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Journal of Management & Social Sciences

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Editorial Note

Our readers will find valuable contribution from foreign as well as Pakistani scholars enjoying enviable reputation in their fields. We are confident that the readers will find that the diversity of topics in the current issue is manifest expanding field of our Faculty's academic.

Dr. Zareen Abbassi and Dr. Muhammad Bux Burdey in their article, "**The Changing Paradigms of Human Resource in the Economic Development of Pakistan**" think that globalization is creating significant face up to business in the world and the thought of HRM is to build up the attentive involvement of laypeople in dealings. HRM has undergone bizarre changes. Currently, the consistent change in the upbringing of HRM is mandatory in organizations. HRM is not only helpful to facilitate the business but also going to get lead over its rivals.

They say that Pakistan has a labor surplus economy. Pakistan is confronted with a high population rate, low literacy level and poor skill and technological base. It has resulted in critical imbalances in the development of HR. In Pakistan, because of the state monopoly, the requisite HR is not available. Pakistan has been facing strict macroeconomic inconsistency, declining financial growth, increasing deficiency and alarming human insufficiency.

The future of HR in Pakistan is incredible because it is going to be important in the knowledge-based economy. It will provide a route to the talented HR professionals who can improve the financial position through technically experienced people. The main field is skill development as technical jobs are in the textile industry, banking sector, hospital management, police administration and they need skilled and proficient training to enhance their skills and knowledge.

Summing up they have enumerated various points which required consideration and made some suggestion for improvement in training programs, This could be done through seminars, workshops or even sending employees abroad to get international exposure in their relevant fields.

Mr. CHIU, Candy Lim in his article captioned "**3 R'S of Used Car Recovery in Philippine's Approach**" says that automobile industry faces a dynamic and challenging environment. Innovation is one of the key factor for recovery market creation. Over the past decade, there has been an increasing interest in product take-back, product recovery and the re-distribution of these products.

In the opinion of the author, there has been an increasing demand for recycled parts such as used parts, rebuilt parts in repairing a vehicle, etc. In terms of recycling, 3 R's product recovery in developing countries, like the Philippine, represents, perhaps, the largest untapped resource for product innovation improvement. 3 R's (reconditioning, repositioning and remanufacturing), by contrast to other form of recycling, is the ultimate form of recycling. It conserves not only the raw material content but also much of the value-added content during the processes required to manufacture new products. 3 R's may seen as 'less glamorous' than the distribution of new cars and may even result in negative brand image.

An increase in the re-use of products is important from an environmental point of view. So, entrepreneurs in the developing countries are turning to 3 R's recovery system that involve buying used/junk cars from developed countries like Japan, and disassembling them at a small plant, followed by the application of the 3 R's by the reuse or recycling of components in an environmentally sound manner.

Mr. Himanshu Tandon, in his article, captioned "**B2C Offerings in India: A Critical Review**" says that developments in IT related fields have pushed India into the forefront of international business debates in the last one and half decade. The ICT developments have also meant that Indian market has been witnessing tremendous innovation in terms of offerings; the B2C sector has been the one to experience most activity.

Accordingly to him Internet penetration is extremely low in India; still a total of around 40 million users make it a sizeable market for study. And with mobile phone usage growing, the Indian market is set to break into a substantial market for B2C offerings, many of which have been examined herein.

The author has critically discussed the status of B2C offerings in India. The idea is to elucidate the origins of such offerings; and juxtapose them with key ground variables in order to properly evaluate their economic and consumer worth. The paper draws on researcher's interviews with key middle and senior level executives in Indian businesses as well as Industry groups and lawyers to properly cover these issues.

Dr. Muhammad Ali Siddiqui, in his article, on "**Allama Iqbal: A Critic of Capitalism & Globalization**" has discussed the immoral role of Capitalism. He says that Allama Iqbal was against the exploitative tendency of capitalism. He would like to trace the development of corporate capitalism in order to see what Allama Iqbal had to comment on this cancerous development. Globalization means shutting out

possibilities of economic growth for the third world. It has been creating virtual fences to shut our people of schools, hospitals, workplace, farms even houses & communities. Mass privatization and deregulation have bred armies of locked-out people, whose services are no longer needed. These fences of social exclusion can discard an entire industry, and they can write off an entire country "as happened in Argentina", some time ago and now being reversed by new coalition government headed by Chavas.

Dr Siddiqui wonders what else Allama Iqbal could say, if he were alive today, except that he could not countenance with this upsurge of degradation of human life because the world's most developed economies and capitalistic system don't believe in sharing the fruits of their progress- rather they are ensuring that the present quantum of world resources 20:80 to be further squeezed to the ratio of 10:90 in favor of the developed world.

Dr. Muhammad Riza Kazmi's article "**The Founders View**" throws light on the vision of the founder of Pakistan. It was a vision which didn't have any place for theocracy in Pakistan which fundamentalists are finding it difficult to accept.

Dr. Farooq Aziz in his article captioned "**Is Muzara'a (Share cropping) Lawful from Qur'anic Perspective?**" says that Muzara'a is basically a form of partnership for cultivation of land, between landlord and agricultural labour. It may take different forms depends upon the terms and conditions set by leaders of Islamic jurisprudence. From the very beginning in Islamic economic literature, its validity is a controversial issue.

In his paper discussion in this regard is clearly divided in two schools of thoughts, one which has recognized it and the other which considers it as unlawful. The axis of reasoning in this regard is almost based on the concept of Traditions, form which both schools got the material for their claim.

Concluding the author says that Qur'an recognized the institution of private ownership. But this right is conditional and restricted to those items which are the result of human labour. Since no human labour is involved in land, hence its private ownership is not possible. Arguments which are given in this regard are based on deception. Qur'an has openly recognized the agricultural labour as the owner of agricultural production. Hence there is not any concept of landlord, and the absence of landlord means complete collapse of concept of Muzara'a.

This is an article by Ms. Sanzida Akhter on "**Millennium Development Goal on Maternal Health in Bangladesh: progress and prospects**". He says that improving maternal health with the target of reducing maternal mortality by three quarters between 1990 and 2015 is one of the Millennium Development Goals.

Bangladesh, as a signatory to the Millennium Declaration 2000 (People's Forum on MDG, 2005) has committed herself to improving the status of maternal health along with striving to achieve other development goals of eradicating extreme poverty and hunger, achieving universal primary education, promoting gender equality and empowering women, reducing child mortality, combating HIV/AIDS, malaria and other diseases, ensuring environmental sustainability and developing a global partnership for development Bangladesh has a very high MMR of 320 per 100,000 live births. More than half of the pregnant women do not have access to necessary health care and 20 % of the total deaths of women aged 15 to 49 are caused by complications related to childbirth. The scenario of maternal health status is not similar in all the six administrative regions in Bangladesh.

The main objective of his study is to provide an assessment of the feasibility of achieving the Millennium Development Goal on improving maternal health in Bangladesh (known as Millennium Development Goal Five or MDG Five). The study concludes that there exists a considerable gap between the current and required rates of progress towards achieving the targets. The existence of such a gap poses a question about the feasibility of reaching MDG Five targets on time. The study has also identified notable variations among the six administrative regions of Bangladesh in terms of the rates of progress towards the targets.

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