

## Editorial

We have immense pleasure to present the sixth issue of Amity Journal of Management Research. AJMR attempts to bridge the gap between management theories and practicality by bringing together academicians and industry practitioners on the same platform. It plays a significant role in generating new ideas and viewpoints to extant research and contributes for enhancement of the management concepts. Amity Journal of Management Research is indexed and abstracted in a number of good indices.

The first study explores one of the main issues of globalization is the development of an open and universal society which overcomes the borders of national states. Hegel's vision of civil society has the merit of anticipating several views concerning global settings and tendencies by highlighting at the same time its ambivalent aspects. On the one hand, he notes that the access of individuals to civil society implies a form of independence and self-determination. On the other hand, the mechanisms of its organization create a system of reciprocal dependence which reduces their sentiment of security and freedom. Hegel distinguishes between logic of the understanding, which stresses the opposition, and logic of the reason, based on the concept, which finds mediation between the extremes and creates organized structures. The paper illustrates these aspects and analyzes which forms of balance and integration should be promoted in the global society and how an interaction between openness and structure could appease the negative side.

In our endeavor to present commendable and authentic research, a spectrum of eminent researchers, academicians and professionals have come up with contributions in this issue. The second paper endeavors to investigate the service quality perceptions of students of private run and government run undergraduate business management programs in Kolkata city. Seven constructs that explain service quality of business education have been addressed in this work. The study reveals different levels of perceived service quality across six dimensions out of seven. The undergraduate students belonging to government and private colleges perceive differences in service quality in relation to faculty personnel, physical infrastructure, program reputation, administrative personnel, curriculum and access to infrastructural facilities. The next literature aims to scrutinize the students' point of view towards school administration and management. The study accomplished its goal and objective stated initially in the paper. The approach based on a survey instrument, that is a quantitative one was used in this research. It was found suitable for measuring the administration service quality and concluded that both research hypotheses are decidedly affirmed. The fourth research paper examines the impact of personality traits on conflict management and leadership styles in the field of insurance sector of Punjab. It becomes vital for the organizations to make their employees competent and proficient by providing them suitable opportunities such as healthy work environment, positive motivational drives, and effective leadership, proper grievance handling procedure and conflict resolution measures. It is concluded that there exists a positive and significant correlation between leadership styles and various dimensions of personality, which signified that transformational leaders and transactional Leaders tended to be more emotionally stable, attached and welcome the new ideas and suggestions of the employees.

The fifth study investigates the role of ethical leadership on the relationship between personality factors, group norm and counterproductive work behavior in Nigerian universities. Despite many studies investigating the underlying predictors of counterproductive work behaviors, nonetheless, the study filled the gap by integrating ethical leadership as a key mediating variable that can be used to minimize unethical behaviors in the universities.

The next literature focuses on all the critical factors which, if taken care of, then the development of management institutes shall be done on the correct path, keeping students' view point in consideration. The findings indicate five critical factors which are responsible for any management institute to become center for excellence from corporate's view point.

The last is a view point on need of Trade Secret Legislation in India. Trade secret is defined as a contractual right which arises in favor of the person who claims it to be secret, thereby, preventing others to use it and also prevents the disclosure of confidential information. It makes the IP owner to disclose the idea in pre-meditated agreement with other employees and secure the knowledge which the other side is not free to take without compensating the IP owner, because it has a commercial value. In such a case of breach of confidential information, the employers' are given the right to sue the employee based on negotiated contract alone, meaning thereby the employer can sue only for the breach- of-contract. In case of disclosure of confidential information, the employer can take the defense of employer-employee loyalty. The trade secret position in India is still at an embryonic stage and the laws regulating the trade secret are also not very stringent, the application of common laws approach by the judiciary is found to be not in consonance and consistent in practice, manifold ideas of approaches are applied and different cases with same facts are yielding different result. The situation existing in India is very difficult that without the legislation per se for Trade Secret, the idea as to Protection of trade secret cannot be achieved properly.

Last but not the least; we thank our esteemed members of the Editorial Advisory Board, Editorial Board and Editorial Review Board. It would have been impossible for us to develop the journal par excellence without their cooperation and continuous support. We also take the opportunity to thank the authors who have shown immense faith in us and contributed their research works to Amity Journal of Management Research.

We await, sincerely, suggestions of improvement from the readers and expect the journal would be a treat to their intelligence.

**Prof. (Dr.) Ramanjeet Singh**  
Editor-in-Chief