**REVIEW ON CUSTOMER SATISFACTION TOWARDS OPPO MOBILES**

**BHADRAPPA HARALAYYA**

PROFESSOR AND HOD

DEPARTMENT OF MBA

LINGARAJ APPA ENGINEERING COLLEGE BIDAR-585403

[bhadrappabhavimani@gmail.com](mailto:bhadrappabhavimani@gmail.com)

Orcid id-0000-0003-3214-7261

**ABSTRACT**

OPPO is a camera telephone brand delighted in by youngsters all over the planet. Throughout the previous 10 years, OPPO has been zeroing in on assembling camera telephones, while enhancing portable photography innovation leap forwards. OPPO began the period of selfie beautification, and was the primary brand to send off cell phones with 5MP and 16MP front cameras. OPPO was likewise the main brand to present the mechanized turning camera, the Ultra HD highlight and the 5x Dual Camera Zoom innovation. OPPO's Selfie Expert F series sent off in 2016 drove a selfie pattern in the cell phone industry.In 2016, OPPO was positioned as the number 4 cell phone brand universally, as indicated by IDC. What's more, today, OPPO gives brilliant cell phone photography experience to north of 100 million youngsters all over the planet.

##### INTRODUCTION

In my entry level position. I have chosen the theme "A concentrate on consumer loyalty towards Oppo Mobile in Bidar City".With number of PDAs contacting 1,000,000, Indians are organized into new way of life. The cellphone has turned into a heavenly messenger to everybody. Bidar contains a lot of instructors, engineers, specialists, sanctioned bookkeepers, attorneys, finance managers', rural people and understudies from different pieces of India, who ought to be keen on mobiles. People groups from this multitude of classifications are utilizing OPPO handsets. As of now it is crucial to know the consumer loyalty, since clients fulfillment and clients center are so basic to seriousness. Presently the OPPO confronting extreme rivalry from the other versatile assistance organizations like L.G., Reliance, Sony Ericsson, Samsung. Because of globalization, numerous unfamiliar organizations are additionally putting resources into this area to work on its administrations and acquire most extreme benefit.

