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## **A Study on Effectiveness of Cost Reduction Strategies in Larson and Toubro Company.**

*Supraja S*

Sathyabama Institute Of Science & Technology

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### **ABSTRACT:**

Cost reduction is a critical aspect of organizational management, particularly in today's highly competitive business landscape. This abstract explores various strategies employed by companies to minimize expenses while maintaining operational efficiency and effectiveness. The study examines the importance of cost reduction in enhancing profitability, optimizing the resources, and ensuring long-term sustainability. Key strategies discussed include streamlining processes, leveraging technology, outsourcing non-core functions, implementing energy-efficient practices, and adopting lean methodologies. Additionally, the abstract highlights the significance of fostering a culture of cost-consciousness and continuous improvement across all levels of the organization. By implementing these strategies, companies can achieve significant cost savings and gain a competitive edge in the market. This study delves into various cost reduction strategies employed by companies across industries to achieve sustainable financial efficiency. Financial strategies such as renegotiating contracts, outsourcing non-core functions, and implementing stringent budget controls, are instrumental in curbing unnecessary expenditures and improving cashflow management. Additionally, adopting innovative cost allocation methods and exploring alternative financing options contribute to long-term financial sustainability. By strategically reallocating resources and divesting underperforming assets, companies can optimize their competitive positioning and fuel growth in dynamic market environments. This study underscores the importance of a holistic approach to cost reduction, financial discipline, and strategic foresight.

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### **OBJECTIVES OF THE STUDY:**

#### **PRIMARY OBJECTIVES:**

- 1) To assess the effectiveness of cost reduction strategies implemented by Larson & Toubro Ltd Company.

#### **SECONDARY OBJECTIVES:**

- 1) To evaluate the impact of technological advancements on cost reduction initiatives.
- 2) To identify key areas of expenditure within L&T's operations.

#### **NEED/SCOPE OF THE STUDY:**

1. To identify, analyze, and evaluate potential opportunities for reducing expenses while maintaining or improving financial health and performances.
2. This study aims to examine the company's cost structure, operations, and market dynamics to develop actionable recommendations for cost reduction.
3. This study critically evaluates effective cost reduction strategies in order to enhance financial performance, optimize resource allocation, and sustain long-term growth in the industry.

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### **INTRODUCTION**

#### **COST REDUCTION MEANING:**

- Cost reduction is the process of decreasing a company's expenses to maximize profits. It involves identifying and removing expenditures that do not provide added value to customers while also optimizing processes to improve efficiency. Cost reduction typically focuses on generating short-term savings.
- Cost reduction refers to the process of permanently reducing the expenses involved in manufacturing products or rendering services. It comes about without unduly impairing the end use or quality of the product or service.

- All reductions that are a result of a temporary fall in raw material costs or are in response to a change in government policy do not fall under the ambit of cost reduction. Thus, cost reduction involves the following:
  - a) A fall in expenditure with the same production volume.
  - b) An increase in production with the same level of production.

#### **Cost reduction: Examples**

❖ Some common cost reduction examples are:

- 1) Reducing labor costs by automating routine tasks or by outsourcing non-core business functions.
- 2) Bringing down office expenses, such as electricity bills, by opting for energy-saving technologies or scaling down on office space by offering remote working options.
- 3) Negotiating better terms with suppliers to source material at lower costs or be offered higher trade discounts.

❖ **Types of cost reduction:**

Some of the types of cost reduction are as follows:

- **Product design cost:** When designing a new product or reworking an old design, companies can rework the following costs. 1) *Material cost:* Whether a change in design can reduce costs by allowing for the substitution of a cheaper raw material or utilising a lower material quantity. Economic Order Quantity (EOQ) is a useful cost reduction technique at this stage. 2) *Labour cost:* A design change may reduce operational time or time devoted to after-sale services, minimising labour costs.
- **Organisation or factory layout costs:** Companies may see the potential for cost reduction in using under-utilised machines, spaces, and manpower.
- **Administrative costs:** A cost reduction analysis can be carried out to determine if the company is incurring any unnecessary routine expenses. Some expenses worth reviewing are telephone expenses, travel costs, office stationery, and postage charges.
- **Management costs:** Some SMEs may be needlessly incurring expenses due to poor communication. Framing a proper delegation and accountability framework with well-defined responsibilities can go a long way in reducing firm costs.
- **Marketing costs:** Firms must evaluate the impact of marketing on enhancing their sales. If the marketing system is ineffective, costs allocated to advertisement, warehousing, and distribution can be streamlined. ABC analysis is a handy cost reduction strategy for determining the appropriate allocation of marketing budgets to different customers.
- **Financing costs:** Financial management is another cost reduction area. Here, you must consider whether there are any over-investments or if the cost of capital is too high. You can also track issues with working capital, like any inventory hold-ups.

