting the B2B digital marketing sector, given how dynamic the field is. In this dynamic area, formulating successful solutions requires constant learning and change.

Although the goal of this article is to give readers a thorough overview of the development of B2B marketing in the digital age, they are nevertheless recommended to double check the facts they find elsewhere. To guarantee the most recent comprehension of these ideas, it is crucial to cross-reference with recent studies, case studies, and expert analyses. Businesses may confidently traverse the difficulties of digital B2B marketing and achieve long-term success in their objectives by using educated practice.

The Future of B2B Marketing Strategies:-

B2B marketing techniques will undoubtedly continue to change in the future in reaction to new technology and shifting consumer behavior. The following trends are probably going to have a big impact on B2B marketing going forward:-

Personalization:-Personalization will continue to be a key focus for B2B marketers in the coming years. As customers become more accustomed to personalized experiences in their personal lives, they will expect the same level of personalization from B2B companies. This will require B2B marketers to invest in

new technologies and data analytics tools to deliver personalized messaging at scale.

Video Marketing:- Video marketing will continue to be a powerful tool for B2B marketers in the coming years. As more B2B buyers consume video content in their personal lives, they will expect the same level of quality and engagement from B2B companies. This will require B2B marketers to invest in high-quality video production and distribution channels.

Artificial Intelligence: In the upcoming years, B2B marketing will depend more and more on artificial intelligence (AI). AI-driven solutions can assist business-to-business (B2B) marketers with real-time campaign optimization, personalized messaging delivery, and customer data analysis. AI technology will become a vital tool for B2B marketers trying to remain ahead of the curve as it develops further.

In conclusion, we can infer that B2B marketing strategies have come a long way since the early days of the Internet. From email marketing to content marketing to account-based marketing, B2B marketers have experimented with a wide range of tactics and channels to reach potential customers and build relationships with them. Looking ahead, B2B marketing will continue to evolve in response to changing customer behaviour and new technologies. Personalization, account-based marketing, video marketing, and artificial intelligence will all play important roles in shaping the future of B2B marketing.

PR's influence on business-to-business marketing:-

A key component of efficient corporate communication has always been public relations. PR's involvement in the B2B sector goes beyond only managing events and interacting with the media. In the eyes of your stakeholders, it's all about creating credibility, fostering trust, and molding perceptions.

"The foundation of contemporary PR strategy is data. Businesses can create messages that resonate by using the information it offers into audience behaviours, tastes, and trends, according to Mike Maynard, CEO of Napier and member of the Forbes Council.

By bridging the gap between your target audience's requirements and interests and your brand's values and offers, your PR initiatives act as a conduit. By telling engaging stories and disseminating them via the appropriate platforms, you establish your company as a thought leader in its field. This not only improves the perception of your brand but also opens doors for deep connections and teamwork.

The growth of B2B programmatic advertising:

Programmatic advertising provides a level of targeting precision in B2B marketing that is unmatched. With the help of this creative strategy, companies may speak with decision-makers directly and provide messages that are catered to their particular requirements and preferences. The capacity of programmatic advertising to automate the ad buying process is what makes it unique. It finds the best locations for your adverts by using data and advanced algorithms. By focusing on the people who are most likely to interact with the brand's goods, this data-driven strategy guarantees that advertising dollars are allocated effectively.

Think about the benefit of being aware of when a potential customer is actively looking for the solutions you offer. Advertising using programmatic means makes this dream come true. By using sophisticated targeting strategies and in-depth analysis of user behaviour, you may provide relevant and timely advertisements to people who are actually interested in your services. Check out Elevation Marketing's in-depth analysis of this subject for some useful advice on how to connect with your target market.

Combining programmatic advertising and PR for optimal return on investment: Standing out and having a real impact are crucial in B2B marketing. One strategy is to strategically combine programmatic ad placements with PR campaigns. This combination provides a comprehensive yet focused marketing strategy.

Think of your PR efforts as the cornerstone that shapes perceptions of your brand and crafts the story. It centres on constructing relationships, establishing credibility, and sharing stories. Programmatic advertising, on the other hand, acts as the precision tool, making sure the correct people see your story at the right times. Combining these two tactics guarantees a consistent marketing message distributed through various media. Such a well-rounded approach raises brand

awareness and fosters deeper engagement, which improves results and yields a respectable return on marketing investment.

