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List of Papers Published

No.	Year	Details of Paper/Article
1	2024	Green Human Resource Management Practices in the Hotel Industry: Ethiopian Perspective, Gyan Management Journal, Volume 18 No 2 page 45-55. (ISSN 0974-7621).
2	2021	Capital Structure Among Secondary Sectors of Indonesian Firms : Does Business Scale Matter? <i>Indian Journal of Finance</i> Volume 15, Issue 10, October 2021(ABDC Scopus C)
3	2020	Risk perceptions and adap (tation strategies of smallholder farmers to climate change and variability in North Shoa Zone, Ethiopia Management of Environmental Quality: An International Journal Vol. 31 No. 1, 2020 pp. 254-272 © Emerald Publishing Limited.
5	2019	The determinants of firm financing structures across sectors: an evidence from Indonesian listed companies: <i>Investment Management and Financial Innovations</i> , Volume 16, Issue 1.
6	2019	Firm-Specific Determinants on Leverages across Sectors in Indonesian Listed Companies: <i>Journal of Emerging Technologies and Innovative Research (JETIR)</i> , May 2019, Volume 6, Issue 5(ISSN-2349-5162)
7	2018	Working Capital Management Practices: A comparative Study of Ethiopia with United States, Australia, Canada and Pakistan; <i>IOSR Journal of Economics and Finance</i> ; Vol9,Issue 2 (Mar-April 2018, PP 21-35(ISSN 2321-5925).
8	2017	Value Chain Partnership of Coffee Farmers' Cooperatives Organizations in Southwest Region of Ethiopia; <i>Research Journal of Management</i> Vol. 6(4), 1-8, April ,2017 (ISSN 2319–1171).
9	2017	People's Participation in Development: The Actors and Factors Shaping People's Participation in Environmental Conservation Initiatives in Eferatena Gidem District, Ethiopia; <i>Public Policy and Administration Research</i> ; Vol.7, No.3, 2017. (ISSN: 2224-5731).
10	2017	A Survey of Working Capital Management Practices Among Manufacturing Companies in Ethiopia; <i>International Journal of Research in Finance and Marketing (IJRFM)</i> Vol. 7 Issue 2, February - 2017, pp. 45~61 (ISSN: 2231-5985).
11	2017	The Impact of Bank Saving and Bank Credit on Economic Growth in Ethiopia: An ARDL Co-integration Approach; <i>International Journal of Science and Research Index</i> Volume 6 Issue 2, February 2017 (ISSN: 2319-7064).
12	2017	Efficiency and Productivity of Microfinance Institutions of Ethiopia: A Case Study on Specialized Financial and Promotional Institution (SFPI) <i>Journal of Poverty, Investment and Development</i> Vol.32, 2017 (ISSN 2422-846X) .
13	2016	Outreach and Sustainability of Microfinance Institutions of Ethiopia: A Case Study on Specialized Financial and Promotional Institution (SFPI) <i>Research Journal of Finance and Accounting</i> ; Vol.7, No.5, 2016 (ISSN 2222-1697).
14	2016	Determinants of Adoption of Renewable Energy Sources towards Reducing Deforestation in Ambo district, West Shoa, Oromia Regional State, Ethiopia <i>Journal of Energy Technologies and Policy</i> ; Vol.6, No.11, 2016 (ISSN 2224-3232).
15	2016	Growth and Development analysis of Commercial Banks in Ethiopia; <i>Zenith International Journal of Multidisciplinary Research</i> ; Vol. 6, 2016, pp 40-57 (ISSN:2231-5780).
16	2016	Determinants of Commercial Banks profitability: Empirical evidence from Ethiopia; <i>Zenith International Journal of Multidisciplinary research</i> ; Vol. 6, 2016, pp 79-89 (ISSN:2231-5780).
17	2015	Board Diversity and Financial Performance of Private Commercial Banks in Ethiopia; <i>International Research Journal of Management and Commerce</i> , Vol. 2, Issue 12 ,2015(ISSN:2348-9766).

