Edizioni Aria
20 maggio **Maria Regina**
31 luglio **Madonna** dei Miracoli

Indice Pagina

Amministrazione

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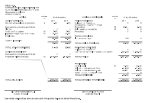

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■■■■■■■

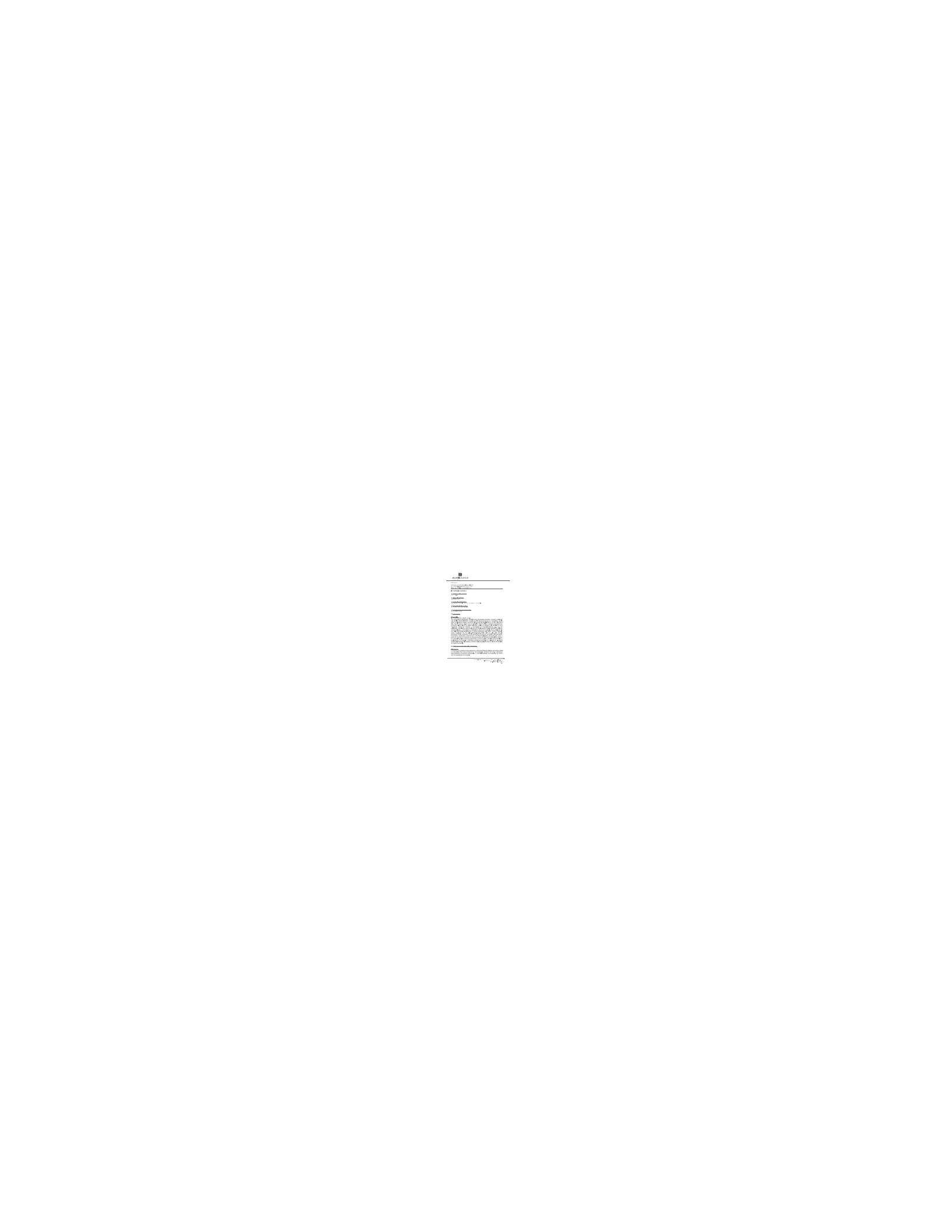
[illegible] S.A.
ESTADOS DE FLUJOS DE EFECTIVO
POR LOS AÑOS TERMINADOS AL 31 DE DICIEMBRE DE 2017 Y 2016
(Expresado en [illegible])

