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**Authors:** Kudzayi Chiwanza, Chipo Mutongi

**Paper Title:** Consortium Solutions to Open and Distance Libraries Challenges: Does ZULC Rescue the Students?

**Abstract:** The Zimbabwe Universities Libraries Consortium (ZULC) is continuing to develop cooperative projects to serve both convectional and distance learners. By cooperating rather than competing, Universities and College libraries are developing a package of services available to all academic students in Zimbabwe and to support Open and distance Learning (ODL) programs. This paper describes collaborative efforts to increase information resource access to meet the needs of distance learners and take advantage of changing technologies as well as suggesting other areas that can be collaborated through the consortium.

**Keywords:** Consortium, Information, Technologies, Open And Distance Libraries, Education, Knowledge, E-Resources, Librarians, Librarian, Zimbabwe University Libraries Consortium (ZULC).

**References:**
1. Chikonzo, A. (2014) Trust and transparency are key to a successful consortium www.inasp.info/training

**Authors:** G.A. Gbotoso, L.A.Akinyemi, O.A Ajayi, A.O Ademodi, O.O Green

**Paper Title:** Measurement and Evaluation of Congestion in The Internet Protocol of The Channel Network

**Abstract:** The introduction of internet protocol (IP) services in multimedia applications on the internet had affected the Quality of service (QoS) efficiency in one way or the other which has resulted in the requirement of more bandwidth. However, exceptional service enjoyed on the internet had come with its challenges, purely the congestion of the internet as a result of growth in number of users. Congestion Management in the network services becomes one of the main problem in achieving high performance and good quality of internet services which also has resulted to managing bandwidth. This research therefore, used the ping plotter software to monitor the network in order to observe the delay on the network. After studying the network for a period of time without increasing bandwidth, the network administrator can make the right decision on how to achieve high performance based on the throughput.

**Keywords:** Bandwidth, Congestion, Internet, Internet Protocol (IP), Throughput.

**References:**

**Authors:** Ramil G. Lumaug

**Paper Title:** Parents Teachers Association (PTA) Collection Management System

**Abstract:** This study aims to develop a Collection Management System for ISAT U Miagao Campus Parents Teachers Association (PTA) which automates the manual process of collection of payment, and to solve the problems in the inconsistency and inaccuracy of financial reports made every semester. The system was developed using the prototyping model, and a usability metrics were used to evaluate the system’s effective, efficiency, and the level of
satisfaction among the clientele. The result shows that the system is 100% effective and efficient which implies that it can successfully complete its task in a shorter period of time. The clientele were very satisfied on the services of the system. Suggestions to improve the process and make it as a multi-user were given.

**Keywords:** Collection Management, Financial Management, System Development.

**References:**

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<th>K. Anantha Gowda, Siddegowda Y. S.</th>
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<td>Paper Title</td>
<td>A Study on the Challenges of Employee Engagement in the Manufacturing Industries in Mysore &amp; Bangalore cities of Karnataka</td>
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**Abstract:** Employee engagement is the most important aspect of Organisation Development. For organisation to develop, employees behaviour has to be enthusiastic. Their deep and passionate involvement is expected by the organisation. Employees who come to the organisation having different age, education, cultural, economic and skill set background contribute in their own way to the productivity and profit of the Organisation. It is the responsibility of the organisations to build the capacity of the employees to engage actively by offering robust capacity building programs. This paper attempts to study the challenges of Employee Engagement in the two manufacturing Industries of Mysuru and three from Bengaluru city of Karnataka State, India. The findings shows that major challenges include the Gender, skills set, market situations, competitor’s attractions, referrals, economic needs, age, education, opportunity growth needs of the employees active engagement.

**Keywords:** Employee Engagement, Organisation Development, skill set, Productivity, Employees’ Behaviour, Manufacturing Industries.

**References:**