18	2015	Comparative Performance Analysis of Public Owned and Private Owned Commercial Banks in Ethiopia; International Journal in Management and Social Science Vol. 3, No 12,2015 (ISSN: 2321-1784)
19	2015	Impact of Foreign Direct Investment on Gross Domestic Product in Ethiopia International Journal in Management and Social Science Vol. 3, No 12,2015 (ISSN: 2321-1784)
20	2015	Trends and Patterns of Foreign Direct Investment inflow in Ethiopia; Zenith International Journal of Business Economics and Management Research Vol. 5, No 12 2015 pp 72-81 (ISSN: 2249-8826)
21	2015	Transformational Leadership Style in relation to Organisational Commitment; International Journal of Multidisciplinary Educational Research Volume 4, Issue 11 2015 (ISSN: 2277-7881)
22	2015	The Effect of Bank Size and Ownership on Financial Performance of Commercial Banks in Ethiopia; Excel International Journal of multidisciplinary management Studies; Vol.5, Issue 8, August 2015. (ISSN: 2249-8834)
23	2014	Perceptual Influences on Purchase Behaviour for Mobile Phones: An Exploratory Study of Rural and Urban Customers; Indian Journal of Psychology; Jan-2014 (ISSN-0019-5553).
24	2013	Income Expenditure Analysis of Commercial Banks; GITAM Journal of Management; Volume II, No2; April-Jan 2013. (ISSN No.0972-740).
25	2012	Emotional Intelligence at Workplace: A study of Selected Professionals in India; Gyan Management, Volume 6, Issue 2, Jul-Dec, 2012(ISSN 0974-7621).
26	2012	Insurance Sector Reforms-way ahead; Al-Barkaat Journal of Finance and Management, Volume 4, No 2, July 2012(ISSN 0974-7281).
28	2011	Entrepreneurship Development in India: A Shared Vision; in Chawla and Gurcharan Edited Entrepreneurship Development in India: Issues and Strategies, Shree Publishers and Distributers, New Delhi (2011)
29	2010	Transportation Management and in Transit losses: A case study of Maruti Udyog Limited; Indian Management Studies Journal, Vol 14 No 2
30	2009	Reserve Position Management in Selected Commercial Banks in India, Vinimaya, Oct-Dec,2009
31	2007	Trends in Investment Practices of Selected Commercial Banks, Indian Management Studies Journal Vol 11 No 2.
32	2007	Regional Trade Prospects of Africa in a Globalised Era: A case Study of Rwanda, Indian Management Studies Journal, Volume 11, No.1,2007.
33	2006	Profitability Trends in Commercial Banks: A Study of Select Commercial Banks, IMSJ, Vol 10 No 2,2006.
34	2006	Marketing Homemade Banana Wine in Republic of Rwanda, Indian Management Studies Journal, Volume 10, No.1,2006.
35	2005	Entrepreneurial competencies of Rwandan youth, Indian Management Studies Journal, Volume 9, No.1,2005.
36	2004	Financial problems of small and medium enterprises: a case study of Rwanda. SEDME, Volume 32 No.1 2004.
37	2004	Entrepreneurship Development Through Development of Small-Scale Industries; Paper presented during 10 th annual international Management conference of Makerere Business School held at Entebbe during 23 rd to 26 th march 2004. (published in conference proceedings)
38	2004	Activity based Costing: Rationale, Concept and issues, Indian Management Studies Journal, Volume 8 No.1,2004
39	2004	Globalization and Liberalization in the Context of the Common Market for Eastern and Southern Africa (COMESA): implications for Rwanda; Paper presented during 10 th annual international Management conference of Makerere Business School held at Entebbe during 23 rd to 26 th march 2004. (published in conference Proceedings).
40	2003	Performance of Shares in Terms of Capital Gains: an empirical study of Indian capital market: Presented during 7 th annual conference of Indian Institute of Capital Market during 18 -20 th December 2003(Published by Indian Institute of Capital markets Bombay).
41	2002	Performance of Indian corporate securities Market and financial reporting trade-off's A: case for corporate disclosure: Presented during Asia Pacific Conference on International Accounting Issues held at Los Angeles (USA).2002.
42	2002	Global Trends in foreign Investments and its impact on Indian corporate Sector; in Batra ed. Functional Management Research; Deep and Deep Publication, Delhi.
43	2002	Potential of Non-traditional Agricultural Exports from Rwanda. Paper presented at 8 th International Management Conference held at Entebbe during Dec 2001. Published in Makrere Business Journal (conference proceedings issue) 2002.
44	2001	The Non-Financial Services Required by Small and Micro Enterprises in Rwanda, Indian Management Studies Journal Volume 5 No 2,2001.

45	2000	Risk Management in relation to Foreign Currency Transactions in Banks: A Challenge in the New Millennium, Makerere Business Journal, Uganda Dec 2000.
46	2000	Organisational Role Stress Amongst Executives in the Corporate Sector of Punjab: Paper presented during 6 th Forum of Association of Management Development Institutions in South Asia held at Pune during March 2000(Published in the AMDISA forum proceedings).