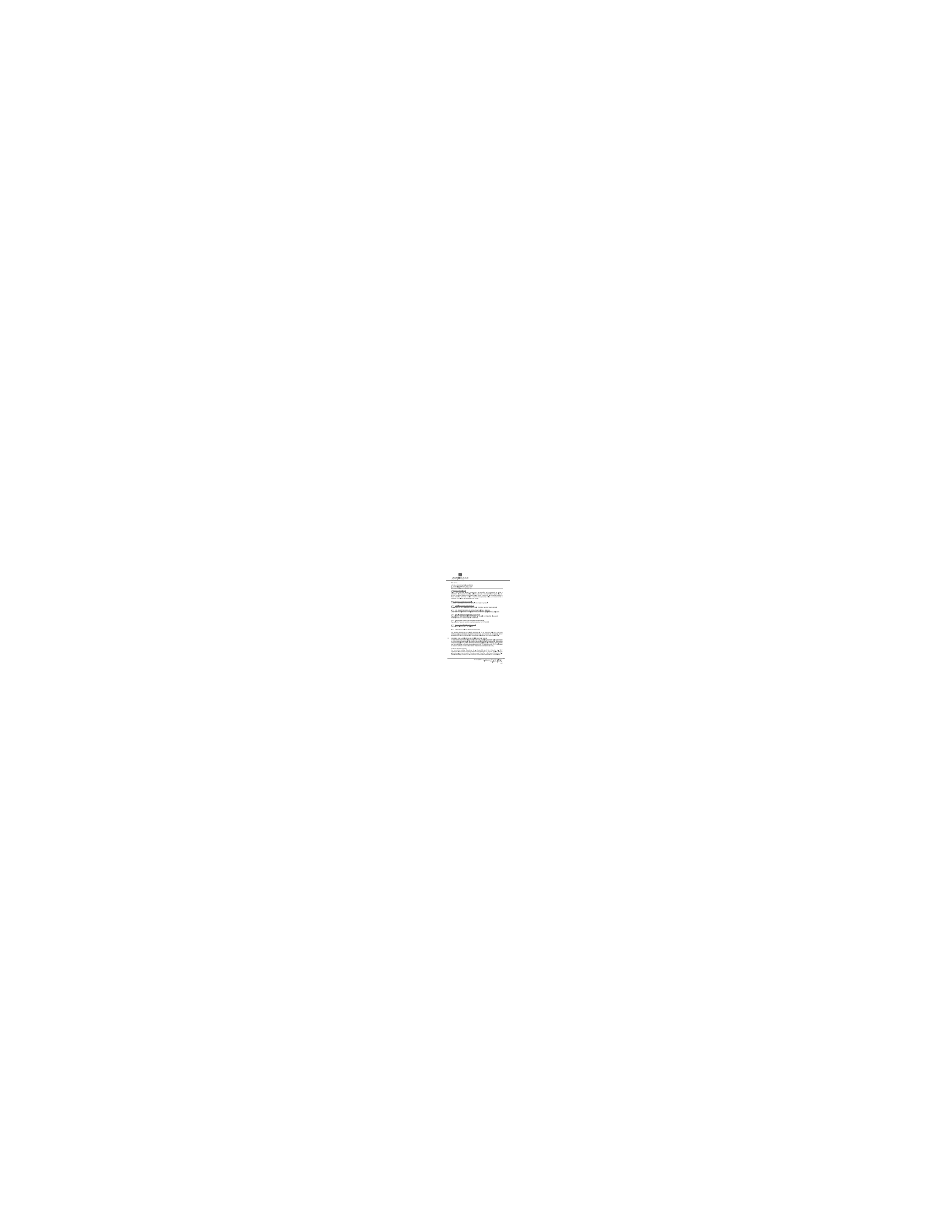
	2017	2016
FLUJO DE EFECTIVO POR LAS ACTIVIDADES DE OPERACIÓN:		
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
Efectivo neto utilizado en actividades de Operación	[illegible]	[illegible]
FLUJO DE EFECTIVO POR LAS ACTIVIDADES DE INVERSIÓN:		
[illegible]	[illegible]	[illegible]
Efectivo neto utilizado en actividades de inversión	[illegible]	[illegible]
FLUJO DE EFECTIVO POR LAS ACTIVIDADES DE FINANCIAMIENTO:		
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
Efectivo neto [illegible] por actividades de financiamiento	[illegible]	[illegible]
Aumento (Disminución) neto de efectivo y equivalentes de efectivo	[illegible]	[illegible]
Efectivo y equivalentes de efectivo al inicio del periodo	[illegible]	[illegible]
Efectivo y equivalentes de efectivo al final del periodo	[illegible]	[illegible]