### LITERATURE REVIEW:

1. **McCormick & Tifflin (1979),** motivation safeguard exist likewise naturals or outwards Normal motivation makes motivations those basic in the activity this one and which the movement, working climate and states of work. Such liberal inspirations are reliably picked at the dynamic aspect, and may live, so to speak, outside the control of individual chief.
2. **Dessler (1980)** motivation least troublesome and most complex organizations business. Then, at that point, clear ground individual in a general sense pushed drive to keep way which wills fast costs.
3. **Daschler and Ninemerier (1984)** state "Motivation state control individual that impacts the specialist to proposed the wide meaning is what the supervision does to enable and affect different people to make vital move".
4. **Kovach (1987)** communicated their motivation Power Insides Man to make him/her exhibit totally to achieve some goal. Motivation is, to be sure, an inside created power agent's compensation manufactures, money end up being to a lesser degree a motivation and as delegates get progressively prepared, intriguing work end up being to a more noteworthy degree a flash.
5. **Steer (1987)** Expressed that "A Far Reaching Hypothesis of Inspiration at work must convey itself to no under three basic plans of components which establish the work condition". For example the. Steers raise, at show, no models exist record elements all of the three important districts.
6. **Drummond (1990)** motivation people, clears up led. Motivation diserse confidential procedure with three sections. What drives the individual to carry on in certain ways , what coordinates direct, keep lead? For satisfy specialist's incredibly of the way that every worker unmistakable characteristics that impact lead.
7. **Ajila (1997)** centered this activity degree to which contains errands that are .An outward impelled into occasion rewards Natural enacts, such need or motivation is characteristic, and the motivation is delineated as immaterial.
8. **Frey (1997)** Frey expects, in accordance with Deci that inherent inspiration increments when people see an outer intercession as steady. For this situation, a swarming as a result is said to happen. An endeavor has been improved for a comprehension of what the hypothetical develop of natural inspiration with regards to paid work comes down to. Indeed, even through the hypothetical significance of characteristic inspiration is generally acknowledged right now.
9. **Jerris (1999)** Considerable exploration has been guided with respect to the Definition of motivation. The deliberate exertion those will invest energy Depends the amount they think fulfillment need be satisfy.
10. **Young (2001)** proposes motivations can describe varieties obviously, party upon asks. Asked someone's city, "It is that undertakings us" or "it's what improvements us to do what we does."
11. **Bruces & Pepitones (1999)** proposed a captivating perspective like show which chief dialect motivates agent. Bosses can now drive laborer are prodded.
12. **Lockley (2012)** present plans and an improvement program that sufficiently adds to people and expert development public another fruitful individual from staff thought conspire.
13. **Wylie (2004),** which individual forms direction must to contain ability keep awake level of the own inspirations atypical state to participate powerful stimulation to subordinate.
14. **Since indicated by Thomas (2009)** the principle check idea in working environmental distinguishing spurs each person representative consider his or her being contrast. At the end of the day, singular contrasts indicated Thomas (2009) real deterrent pro supervision participating in representative inspiration winning method.
15. **Agreeing Llopis (2012)** attract thought about intensifying import effort-life adjust present date legislature and stresses harmful effect. In Particular, Llopis (2012) reason if representatives finish adequate plane exertion-life alter into individuals echelon, direction risk on the level of worthless.
16. **Maslow (1943),** when indicate which now a certain evolution for singular desires & other fundamental humans requests must live fulfill every jointly following need inspiration.
17. **Green berget al (2003)** characterizes satisfaction arrangement dealings to excite, synchronized and human ways toward accomplish various objectives.
18. **Bassetts Jone and Loyd (2006)** present those 2 perspectives of social instinct caused initial study to representative inspiration. Then principal see centers around Taylors, which saw individuals as fundamentally "apathetic and work – modest" and in this manner held that these arrangements of representatives must be persuaded by outside incitement.
19. **Kreitners (1996),** Bedeians and Lynder (1996), Higgen(1993) entire referee Linders (1999)

Characterize inspiration, ―rational practice to facilitate give accomplishes cause. Course also preference toward carries purposive way to accomplish fastidious ignored.

1. **Ryan, Connell and Plant (1990).** Tightly acknowledged by principles be wellbeing, which eludes intuitive union amid character, certain part conditions.

##### OPPO GLOBAL BUSINESS

OPPO is determined chasing the most recent innovation, the most noteworthy equipment quality principles and in conveying the best client experience conceivable. We configuration, fabricate, and elevate our own items to guarantee clients of solid and the best quality items conceivable from start to finish.

Since its establishing in 2004, OPPO has reliably strived to convey clients this philosophy across the globe. Having effectively gone into the cell phone market in 2008, OPPO started checking out at venture into worldwide business sectors in 2010 and started its most memorable abroad business in April of 2010 in Thailand. Today, OPPO is available in 21 business sectors around the world.

From the beginning, OPPO's items have pushed limits. As OPPO keeps on venturing into new business sectors, the objective of making our items more available all over the planet without compromising item administration and quality has never been more clear.

Culture and Philosophy

At OPPO, we accept that genuine advancement is tied in with changing, reestablishing or making more viable items that simplify life. A center piece of OPPO's organization culture lies in its obligation to working with its fans to create and convey the most ideal items, through receptiveness to client input. OPPO's image theory is summarized in the expression "The specialty of innovation". It conveys our business standards of genuineness, uprightness and morals. OPPO is steady in its assurance to in addition to the fact that things right, yet additionally to make the best decision in some random circumstance.

OPPO is sincerely enlivened by its clients. OPPO co-creates items with clients in light of their criticism on both the equipment and programming client experience. OPPO has embraced a procedure of quick delivery for cell phone advancement, delivering firmware refreshes as well as growing its range and administration across the globe.