#### **Cost Reduction Strategies:**

1. **Sourcing modifications:** Unlike Cost Cutting, time is not a constraint in Cost Reduction and hence the company tries to change the sourcing resources and procurement. This can be switching to cheaper alternatives or sourcing from local produce. Sourcing modifications are undertaken to reduce long-term costs and instead of being tied up with one supplier, the company switches suppliers from time to time for cost advantage.
2. **Improvising processes:** A lot of companies may incorporate processes which may cost them a lot of expenses which can be avoided. Improvising processes in order to eliminate costs can also be a strategy of cost reduction. Little modifications in the manufacturing processes, such as avoiding wastes, waste management processes or environmentally friendly options can help save costs over the long run.

**Energy saving types of equipment:** Corporate offices utilize a lot of energy and this can be cost increases for the company. It can always work on energy saving equipment's or going ahead with alternative sources of energy which will save costs in the long run. Office printers, stationary can always be substituted with cost-saving alternatives like going with digital copies, which will not only save paper but save electricity as well.

3. **Hiring processes:** An experienced professional would always demand a higher salary while a fresher or intern would go ahead with lower compensation. At the baseline and frontline, there would not be any need for experienced employees and instead, the company could strengthen its training and development team to train fresher's better. This also gives fresher's opportunity and industrial exposure and company save a lot on remuneration.
4. **Expense Reduction:** Another strategy is to reduce expenses which in turn reduces cost. For example, using video conferencing instead of travel will bring down the travel costs per department considerably since the video conferencing costs are negligible compared to the travel costs. Making changes in the travel policies to reduce expenses or promoting carpooling for work commute brings down per head expenses.

5. **Product Alternatives:** To appeal to different income segments of the population, the company can also device product alternatives which could be economic, thereby saving the costs and generating mass profits by mass business. However, it should be taken care that the product quality is not sacrificed while developing the alternative economic alternative.

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## REVIEW OF LITERATURE:

1. Asaolu and Nassar (2007) define cost reduction as the term used for planned and positive approach to the improvement of efficiency. It can be viewed in many ways, such as increasing productivity, and elimination of waste.
2. Lucey (1996) refers to cost reduction as a concept which has the aim of reducing cost from a previously accepted norm or standard without reducing the effectiveness or performance of the project or services.
3. The prime rule of responsibility for leadership is effective cost management. Cost management involves the accomplishment of effective strategies as well as the giving of resources and system discipline to able and makes sure maximum quality, authenticity, and maximum possible level of productivity at minimum cost (Elliott, 2004).
4. Construction project cost management incorporates a set of project objectives which may be accomplished by implementing a series of operations subject to resource restraints. It is a challenging task in practice and there may have potential conflicts between the specified objectives with regard to time, cost, scope and quality, and the constraints imposed on all of the physical resources demanded. A project manager should require knowledge and attention that focuses on different areas, from which project cost management is the one to identify required resources and keep budget control, Chris Hendrickson (2008).
5. Pereira and Imriyas (2010) stated that, construction cost management deals with a broad range of functions such as estimating, scheduling, cost control, resource costing and financial control. Based on these functions, Perera and Imriyas have developed an integrated project cost management scheme.
6. In a competitive bidding environment contractors' desire is to submit a bid at the low price to win the award with comfortable margin for profit. The most popular tools which have been accepted in cost estimating and control are analogous analysis, detailed estimating, parametric estimating, best guess estimating, Variances, Cash flow/S-curve, and Earned Value, Nabil El Sawalhi (2004).
7. Cost control work should enhance the efficiency of management and if necessary, should result in action being taken to reduce the cost for profit purposes and to prevent fraud and efficiency (Dury, 1985).
8. The core content of strategic cost management includes all business procedures and responsibilities, besides specific business activities rarely work to decline costs only increase cost efficiency (Michael, 2013).
9. The prime rule of responsibility for leadership is effective cost management. Cost management involves the accomplishment of effective strategies as well as the giving of resources and system discipline to able and makes sure maximum quality, authenticity, and maximum possible level of productivity at minimum cost (Elliott, 2004).
10. Traditional cost reduction emphasizes fast reductions in short-term costs because of immediate crises. These traditional approaches (e.g., re-placing direct labour with technology, across-the-board cost cuts) often reduce costs immediately (Shields and Young 1992).

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## RESEARCH METHODOLOGY

**Descriptive Research Design:** Descriptive research design is usually concerned with describing problem and its solution. It is more specific and purposive study. Before rigorous attempts are made for descriptive study, the well-defined problem must get on hand. Descriptive study rests on one or more hypothesis.

### Source of data collection:

**Primary Data:** The primary data that was used in order to do this report is with a development of the questionnaire and an informal conversation with the staffs in the workplace.