[illegible]
Gerente General

[illegible]
Contador General

Las notas explicativas anexas son parte integrante de los estados financieros.





2019, Vol. 104, No. 1, 1–15
http://dx.doi.org/10.1037/apl0000000

Abstract

Objective: This study examined the relationship between job satisfaction and turnover intentions among nurses working in rural hospitals.

Method: Data were collected from 412 nurses in 12 rural hospitals. Job satisfaction was measured using the Job Satisfaction Survey, and turnover intentions were measured using a three-item scale. Hierarchical regression analysis was used to test the hypothesized relationships.

Results: Job satisfaction was negatively related to turnover intentions ($\beta = -.42$, $p < .001$). Supervisor support moderated this relationship, such that the negative relationship was stronger when supervisor support was low.

Conclusion: Findings suggest that improving job satisfaction may reduce turnover intentions among rural nurses, and that supervisor support can amplify this effect.

Directors' Report

To the Members,

Your Directors have pleasure in presenting the Annual Report on the business and operations of the Company for the financial year ended March 31, 2024.

1. Financial Highlights

(₹ in Lakhs)

Particulars	Standalone	
	2023-24	2022-23
Revenue from Operations	1,24,560	1,08,230
Other Income	1,870	1,420
Total Income	1,26,430	1,09,650
Profit before Tax	18,240	15,610
Tax Expense	4,560	3,905
Profit after Tax	13,680	11,705

The Company has achieved a revenue growth of 15.1% during the year under review. The Board is pleased to recommend a dividend for the financial year 2023-24.

2. Dividend

The Board of Directors has recommended a dividend of ₹ 2.50 per equity share of face value ₹ 10 each for the financial year ended March 31, 2024, subject to the approval of the members at the ensuing Annual General Meeting. The dividend, if approved, will be paid to those members whose names appear in the Register of Members as on the record date.

3. Transfer to Reserves

The Company has not transferred any amount to the General Reserve during the year under review. The entire profit after tax has been carried to the Statement of Profit and Loss.

4. Share Capital

The paid-up equity share capital of the Company as on March 31, 2024 was ₹ 5,00,00,000 divided into 50,00,000 equity shares of ₹ 10 each. During the year under review, the Company has not issued any shares with differential voting rights, sweat equity shares or employee stock options.

5. Directors and Key Managerial Personnel

Mr. Rajesh Kumar Sharma (DIN: 00123456), Director, retires by rotation at the ensuing Annual General Meeting and being eligible, offers himself for re-appointment. The Board recommends his re-appointment.

Ms. Priya Nair was appointed as an Independent Director with effect from April 1, 2023 for a term of five consecutive years. Mr. Vikram Singh Rathore resigned as Director with effect from September 30, 2023. The Board places on record its appreciation for the valuable contribution made by him during his tenure.

2021, Vol. 106, No. 12, 1–15
https://doi.org/10.1037/apl0000000

Abstract

This is the abstract. It consists of a single paragraph and summarizes the study's purpose, method, and findings in a few sentences.

Keywords: keyword one, keyword two, keyword three

Method

Participants and Procedure

Participants were recruited from a large metropolitan university and received course credit for their participation. Data were collected in two waves separated by approximately 6 weeks.