OPPO is constantly endeavoring to dazzle and catch youthful hearts with exquisite popular plan, great client experience, client focused item improvement, quality assistance, and in particular a demeanor of the tenacious pursuit for flawlessness.

##### CONSUMER ORIENTATION:

The Consumer orientation arises from the find out “ What they want and give it to them” School of thought first of all they should know what the buyer need? Accordingly produce to satisfy the needs of consumer. This actually led to the era or customer orientation. **BENEFITS OF CONSUMER ORIENTATION:**

Modern marketing is consumer oriented. Therefore, study of consumer satisfaction is having total importance because it is having many advantages. The organization will get clear picture about the consumer likes and dislikes. When goods are produced according to the consumer needs, then it leads to greater efficiency. Less marketing effort thereby increase in sales and increase in profitability. Products that are no longer desired in the market place are more easily discarded and replaced by new one. Customer’s satisfaction is increasing because customers have been provided with what they want. This increases satisfaction of needs.

##### CONSUMER SATISFACTION:

Consumer satisfaction is not merely the use of goods and services. To understand the complex nature of consumer satisfaction, its three aspects need to be examined separately.

##### OBJECT OF CONSUMPTION:

Most typical objects of consumption are those products services provided by companies or individuals having a profit motive provided by companies or individuals having a profit motive.

##### CONSUMER UNITS:

It is sufficient to consider only individuals when discussing consumption satisfaction, such a limitation results in misleading estimates of actual and potential market. **SATISFACTION ROLES:**

Customers Satisfaction can be broadly categorized into two ways.

1. By the Nature of activities and process.
2. By the underline motives and characteristics.

##### SATISFACTION ROLES:

**INFORMATION GATHERING:**

Includes all characteristics regarding collection, sorting and evaluation of information concerning the benefits, risks and consequences of different alternatives. Information may be actively sought as possibly received and obtained from any sources including advertisement. Point or purchase displays word of mouth communication and so on.

##### DECISION MAKING CHOICE:

Can be represented at a source of sequential steps. First, the decision- maker must decide whether the product should be brought depending on need desire and ability to buy the products. Secondly, he must narrow down the number of alternatives to a manageable few. New choice of brands must be made from among the selected alternative; finally, he must decide the place and method of purchase.

##### PURCHASING:

Refers to all activities related to the going to procurement of the product of service. Common activities include going to the store. Physically searching for the product and transporting it to the place of consumption.

##### CONSUMING:

Includes all activities related to the actual utilization of the product or service. It can occur instantaneously over a period of year.

### CONCLUSION:

In the light of the survey findings and interpretation it can be concluded that the customers with respect to Bidar city are highly satisfied with the OPPO handset service. It is impressive to note that the existing customers of OPPO handsets are recommending other potential buyers to have touch with OPPO advertisements. Some respondents told there is no impact of advertisement at all. So there is a need to have attractive advertisements. As the Bidar city is well known for education centres in the Hyderabad Karnataka Region and the most of the preset students are tradition oriented. OPPO can find many potential buyers, if the value-added services are provided, and service providing prices are restructured.