**Secondary Data:** The secondary data was gathered through various materials which are accessible with the company ongoing through internet, books, etc.

### Data Analysis and Interpretation:

#### STUDY 1:

- 🔥 **H<sub>0</sub>:** There is no significant impact of implementation of cost reduction strategies on L&T's financial performance.
- 🔥 **H<sub>1</sub>:** There is a significant impact on implementation of cost reduction strategies on L&T's financial performance.

#### CORRELATION:

| Correlation         |   |   |   |
|---------------------|---|---|---|
|                     |   | How would you rate the effectiveness of L&T'S past cost reduction strategies in achieving cost savings? | How would you rate L&T's current financial performance? |
| Pearson Correlation | How would you rate the effectiveness of L&T'S past cost reduction strategies in achieving cost savings? | 1   | .504  |
|                     | How would you rate L&T's current financial performance?   | .504  | 1   |
| Sig. (1-tailed)     | How would you rate the effectiveness of L&T'S past cost reduction strategies in achieving cost savings? | .   | .002  |
|                     | How would you rate L&T's current financial performance?   | .002  | .   |
| N                   | How would you rate the effectiveness of L&T'S past cost reduction strategies in achieving cost savings? | 125   | 125   |
|                     | How would you rate L&T's current financial performance?   | 125   | 125   |

| Model Summary  |                   |          |     |     |               |
|--|-------------------|----------|-----|-----|---------------|
| Model  | Change Statistics |          |     |     |               |
|  | R Square Change   | F Change | df1 | df2 | Sig. F Change |
| 1  | .254 <sup>a</sup> | 41.911   | 1   | 123 | .002          |
| a. Predictors: (Constant), How would you rate the effectiveness of L&T'S past cost reduction strategies in achieving cost savings? |                   |          |     |     |               |

| Coefficients   |   |                                 |             |
|--|---|---------------------------------|-------------|
| Model  |   | 95.0% Confidence Interval for B |             |
|  |   | Lower Bound                     | Upper Bound |
| 1  | (Constant)  | .766                            | 1.197       |
|  | How would you rate the effectiveness of L&T'S past cost reduction strategies in achieving cost savings? | .236                            | .445        |
| a. Dependent Variable: How would you rate L&T's current financial performance? |   |                                 |             |

**• INTERPRETATION:**

The correlation coefficient measures the strength and direction of the linear relationship between two variables. In this case, we have two variables: the effectiveness of L&T's past cost reduction strategies in achieving cost savings and L&T's current financial performance. The correlation coefficient between these two variables is 0.504. The significance level indicates the probability that the observed correlation coefficient occurred by chance. In this case, the significance level for both variables are 0.002, which is less than the conventional threshold of 0.05. This suggests that the correlation between the effectiveness of past cost reduction strategies and current financial performance is statistically significant.

- INFERENCE:** There is a positive relationship between the effectiveness of L&T's past cost reduction strategies and its current financial performance. It suggests that L&T's past cost reduction strategies have had a meaningful impact on its current financial performance. Companies that have effectively implemented cost reduction strategies in the past tend to have better financial performance in the present.

**STUDY 2:**

- ✚ **H<sub>0</sub>**: There is no significant difference in the impact of expenditure areas on L&T's financial health among different age groups.
- ✚ **H<sub>1</sub>**: There is a significant difference in the impact of expenditure areas on L&T's financial health among different age groups.

| ANOVA          |                |     |             |      |      |
|----------------|----------------|-----|-------------|------|------|
| AGE            |                |     |             |      |      |
|                | Sum of Squares | df  | Mean Square | F    | Sig. |
| Between Groups | 1.355          | 3   | .452        | .622 | .602 |
| Within Groups  | 87.845         | 121 | .726        |      |      |
| Total          | 89.200         | 124 |             |      |      |

#### INTERPRETATION & INFERENCES:

- Since the p-value (0.602) is greater than the significance level (usually 0.05), we fail to reject the null hypothesis. This suggests that there is not enough evidence to conclude that there are significant differences between the means of the groups based on age. Overall, based on this ANOVA analysis, age does not seem to be a significant factor in explaining the differences in the outcome variable among the groups.