Measures

Psychological Capital. Psychological capital was measured with the 12-item Psychological Capital Questionnaire (PCQ-12; Smith et al., 2020). Participants rated each item on a 6-point scale ranging from 1 (*strongly disagree*) to 6 (*strongly agree*). Sample items include "I feel confident analyzing a long-term problem to find a solution" and "I can be resilient, one way or another, in this job." Internal consistency was $\alpha = .91$.

Burnout. Burnout was measured with the 16-item Maslach Burnout Inventory–General Survey (MBI-GS; Maslach et al., 1996). Participants rated each item on a 7-point scale ranging from 0 (*never*) to 6 (*every day*). Sample items include "I feel emotionally drained from my work" and "I feel used up at the end of the workday." Internal consistency was $\alpha = .94$.

Control Variables. We controlled for age, gender, and tenure in all analyses. Gender was coded 0 = *male*, 1 = *female*, 2 = *nonbinary / prefer not to say*. Tenure was measured in years.

Results

Descriptive statistics and intercorrelations among the study variables are presented in Table 1. Psychological capital was negatively correlated with burnout ($r = -.42$, $p < .001$).

Hypothesis 1 predicted that psychological capital would be negatively related to burnout. This hypothesis was supported ($b = -0.38$, $SE = 0.05$, $p < .001$).

Hypothesis 2 predicted that the relationship between psychological capital and burnout would be stronger for participants with longer tenure. This hypothesis was not supported ($b = 0.01$, $SE = 0.02$, $p = .62$).

Discussion

The present study found that psychological capital is negatively related to burnout, consistent with prior research. However, the moderating role of tenure was not supported.

Limitations and Future Directions

This study has several limitations. First, all measures were self-report, which may inflate shared-method variance. Second, the sample was drawn from a single university, limiting generalizability.

Practical Implications

Organizations may benefit from interventions that build psychological capital among employees.

Las hipótesis actuariales incluyen variables tales como son, en adición a la tasa de conmutación actuarial, tasa de mortalidad, edad, sexo, años de servicio, remuneraciones, incremento futuro de remuneraciones, tasa de rotación, entre otras.

Las ganancias y pérdidas actuariales que surgen de los ajustes basados en la experiencia y cambios en los supuestos actuariales se cargan al otro resultado integral en los períodos que surgen.

Los costos de los servicios se reconocen inmediatamente en resultados del año. Al cierre del año, las provisiones cubren a todos los trabajadores que se encontraban trabajando para la Compañía.

4.11 Provisiones corrientes

Las provisiones se reconocen cuando:

(i) La Compañía tiene una obligación presente, ya sea legal o implícita, como resultado de eventos pasados;
(ii) Es probable vaya a ser necesaria una salida de recursos para liquidar la obligación; y
(iii) El monto se ha estimado de forma fiable. Los montos reconocidos como provisión son la mejor estimación posible de la Administración, a la fecha de cierre de los estados financieros, de los desembolsos necesarios para liquidar la obligación.