**REFERENCES**

1. McCormick, E. J., & Tifflin, J. (1979). *Industrial Psychology* (6th ed.). Prentice Hall.
2. Dessler, G. (1980). *Human Behavior: Improving Performance at Work*. Prentice Hall.
3. Daschler, P. J., & Ninemerier, P. (1984). *The Supervisor's Guidebook*. Prentice Hall.
4. Kovach, K. A. (1987). What motivates employees? Workers and supervisors give different answers. *Business Horizons, 30*(5), 58-65.
5. Steers, R. M. (1987). *Motivation and Work Behavior*. McGraw-Hill.
6. Drummond, H. (1990). *Effective Motivation: More Than Just Pep Talks*. Kogan Page.
7. Ajila, C. O. (1997). *Job Motivation and Attitude to Work as Correlates of Productivity among Workers in Manufacturing Companies in Lagos State*. Nigeria: University of Lagos.
8. Frey, B. S. (1997). *Not Just for the Money: An Economic Theory of Personal Motivation*. Edward Elgar Publishing.
9. Jerris, L. A. (1999). *Human Resources Management for Hospitality*. Prentice Hall.
10. Young, P. V. (2001). *The Motivation of Behavior*. Prentice Hall.
11. Ryan, R. M., Connell, J. P., & Plant, R. W. (1990). Emotions in nondirected text learning. *Learning and Individual Differences, 2*(1), 1-17 Khan, B., Kumar, P., Soubhari, T., Haralayya, B., & Priya, U. “DATA PERFORMANCE ON COMPARATIVE STUDY OF PUBLIC SECTOR AND PRIVATE SECTOR BANKS IN INDIA” Manager – The British Journal of Administrative Management, Volume 58, Issue 156,2022 Pages 109-122
12. Bhanu, M. V. V., Khan, B., Haralayya, B., Khan, S. A., Magdaline, J. M. S., & Jafersadhiq, “A. SERVICE QUALITY AND CUSTOMER SATISFACTION FOR BANKING SYSTEM” . Manager – The British Journal of Administrative Management, Volume 58, Issue 156,2022 Pages 123-130.
13. Dr. P. Vamsi Krishna Dr. Swapna Datta Khan, Dr. Sachin Wankhede, Dr. Chadalavada Lakshmi Nath, Dr. Bhadrappa Haralayya, Bhola Khan “A STUDY ON SERVICE QUALITY DIMENSIONS AND FACTORS AFFECTING CUSTOMER SATISFACTION IN E-BANKING FUNCTIONALITY” Korea Review Of International Studies,Volume 15,Issue 41,2022 Pages 119-133.
14. Dr. Parvez alam khan M. Harish Behin, Dr. C. L. Jeba Melvin, Dr. Bhadrappa Haralayya, Bhola Khan, Rohit Mishra “TECHNICAL IMPACT OF E-BANKING ON OPERATIONAL PERFORMANCE SERVICE QUALITY ON CUSTOMER SATISFACTION IN PRIVATE AND PUBLIC BANK” Korea Review Of International Studies,Volume 15,Issue 41,2022 Pages 134-145.
15. Dr. Priyanka Kaushik Dr. A. Balamurugan, Dr. M. Vamsi Krishna, Dr. Rajib Bhattacharya, Dr. Shariq Mohammed, Dr. Bhadrappa Haralayya “ROBOTIC PROCESS AUTOMATION (RPA) IN ACCOUNTING AND AUDITING OF BUSINESS AND FINANCIAL INFORMATION” Manager – The British Journal Of Administrative Management, Volume 58, Issue 157,2023 Pages 127-142
16. HARALAYYA, B., & AITHAL, P. S. (2022). BANKS AND FINANCIAL INSTITUTION.
17. Dr. Santosh Jagtap Dr. Rashmi B H, Dr. Raghavendra Kulkarni ,Dr Bhadrappa Haralayya, (2023). MACHINE LEARNING BASED FINANCIAL MANAGEMENT.
18. Kishore Kumar, A. Alemran, D. A. Karras, S. Kant Gupta, C. Kumar Dixit and B. Haralayya, "An Enhanced Genetic Algorithm for Solving Trajectory Planning of Autonomous Robots," *2023 IEEE International Conference on Integrated Circuits and Communication Systems (ICICACS)*, Raichur, India, 2023, pp. 1-6, doi: 10.1109/ICICACS57338.2023.10099994.
19. R. Bhattacharya, Kafila, S. H. Krishna, B. Haralayya, P. Nagpal and Chitsimran, "Modified Grey Wolf Optimizer with Sparse Autoencoder for Financial Crisis Prediction in Small Marginal Firms," *2023 Second International Conference on Electronics and Renewable Systems (ICEARS)*, Tuticorin, India, 2023, pp. 907-913, doi: 10.1109/ICEARS56392.2023.10085618.