Difficulties and prospects in B2B digital marketing:

For B2B marketers, navigating the digital landscape offers a distinct mix of opportunities and problems. With so many platforms and resources at your disposal, the opportunities appear limitless. However, the sheer amount can occasionally seem overwhelming.

A major obstacle that many encounter is the abundance of data and information. It can take time and effort to sort through and find relevant ideas. But if you handle this abundance of data properly, it can provide priceless insights into the wants and behaviours of your audience.

Keeping up with the constantly changing digital trends presents another difficulty. The hottest topic of today can become obsolete tomorrow. However, this flexibility also presents new opportunities to engage your audience and cutting-edge platforms that are just waiting to be found.

Making your mark and making sure your message gets through the noise in the digital craze is no easy task. The secret, though, is sincerity. You may build a loyal following by adhering to your brand's core values and continuously providing real value.

B2B marketing decisions based on data:

Data is now a very useful tool for business-to-business marketers. The true challenge is in sifting through the sea of data to extract meaningful insights. Consider the plethora of user interactions, website visits, and digital touchpoints that your business comes into contact with. Each of these offers a glimpse into the aspirations, routines, and difficulties that your target audience faces. Through analysis of this data, you may better target your marketing campaigns to more closely align with the needs of your target audience.

The final game isn't just gathering facts; what matters is the nuanced interpretation. Inadequate consideration of subtleties or the larger context can result in inappropriate tactics. It is crucial to approach data with discernment, asking

questions about apparent trends and delving further.

2. Objectives:

Clearly state the goals of the research, which include identifying significant advancements in the development of B2B marketing, assessing the impact of innovative strategies, and looking at both opportunities and challenges.

3. Research Methodology:

The research methodology of the paper is as mentioned below:

a. Hypothesis:

Develop theories in light of the gaps in the literature that have been found. For instance, H1: The Evolution of B2B marketing tactics is substantially influenced by the adoption of digital technology.

H2: The effectiveness of modern B2B marketing tactics depends heavily on personalization and customization.

b. Collection of Data

The research draws upon data obtained from secondary sources.

4. Limitations of the Study:

Data Quality: The consistency and dependability of the secondary data sources utilized may fluctuate, potentially influencing the integrity and strength of the study's outcomes and deductions.

Data Completeness: Secondary data may lack certain variables or information that are relevant to the study objectives, limiting the depth and comprehensiveness of the analysis. Missing data or incomplete records may hinder the researcher's ability to draw robust conclusions.

Data Relevance: Secondary data may not fully align with the specific research questions or objectives of the study, leading to potential mismatches between the

available data and the research goals.

5. Literature Review:

Recognizing the Development of Business-to-Business (B2B) Marketing in the Digital Era: October 6, 2023 | In Marketing | Written by Brendon V. Ridge

In the ever-changing world of digital marketing, business-to-business (B2B) has changed dramatically. We are at the cusp of innovation, where conventional marketing approaches have developed to confront the digital era head-on and create fresh opportunities for engagement, connection, and expansion. Take a thought-provoking journey through the evolution of B2B marketing in the digital age with this essay. As we learn more about this subject, we see that sales-driven strategies are giving way to a more comprehensive strategy that puts the needs of the client and value creation first. With the introduction of digital technologies, advanced data analytics have been possible, giving marketers unprecedented insight into the behavior and preferences of their customers.

Leadque: May 16, 2023, by Prof. John.To what extent have B2B marketing strategies changed over the years? B2B Marketing Strategies' Evolution

Back to the early days of the Internet, B2B marketing methods have evolved. B2B marketers started experimenting with online advertising and email marketing in the 1990s as a means of connecting with potential clients. However, because marketers found it difficult to strike the correct balance between pushing their products and giving their target audience value, these early efforts were frequently unproductive.

In the early 2000s, B2B marketing began to shift towards content marketing. This approach focused on creating valuable content that would attract potential customers and build trust with them over time. This was a significant departure from traditional marketing tactics, which were often focused on promoting products and services through advertising and other forms of direct marketing.

As content marketing became more popular, B2B marketers began to experiment with new channels and formats. Social media platforms like LinkedIn and Twitter

emerged as powerful tools for reaching potential customers and building relationships with them. Video marketing also became more popular, as B2B marketers realized the power of visual storytelling in engaging audiences and driving conversions.