4.12 Distribución de dividendos

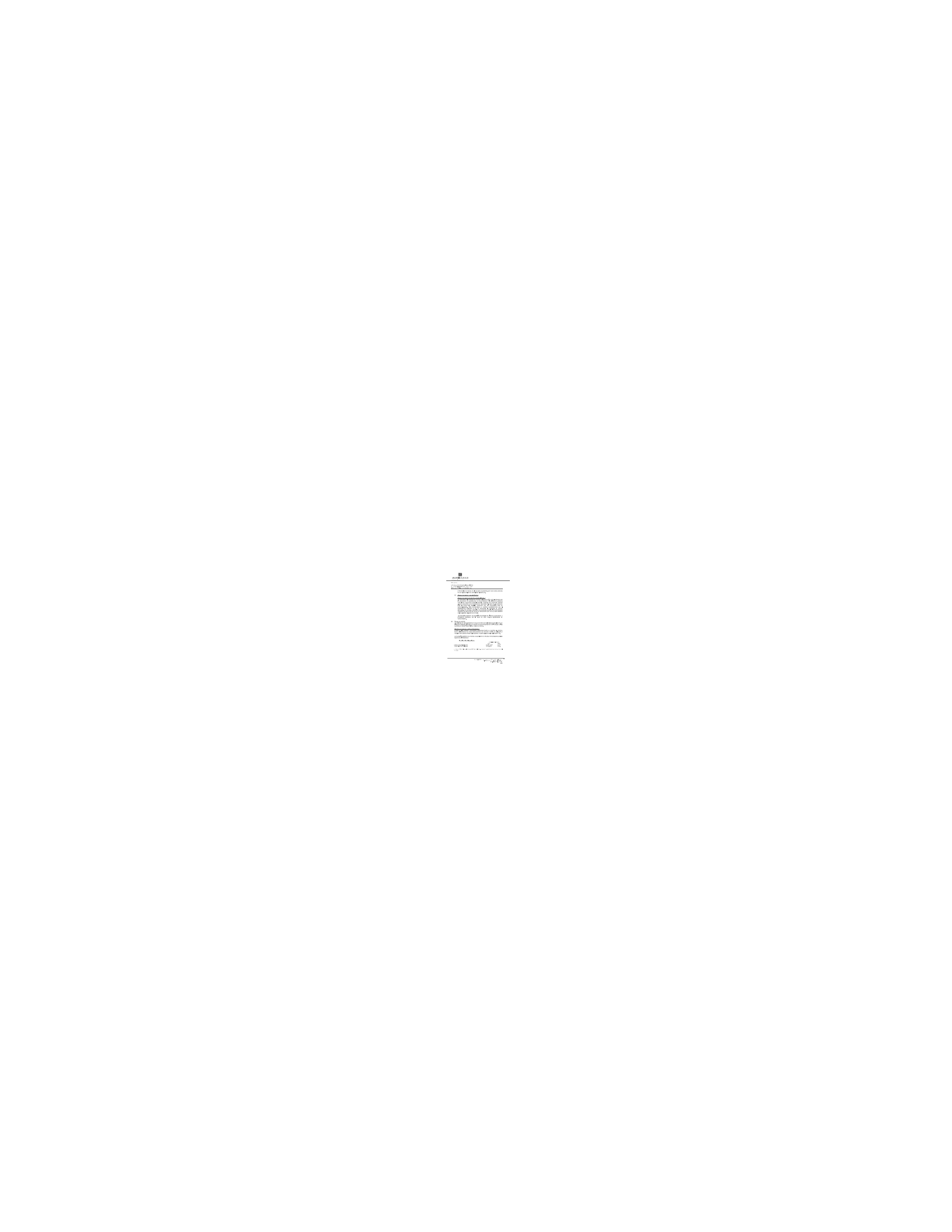
La distribución de los dividendos a los accionistas de la Compañía se deduce del patrimonio en el período en el cual los dividendos han sido aprobados por los accionistas en concordancia con las disposiciones de la ley de compañías en su Art. 297 literal B.

4.13 Reconocimiento de ingresos

Los ingresos comprenden el valor razonable de lo cobrado o por cobrar por la venta de los productos en el curso normal de las operaciones de la Compañía. Los ingresos se muestran netos de impuestos, devoluciones y descuentos otorgados.

Los ingresos son reconocidos en la medida en que es probable que los beneficios económicos fluyan hacia la Compañía, puedan ser medidos con certeza y cuando la Compañía hace la entrega de sus productos al comprador y, en consecuencia, transfiere los riesgos y beneficios inherentes a la propiedad de esos bienes y no mantiene el derecho a disponer de ellos, ni a mantener un control sobre los mismos.

La experiencia acumulada de la Compañía ha determinado que no existen devoluciones significativas de dichos bienes por lo que no se constituyen provisiones por devoluciones.