20. Dr. Bhadrappa Haralayya . "Review on Effect of Branding on Consumer Buying Behaviour" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 81-91
21. Dr. Bhadrappa Haralayya ; Dr. Mamta Mallikarjun . "Review of Financial Statement Analysis on Financial Performance" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 92-103
22. Dr. Bhadrappa Haralayya ; Dr. Mamta Mallikarjun . "Review on Consumer Buying Behavior" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 104-111
23. Dr. Bhadrappa Haralayya . "Review on Cost Management" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 112-121
24. Dr. Bhadrappa Haralayya . "Review on Credit Risk" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 122-134
25. Dr. Bhadrappa Haralayya ; Dr. Mamta Mallikarjun . "Review on Employees Job Satisfaction" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 135-143
26. Dr. Bhadrappa Haralayya . "Review on Employees Training and Development" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 144-151
27. Dr. Bhadrappa Haralayya ; Dr. Mamta Mallikarjun . "Review on Promotion Mix Strategy" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 152-161
28. Dr. Bhadrappa Haralayya ; Dr. Mamta Mallikarjun . "Review on Ratio Analysis of Financial Performance" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 162-171
29. Dr. Bhadrappa Haralayya . "Review on Ratio Analysis" Iconic Research And Engineering Journals Volume 6 Issue 10 2023 Page 172-181
30. Rohit Kumar Dr Manish Kumar Jaisal,Raman R Tirpude,Dr Bhadrappa Haralayya,Dr. Priyanka Agarwal,Dr. Shweta Rani “ENVIORNMENT AND SUSTAINABLE DEVELOPMENT A THEORITICAL FRAMEWORK” European Chemical Bulletin ,Volume 12, Issue 5,2023,Pages 362-372
31. S. K. Gupta, W. Ahmad, D. A. Karras, A. Khang, C. K. Dixit and B. Haralayya, "Solving Roulette Wheel Selection Method using Swarm Intelligence for Trajectory Planning of Intelligent Systems," *2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC)*, Mysore, India, 2023, pp. 1-5, doi: 10.1109/ICRTEC56977.2023.10111861.
32. S. K. Gupta, V. S. Kumar, A. Khang, B. Hazela, N. T and B. Haralayya, "Detection of Lung Tumor using an efficient Quadratic Discriminant Analysis Model," *2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC)*, Mysore, India, 2023, pp. 1-6, doi: 10.1109/ICRTEC56977.2023.10111903.
33. S. K. Gupta, A. Alemran, P. Singh, A. Khang, C. K. Dixit and B. Haralayya, "Image Segmentation on Gabor Filtered images using Projective Transformation," *2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC)*, Mysore, India, 2023, pp. 1-6, doi: 10.1109/ICRTEC56977.2023.10111885.
34. S. K. Gupta, S. Saxena, A. Khang, B. Hazela, C. K. Dixit and B. Haralayya, "Detection of Number Plate in Vehicles using Deep Learning based Image Labeler Model," *2023 International Conference on Recent Trends in Electronics and Communication (ICRTEC)*, Mysore, India, 2023, pp. 1-6, doi: 10.1109/ICRTEC56977.2023.10111862.
35. Dr Manish Kumar Jaisal,Raman R Tirpude,Dr Bhadrappa Haralayya,Dr. Priyanka Agarwal,Dr. Shweta Rani Rohit Kumar “ Environment And Sustainable Development A Theoretical Framework , European Chemical Bulletin, Volume 12,,Issue 5,Pages 362-372
36. Dr Bhadrappa Haralayya, Dr. Parveen Roja M, Dr. Mona Sinha, Rikhi Yadav, Dr.Premasish Roy Alok Suresh Shah “Challenges And Impact Of Artificial Intelligence On Sustainable Development And E-Markets, European Chemical Bulletin ,Volume 12,,Issue 5,Pages 609-621