47	2000	Development of Industrial Entrepreneurship in Punjab and Haryana State of India: Paper presented during 6 th AMDISA forum held at Pune (Published in the AMDISA forum proceedings).
48	2000	Capital Market and Foreign Exchange Liberalisation: implications for global business in Dangwal (ed)Studies in Business and Commerce, Deep and Deep Publication, New Delhi.
49	2000	Perception of Consumer towards Tourism services: a case study of P.T.D.C in Gupta & Bansal (ed) Tourism towards 21 st century, Deep and Deep Publications, New Delhi.
50	2000	Poverty Alleviation through the process of unity and reconciliation; Paper presented in the Conference organised by Unity and Reconciliation Commission of Rwanda in Oct.2000 at Kigali.
51	1999	Indian Capital Market and Foreign Exchange Liberalisation in B.S. Bhatia Ed. Management of Capital markets, Financial Services and Institutions. Deep and Deep Publications New Delhi
52	1999	Emerging Dimensions in Rehabilitation of Sick Units in India in G.S Batra Ed. Management of Sick Industries, Deep and Deep Publications. Delhi.
53	1996	Strategic Management of Public Enterprises in India: Emerging Dimensions, in Chawla &Uppal(ed.) Studies in Business Management, Deep and Deep Publications, New Delhi
54	1995	Dynamics of Tourism Marketing: emerging trends; in Batra & Chawla (ed)Tourism Management: a global Perspective, Deep and Deep Publications,1995.
55	1995	New Vistas in Developing Tourism: a study of Punjab State in Batra & Chawla (ed) Tourism management: a global perspective Deep and deep Publications 1995.
56	1994	Developing Entrepreneurs through Entrepreneurship Development Programmes; Paper accepted for Presentation in 1993 Global management Forum Barcelona (Spain) published in Chawla & Uppal (ed) Studies in Business Management, Deep and Deep Publications, New Delhi 1994.
57	1994	Banking Presence in Patiala District in Chawla & Uppal (ed) Studies in Business Management, Deep and Deep Publications, New Delhi 1994.
58	1994	Regional Rural Banks in Punjab: an overview; in Chawla and Uppal (ed) Studies in Business Management, Deep and Deep Publications.
59	1994	Determinants of Risk and Return: a case study of Indian Corporate sector; Chawla & Uppal (ed) studies in Business Management, Deep and Deep publications.
60	1994	Leverage as Determinant of Risk and Return in Pharmaceutical and Chemical Industry in India; Journal of Accounting and Finance Vol VIII No 2 1994.
61	1994	Developing Women Managers; in Khair Jahan Sogra (ed) Women in Management: Champions of Change, University Press Limited Dhaka (Bangladesh).
62	1993	Indian Financial Markets Towards Globalisation: Journal of Accounting and finance Vol IX No 2.
63	1990	Deposit Mobilisation by Banks: Progress, Challenges and Opportunities; in B.L Mathur (ed) Indian Banking Jaipur.
64	1990	Banks, Poverty Alleviation and Rural Development; in Bhatia & Prem(ed) Management of Rural Development, Deep and Deep Publications, New Delhi.
65	1987	Productivity in Banks; a case study of Bank Officers Perception, Udyog Prabandh Vol No 2(1987).
66	1987	Job Satisfaction and Productivity; in B.S.Bhatia (ed) Management of Productivity, Deep and Deep Publications, New Delhi.
67	1986	Commercial Banks Advances to Priority Sector in Punjab-: emerging dimensions; in Chawla & Uppal (Ed) Banking Towards 21 st Century; Deep and deep Publications, New Delhi.
68	1986	Lease Financing: Indian Journal of Accounting; Vol 16 No I&II (1986).
69	1986	Rural Development and the Role of Banks: a case study of Punjab; Udyog Prabandh; Vol 1 No 2 (1986).
70	1986	Banks for Balanced Regional Development; Lok Udyog, Vol 1, No 11, Feb 1986.
71	1986	Branch Banking in Punjab; Udyog Prabandh, Vol 1 No 11, Feb 1986.
72	1985	Banking History of Punjab; Punjabi University Publication.
73	1984	A personality Study of Striking and Non-Striking University Employees; Journal of Psychological Researches Vol 28 No (84).
74	1984	Banking and New Economic Programme in S. D. Tripathi & K. K. Uppal (Ed)-Role of Banking and New Economic Programme; Panjab University Chandigarh Publication (1984).