Journal Pre-proof

Abstract

Lorem ipsum dolor sit amet, consectetur adipiscing elit, sed do eiusmod tempor incididunt ut labore et dolore magna aliqua. Ut enim ad minim veniam, quis nostrud exercitation ullamco laboris nisi ut aliquip ex ea commodo consequat. Duis aute irure dolor in reprehenderit in voluptate velit esse cillum dolore eu fugiat nulla pariatur. Excepteur sint occaecat cupidatat non proident, sunt in culpa qui officia deserunt mollit anim id est laborum.

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Graphical abstract

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Vol. 112, No. 3, 2027, pp. 441–458

Priya Venkatesan and Rafael Mora
Department of Organizational Behavior, Northern Lights Business School

Abstract

- Abstract one: Background. Many organizations now ask employees to work from home at least part of the week, and leaders are unsure how this affects the quality of relationships between supervisors and their direct reports.
- Abstract two: Method. We surveyed 1,240 supervisor–employee dyads in a large financial services firm before and after a mandatory hybrid-work policy was introduced, and we collected matched ratings of leader–member exchange and trust.
- Abstract three: Results. Leader–member exchange declined by an average of 0.31 points on a 5-point scale, and the decline was larger for dyads that had previously met in person fewer than twice per month.
- Abstract four: Conclusion. Hybrid work can weaken high-quality relationships, and leaders should schedule deliberate in-person contact with employees who rely on them for mentoring and feedback.

Variable	Mean	SD	1	2
1. Leader–member exchange	3.42	0.71	(.88)	
2. Trust in supervisor	3.58	0.66	.61**	(.91)
3. Days in office per week	2.10	1.34	.18**	.12*
4. Tenure with supervisor (years)	4.30	3.05	.07	.04

Variable	Mean	SD	1	2
1. Leader–member exchange	3.11	0.74	(.88)	
2. Trust in supervisor	3.39	0.69	.58**	(.91)
3. Days in office per week	2.05	1.31	.17**	.11*
4. Tenure with supervisor (years)	4.34	3.08	.06	.03

Note. $N = 1{,}240$ dyads. Reliabilities appear on the diagonal. $^{*}p < .05$, $^{**}p < .01$.

generar retornos a sus accionistas, beneficios a otros grupos de interés y mantener una estructura de capital óptima.

Continuando con el modelo de negocio que mantiene la Compañía se administra el riesgo de capital tomando en consideración la rentabilidad que generan las actividades comerciales de la Compañía, lo cual permite cubrir los costos asociados y generar resultados para los accionistas.

Adicionalmente, la compañía monitorea su capital sobre la base de ratio de apalancamiento. Este ratio se calcula como la deuda neta dividida entre el capital total. La deuda neta se calcula como el total de los recursos ajenos (incluyendo cuentas por pagar comerciales, compañías relacionadas y obligaciones financieras) menos el efectivo y equivalente de efectivo. El capital total se calcula como el "patrimonio neto" más la deuda neta.

El ratio de apalancamiento al 31 de diciembre de 2017 y 2016, fueron los siguientes:

	31 de diciembre	
	2017	2016
PROVEEDORES	[illegible]	[illegible]
RELACIONADAS Y OBLIGACIONES FINANCIERAS	[illegible]	[illegible]
TOTAL PASIVO	[illegible]	[illegible]
MENOS: EFECTIVO Y EQUIVALENTE DE EFECTIVO	[illegible]	[illegible]
DEUDA NETA	[illegible]	[illegible]
TOTAL PATRIMONIO NETO	[illegible]	[illegible]
CAPITAL TOTAL	[illegible]	[illegible]
DEUDA NETA	[illegible]	[illegible]
CAPITAL TOTAL	[illegible]	[illegible]
RATIO DE APALANCAMIENTO	100%	100%

Las principales fuentes de apalancamiento son sus accionistas y compañías relacionadas.

4 ESTIMACIONES Y APLICACIÓN DE CRITERIO PERSONAL

La preparación de estados financieros requiere que la Compañía realice estimaciones y utilice supuestos que afectan los montos incluidos en estos estados financieros y sus notas relacionadas. Las estimaciones realizadas y supuestos utilizados por la Compañía se encuentran basadas en la experiencia histórica, cambios en la industria e información

Author

Received

Abstract. Abstract text.