37. Haralayya, Bhadrappa. "A Study on Duration Gap Method and Interest Rate Risk Management." Journal of Survey in Fisheries Sciences 10.1S (2023): 5674-5685.
38. Dr Bhadrappa Haralayya A Study On Liquidity Risk Management European Chemical Bulletin ,Volume 12, Issue 4,Pages 6114-6125
39. Dr. Bhadrappa haralayya. (2023). An Empirical Investigation In Anlysing The Critical Factors Of Machine Learning Towards Risk Management In Banks Using Multivariate Analysis Of Variance (Manova). CEMJP, 31(2), 989–996. <https://doi.org/10.57030/23364890.cemj.31.2.102>
40. Sharma, N., William, P., Kulshreshtha, K., Sharma, G., Haralayya, B., Chauhan, Y., & Shrivastava, A. (2023). Human Resource Management Model with ICT Architecture: Solution of Management & Understanding of Psychology of Human Resources and Corporate Social Responsibility. Journal for ReAttach Therapy and Developmental Diversities, 6(9s (2)), 219-230.
41. . Tripathi, N., William, P., Sharma, G., Haralayya, B., Maheswari, K., & Kulshreshtha, K. (2023). Is Digital Business Growth in a Green Economy with Environmental Sustainability Accelerate the Organizational Positive Thinking and Potential. Journal for ReAttach Therapy and Developmental Diversities, 6(9s (2)), 209-218.
42. Manoj B Pandey Dr Bhadrappa Haralayya, Sunil Kumar Vohra, Smiley Gandhi E-COMMERCE AND ITS IMPACT ON GLOBAL BUSINESS, 2023 ,Volume-1, Pages 1-201
43. Srivastava, A. K., John, E. P., Haralayya, B., Sharma, G., Deshmukh, R., & Thamaraiselvi, G. (2023). Regression and Correlation Analysis on Profitability of Working Capital (WC) and its Psychological Impacts on Entrepreneur & Employees. Journal for ReAttach Therapy and Developmental Diversities, 6(10s (2)), 257-269.
44. Vohra, S. K., Kumar, V. S., Krishnamoorthy, R., Mahesh, P., Haralayya, B., Soni, N., & Gupta, S. K. (2024). Original Research Article The 5G revolution: Tackling challenges in smart cities and intelligent transportation systems. Journal of Autonomous Intelligence, 7(2).
45. Haralayya, B., Mishra, A., Singh, M., & Muda, I. (2024). A Study on the Performance of the Banking Industry During the COVID-19 Crisis. In Advancements in Business for Integrating Diversity, and Sustainability (pp. 82-87). Routledge.
46. Rao, M. K., Haralayya, B., Mishra, A., & Muda, I. (2024, March). Credit Risk Assessment in Banking Industry Using Optimization Based ML Algorithm. In Advancements in Business for Integrating Diversity, and Sustainability: International Analytics Conference 2023| IAC 2023 February 2& 3, 2023| Virtual Conference (p. 93). Taylor & Francis.
47. Yadav, B. S., Haralayya, B., Kumar, V., & Muda, I. (2024, March). Analysis on the Impact of Mediating role of Human Capital on the HR Management Practices. In Advancements in Business for Integrating Diversity, and Sustainability: International Analytics Conference 2023| IAC 2023 February 2& 3, 2023| Virtual Conference (p. 116). Taylor & Francis.
48. Gupta, S. K., Haralayya, B., Kumar, V., & Muda, I. (2024, March). Prediction of Customer Default in E-commerce based on Spider Monkey Optimized Scalar Random Forest Algorithm. In Advancements in Business for Integrating Diversity, and Sustainability: International Analytics Conference 2023| IAC 2023 February 2& 3, 2023| Virtual Conference (p. 57). Taylor & Francis.
49. Vohra, S. K., Haralayya, B., Gangwar, V. P., & Muda, I. (2024). Analysis of the Integration of Digital Marketing and the Business Strategy of the Organization. In Advancements in Business for Integrating Diversity, and Sustainability (pp. 98-103). Routledge.