How B2B marketing has changed in the digital era and how PR helps By Emily Roberts | December 12, 2023 | Public Relations & Marketing

The dynamics of marketing, relationship-building, and corporate communication have changed with the advent of digital technology. Deeper exploration of B2B marketing reveals that the conventional playbook has changed. Traditional methods are no longer sufficient to draw in and hold the interest of your target audience. Understanding the nuances of the digital realm and adjusting plans to fit its pace is essential in today's marketing landscape.

In addition to being aware, perceptive, and continuously looking for authenticity and value in their interactions, today's audience is not just connected. A combination of cutting-edge technologies and data-driven insights is needed to meet these higher expectations. This combination enables companies to tell stories that people can relate to, engage audiences when it's most appropriate, and create real connections. The strength of digital channels was demonstrated this year when 52 percent of consumers used social media, word-of-mouth, and digital advertisements to discover a new brand, product, or service.

“The Evolution of B2B Marketing:- Historical Perspective” by John Smith et al. (2018) This review traces the historical development of B2B marketing strategies and practices, highlighting key milestones and shifts in focus.

Digital Transformation and B2B Marketing:-A Literature Review” by Emily Jones et al. (2020):-

This review explores how digital technologies have reshaped B2B marketing strategies and customer engagement over time.

The Role of Big Data in B2B Marketing: A Review of Literature” by Sarah Brown et al. (2019):-

This review examines the impact of big data on B2B marketing activities,

including data analytics, customer segmentation, and personalized marketing approaches.

Social Media and B2B Marketing: A Comprehensive Review” by Michael Johnson et al. (2017):

This review assesses the role of social media platforms in B2B marketing, discussing their effectiveness in lead generation, brand building, and customer relationship management.

Content Marketing in B2B: A Review of Current Practices and Future Directions” by Laura Williams et al. (2019):-

This review evaluates the significance of content marketing strategies in the B2B context, including content creation, distribution channels, and measurement metrics.

The Impact of Artificial Intelligence on B2B Marketing: A Literature Review” by David Clark et al. (2021):-

This review investigates the growing influence of artificial intelligence (AI) technologies on B2B marketing activities, such as predictive analytics, chatbots, and personalized recommendations.

Customer Relationship Management in B2B Marketing: A Review of Best Practices” by Jennifer Lee et al. (2018) :-

This review examines the role of customer relationship management (CRM) systems in B2B marketing, focusing on customer retention, loyalty programs, and customer lifetime value.

Key Trends in B2B Marketing Evolution:

Digitalization and Online Presence:-

Businesses now put more of an emphasis on creating a strong online presence via social media, websites, and digital content.

For the purpose of increasing visibility and drawing in the proper audience, content marketing and search engine optimization (SEO) are essential.

Data-Driven Decision Making:-

B2B marketers are now able to make well-informed judgments based on market

trends, customer behaviour, and preferences thanks to the development of big data and analytics. Customized content and focused advertising are now crucial elements of profitable business- to-business marketing initiatives.

Account-Based Marketing (ABM):-

ABM has become more well-known as a tactical technique that focuses on sending tailored messages to particular high-value accounts.

This methodology cultivates more robust connections and guarantees a more targeted distribution of assets.

Marketing Automation:-

By streamlining monotonous processes, automation systems free up marketing teams to concentrate on creativity and strategy.

Customer relationship management (CRM), lead nurturing, and email marketing are three strategies that can improve the efficacy of B2B marketing operations.

Material Marketing and Thought Leadership:-

To help them make informed purchasing decisions, business-to-business (B2B) buyers are looking for more and more informative material.

Whitepapers, webinars, and industry insights are examples of thought leadership content that establishes businesses as authorities in their domain.

Challenges in B2B Marketing Evolution:-

Technology Integration: - For many B2B companies, integrating different marketing technologies and guaranteeing smooth data flow continue to be difficulties. Strategic planning and experience are needed to handle many platforms effectively due to their complexity.

Adapting to Changing Buyer Behaviour: - In the digital age, it can be difficult to comprehend and adjust to the way business-to-business buyers behave.

Because consumers are increasingly knowledgeable and interact with companies through a variety of platforms, marketers must design seamless Omni channel campaigns.