Keywords: keyword

MSC: 00A00

1. Introduction

Introduction text.

2. Preliminaries

Preliminaries text.

3. Main results

Main results text.

4. Proofs

Proofs text.

5. Conclusion

Conclusion text.

Publication info

[illegible] S.A.

NOTAS A LOS ESTADOS FINANCIEROS
AL 31 DE DICIEMBRE DEL 2017 Y 2016
(Expresado en dólares estadounidenses)

TOTAL	[illegible]	[illegible]

(1) Corresponde a depósitos mantenidos en el Banco Pichincha de libre disponibilidad.

8 CUENTAS POR COBRAR - CLIENTES
Al 31 de diciembre del 2017 y 2016, los saldos son los siguientes:

Por no desarrollar la actividad no se puede presentar cifras de las cuentas por cobrar.

Por no desarrollar la actividad no se puede presentar cifras de la provisión para cuentas incobrables.

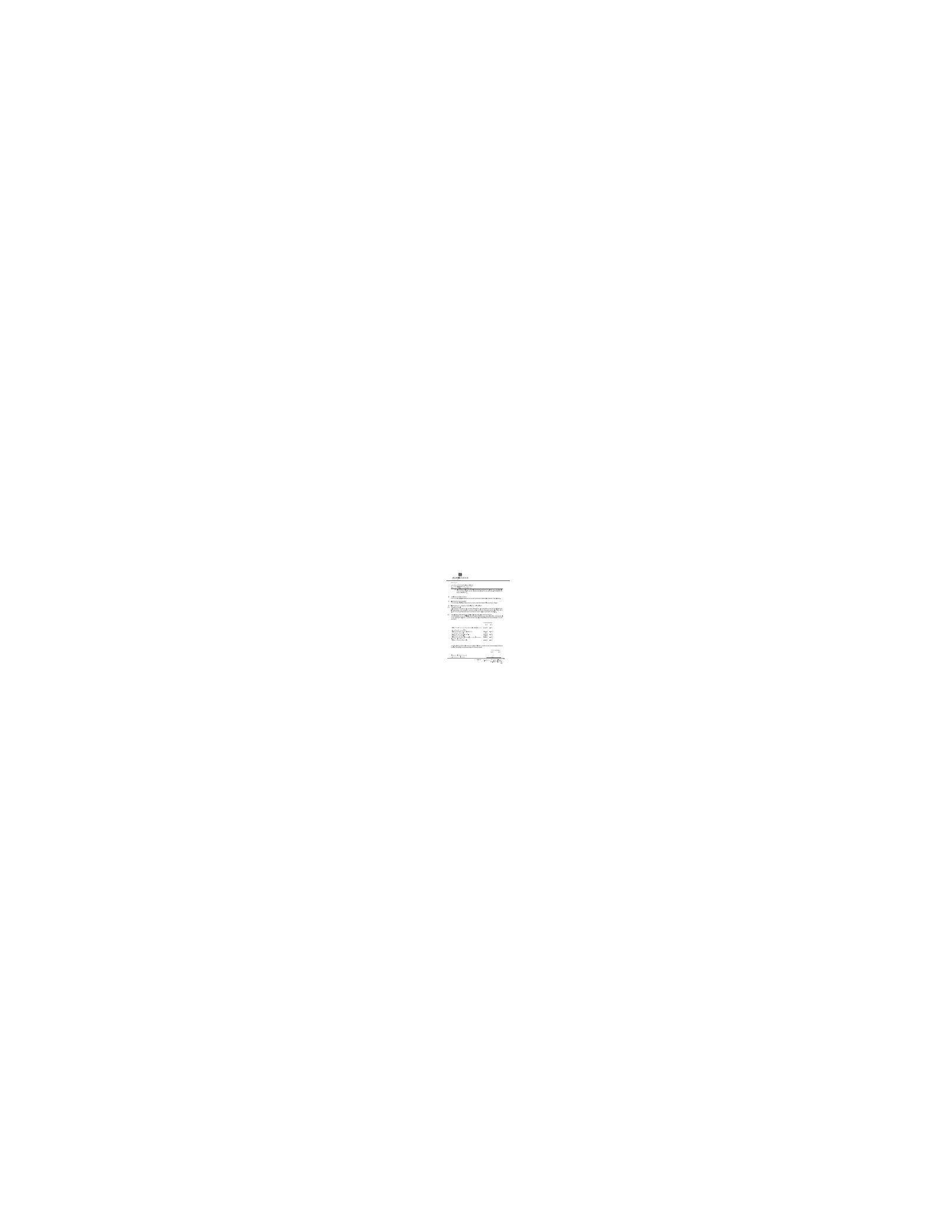
9 ANTICIPO A PROVEEDORES
Al 31 de diciembre del 2017 y 2016, los saldos son los siguientes:

	31 de diciembre	
	2017	2016
	Cifras en dólares	
Proveedores del Exterior	0	0
Proveedores Locales	[illegible]	[illegible]
Otras cuentas por cobrar	[illegible]	[illegible]
Total Cuentas por Cobrar	[illegible]	[illegible]
Menos: Provisión para cuentas incobrables	-	-
Total Cuentas por Cobrar Neto	[illegible]	[illegible]

10 IMPUESTO POR RECUPERAR

Al 31 de diciembre del 2017 y 2016, los saldos son los siguientes:

	31 de diciembre	
	2017	2016
	CIFRAS EN DOLARES	
Anticipo Impuesto a la Renta 2017	[illegible]	[illegible]
Anticipo Impuesto a la Renta 2016	[illegible]	[illegible]



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[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

(1) [illegible]

(2) [illegible]

[illegible]

[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]

(1) [illegible]

In vector calculus, the **Jacobian matrix** (/dʒəˈkoʊbiən/, [jaˈkobiːan]) of a function has a number of rows equal to the number of inputs and a number of columns equal to the number of outputs. For example, the function $f(x_1, x_2, x_3) = (f_1(x_1, x_2, x_3), f_2(x_1, x_2, x_3))$ would have a Jacobian matrix with two rows and three columns.

The Jacobian determinant is useful when changing between coordinate systems. For example, the function $f(r, \theta) = (r\cos\theta, r\sin\theta)$ converts polar coordinates to Cartesian coordinates. The Jacobian determinant of this function is r, which means that, for example, $\iint_R f(x, y)\,dx\,dy = \iint_S f(r\cos\theta, r\sin\theta)\,r\,dr\,d\theta$.

Jacobian matrix. The Jacobian matrix of a function $f : \mathbb{R}^n \to \mathbb{R}^m$ is the $m \times n$ matrix whose entry in row i and column j is $\frac{\partial f_i}{\partial x_j}$. It is also written $\frac{\partial(f_1, \ldots, f_m)}{\partial(x_1, \ldots, x_n)}$.

Jacobian determinant. If $m = n$, then the Jacobian matrix is square, and its determinant is called the Jacobian determinant. It is also written $\frac{\partial(f_1, \ldots, f_n)}{\partial(x_1, \ldots, x_n)}$.

Inverse Jacobian. If the Jacobian determinant is nonzero at a point, then the function is invertible near that point, and the Jacobian matrix of the inverse function is the inverse of the Jacobian matrix. This is called the inverse function theorem.

NOTAS A LOS ESTADOS FINANCIEROS
AL 31 DE DICIEMBRE DEL 2017 Y 2016
(Expresado en dólares estadounidenses)

[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
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[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
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[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]
TOTAL GASTOS	[illegible]	[illegible]

33 EVENTOS SUBSECUENTES

Entre el 31 de diciembre del 2017 y la fecha de emisión de estos informes de estados financieros, no se produjeron eventos que, en la opinión de la Administración de la Compañía, pudieran tener un efecto significativo sobre dichos estados financieros, que no se hayan revelado en los mismos y que ameriten una mayor exposición.