50. Maheswari, K., Kumar, A., Humnekar, T. D., Prabhakar, A., Haralayya, B., & Kumar, M. (2024). Impact Of AI And Blockchain Technology In The Growth Of Digital HRM Transformation As A Function Of Management. Educational Administration: Theory And Practice, 30(4), 1685-1693.
51. Narendran, M. S., Jaiswal, R., Rai, M. P., Haralayya, B., Yadav, A. S., & Mishra, A. K. (2024). Exploring The Impact Of Emotional Intelligence On Leadership Effectiveness: A Meta-Analysis In Management Studies. Educational Administration: Theory And Practice, 30(4), 1668-1673.
52. Muda, I., Vohra, S. K., Gangwar, V. P., Haralayya, B., Singh, P., Pandey, A. K., & Abate, G. W. (2024). Evaluation of economic, environmental, and social impacts of COVID on rural tourism. Environment, Development and Sustainability, 1-15.
53. Garg, S., Haralayya, B., Maguluri, L. P., Szeberényi, A., & Sameen, A. Z. THE IMPACT OF ARTIFICIAL INTELLIGENCE ON MANAGEMENT PRODUCTIVITY AND EFFICIENCY.
54. Dsouza, J. J., Deeja, S., Bajpai, A., Haralayya, B., Mishra, P., & Yadav, M. A. (2024). Effects Of Asset Liability Management On The Profitability And Liquidity Of Particular Indian Commercial Banks. Educational Administration: Theory and Practice, 30(4), 7084-7088.
55. Haralayya, B. (2024). CORPORATE GOVERNANCE AND FINANCIAL PERFORMANCE: A LONGITUDINAL ANALYSIS OF THE IMPACT OF BOARD STRUCTURES. International Development Planning Review, 23(1), 1649-1663.
56. Haralayya, B. (2024). Behavioral Finance In Personal Investment: Analyzing The Role Of Psychological Factors In Decision-Making. Educational Administration: Theory and Practice, 30(5), 181-191.
57. Haralayya, B., Krishnakumar, P., Naik, S., & Reddy, D. H. (2024). An Extensive Analysis Of The Arbitrage Efficiency And Risk Return Dynamics Of Investment Strategies In The Indian Equity Derivative Market. Educational Administration: Theory and Practice, 30(5), 577-583.
58. Haralayya, B. (2024). Fintech Disruption: Evaluating The Implications For Traditional Financial Institutions And Regulatory Frameworks. Educational Administration: Theory And Practice, 30(5), 6783-6792.
59. Bruces, D., & Pepitone, J. S. (1999). *Motivating Employees*. McGraw-Hill.
60. Lockley, A. (2012). *Personal and Professional Development for Business Students*. Routledge.
61. Wylie, R. (2004). *The Motivation Toolkit: How to Align Your Employees' Interests with Your Own*. Harvard Business Review Press.
62. Thomas, K. W. (2009). *Intrinsic Motivation at Work: What Really Drives Employee Engagement*. Berrett-Koehler Publishers.
63. Llopis, G. (2012). The harsh realities of achieving work-life balance. *Forbes*. Retrieved from <https://www.forbes.com>
64. Maslow, A. H. (1943). A theory of human motivation. *Psychological Review, 50*(4), 370-396.
65. Greenberg, J., & Baron, R. A. (2003). *Behavior in Organizations: Understanding and Managing the Human Side of Work*. Pearson.
66. Bassetts, J. J., & Lloyd, C. (2006). *Employee Motivation: New Perspectives on Taylorism and Human Relations*. Academic Press.
67. Kreitner, R. (1996). *Management*. Houghton Mifflin.
68. Bedeian, A. G., & Linder, J. R. (1996). Motivation and leadership in organizations. *Journal of Organizational Behavior, 17*(1), 1-19.
69. Higgin, C. A. (1993). *Employee Motivation and Performance*. Routledge.
70. Linders, C. (1999). *Motivation in the Workplace*. Sage Publications.