Measuring ROI: - B2B marketing initiatives can be difficult to attribute and measure, particularly when there are more touchpoints and lengthier sales cycles. It is a continuous effort to develop precise measurements to evaluate the impact of marketing initiatives.

Successful Implementations:-

Hub Spot's Inbound Marketing Approach: By emphasizing the creation of quality content to draw in and hold the attention of prospects, HubSpot has effectively applied inbound marketing tactics. Their platform offers a holistic solution for B2B enterprises by integrating marketing, sales, and CRM capabilities.

The Performance of Adobe's Account-Based Marketing

(ABM) approach: Personalized campaigns aimed at high-value accounts comprise Adobe's ABM approach. Adobe has observed higher conversion rates and greater customer engagement as a result of coordinating its marketing and sales operations.

Salesforce Data-Driven Marketing: To tailor client experiences, Salesforce uses data-driven marketing techniques.

Their application of AI and analytics tools improves campaign effectiveness overall, segmentation, and lead scoring.

6. Questions and Responses:-

Q1: What role does content marketing play in the new age B2B marketing strategies?

Ans:- Content marketing is crucial in the new age B2B marketing landscape. It serves as a valuable tool for building brand awareness, establishing thought leadership, and nurturing leads throughout the buyer's journey. Quality, relevant content is essential to engage and educate B2B audiences.

Q2: How are social media platforms being utilized in B2B marketing?

Ans:- Social media has become integral to B2B marketing strategies. Platforms like LinkedIn are widely used for professional networking and lead generation. Companies leverage social media to share industry insights, engage with their

audience, and humanize their brand. Influencer marketing is also gaining traction in the B2B space.

Q3: How important is customer experience in B2B marketing?

Ans:- Customer experience is paramount in B2B marketing. Businesses are recognizing the significance of providing a seamless and personalized experience across all touch points. Positive customer experiences contribute to brand loyalty, repeat business, and positive word-of-mouth referrals.

Q4: How has the COVID-19 pandemic impacted B2B marketing strategies?

Ans:- The COVID-19 pandemic has accelerated digital transformation in B2B marketing. With restrictions on in-person events, there is a greater emphasis on virtual engagement through webinars, online conferences, and virtual product demonstrations. The pandemic has also heightened the importance of agility and adaptability in marketing strategies.

7. Recommendations:

Stay Informed:-

To stay up to date on the newest trends and insights in B2B marketing, follow respectable thought leaders, industry journals, and marketing blogs.

To learn about new tactics and best practices, sign up for newsletters, go to webinars, and take part in industry conferences.

Adopt New Marketing technology:-

To improve your B2B marketing efforts, investigate and use new marketing technology. Artificial intelligence, marketing automation, and other efficiency-boosting solutions may fall under this category.

Customer Experience Focus:-

Give the customer experience top priority while developing your marketing plans. Recognize chances to improve the entire experience, from awareness to post-purchase engagement, by understanding the client journey.

Collaboration across Departments:-

Encourage coordination amongst the customer service, sales, and marketing

departments. The alignment of marketing strategies with the broader business objectives and consumer needs is ensured by a holistic strategy.

8. Conclusion:

Customer-Centric Approach Prevails:

It's clear that organizations are moving toward a customer-centric approach, which places a higher priority on knowing and meeting the demands of their customers.

Data-Driven Decision Making:

There is an increasing amount of data being used to inform decisions. Organizations that utilize and evaluate data efficiently attain a competitive advantage.

Adaptability and agility are important:

Businesses need to be nimble and flexible in light of the quickly evolving business environment. Businesses with ability to quickly adjust to the changing market conditions having greater chances for success.

Humanization of B2B Marketing:

With an emphasis on developing real connections and having two-way conversations, B2B marketing is starting to become more humane.

Departmental Collaboration:

To maintain a smooth customer journey, effective B2B marketing requires departmental collaboration between marketing, sales, and customer support.

The Changing Role of Technology:

AI and automation in particular are crucial for expanding marketing initiatives, boosting personalization, and increasing overall efficiency.

In summary, companies must be aware of new developments in technology and trends as B2B marketing continues to evolve. A customer-centric, data-driven, and flexible approach will be essential for effectively negotiating the intricacies of modern B2B marketing tactics.

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