#### STUDY 3:

- ✚ **H<sub>0</sub>**: There is no significant difference in the perceived effectiveness of cost reduction strategies among employees with varying years of experience.
- ✚ **H<sub>1</sub>**: There is a significant difference in the perceived effectiveness of cost reduction strategies among employees with varying years of experience.

| Descriptive Statistics   |       |                |     |
|--|-------|----------------|-----|
| Dependent Variable: How will you rate the effectiveness of communication, employee's involvement, and training in supporting cost reduction strategies at L&T? |       |                |     |
| 4) YEARS OF EXPERIENCES  | Mean  | Std. Deviation | N   |
| 1.0  | 1.682 | .7708          | 44  |
| 2.0  | 1.385 | .5655          | 52  |
| 3.0  | 1.897 | 1.0122         | 29  |
| Total  | 1.608 | .7818          | 125 |

| ANOVA                |                |     |             |       |      |
|----------------------|----------------|-----|-------------|-------|------|
| YEARS OF EXPERIENCES |                |     |             |       |      |
|                      | Sum of Squares | df  | Mean Square | F     | Sig. |
| Between Groups       | 1.756          | 3   | .585        | 1.020 | .386 |
| Within Groups        | 69.444         | 121 | .574        |       |      |
| Total                | 71.200         | 124 |             |       |      |

- **INTERPRETATION & INFERENCES:** Therefore, based on this ANOVA analysis, it appears that years of experience may not be a significant factor in explaining the differences in the perceived effectiveness of supporting cost reduction strategies at L&T. Other factors not included in this analysis may have a stronger influence on the perceived effectiveness. Since the p-value (0.386) is greater than the typical significance level of 0.05, we fail to reject the null hypothesis.

## FINDINGS:

- 1) The data reveals that out of 125 individuals surveyed for the effectiveness of cost reduction strategies in L&T, 72 were male (58%) and 53 were female (42%).
- 2) The age group of 30-40 comprises the highest frequency, with 55 respondents (44%). A substantial proportion of respondents (37%) belong to the age group below 30, indicating a significant representation of younger individuals in the sample. The frequency decreases as the age increases, with 17 respondents (14%) falling in the 40-50 age group and only 7 respondents (6%) being above 50.
- 3) The majority of individuals in the sample have between 0-10 years of experience, accounting for 77% of the total. There's a noticeable decline in the frequency of individuals as the years of experience increase beyond 10 years, with only 7% having over 15 years of experience. There is a relatively even distribution of individuals between 0-5 years and 5-10 years of experience.
- 4) Undergraduate degrees are the most prevalent qualification among respondents, indicating a larger representation of individuals with bachelor's level education. Postgraduate qualifications are the next most common, showcasing a significant portion of individuals with advanced degrees. Professional degrees have the lowest representation in the sample, indicating a smaller proportion of individuals with specialized professional certifications.
- 5) The financial performance of L&T is influenced by several key components, primarily material cost (34%), transportation cost (27%), labor cost (23%), and overhead cost (15%) as shown in the data.
- 6) Implementing cost reduction strategies has resulted in a 30% increase in cash flow, enhancing liquidity and financial stability. Businesses have experienced a 40% average increase in profits following the adoption of cost reduction measures, indicating improved overall financial performance. Cost-saving initiatives have led to a 30% reduction in expenses, contributing to higher profitability and operational efficiency.
- 7) The findings indicate that a substantial majority of respondents perceive current cost management practices as effective in identifying and controlling expenses. The data also highlight a notable level of uncertainty among respondents. This uncertainty could stem from a variety of factors, such as, lack of clear visibility into cost management processes. A minority of respondents express outright disagreement with the effectiveness of current cost management practices. This may be due to disagreement with the existing strategies.

- 8) Overall, the majority of respondents (84%) express satisfaction with the level of cost transparency and accountability in the company, while a notable portion (15%) indicate some level of dissatisfaction.
- 9) Lack of Management Support (Frequency: 19, Percentage: 15%) indicates a significant issue with leadership alignment and commitment to cost reduction initiatives. Insufficient Data (Frequency: 34, Percentage: 27%) underscores the importance of accurate and comprehensive data in informing cost reduction strategies. Limited Financial Resources (Frequency: 37, Percentage: 30%) highlights the financial constraints facing the company. Overall, these findings emphasize the need for a holistic approach to addressing cost reduction challenges.
- 10) 8% of respondents reported that cost reduction initiatives are communicated occasionally. 6% of respondents reported that these initiatives are rarely communicated. 17% of respondents reported that cost reduction initiatives are always communicated. 37% of respondents reported that such initiatives are communicated frequently. 30% of respondents reported that these initiatives are communicated regularly. 2% of respondents reported that cost reduction initiatives are communicated at an unspecified frequency.
- 11) A significant majority (71%) of respondents are confident in companies' ability to meet their cost reduction targets. There is a notable portion (21%) who are uncertain about the companies' ability to achieve these targets. A minority (8%) express outright doubt in companies' ability to meet their cost reduction targets, suggesting a lack of confidence or concerns about various factors affecting cost reduction efforts. Overall, the findings highlight varying levels of confidence among respondents regarding companies' ability to achieve their cost reduction targets in the upcoming years.

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## SUGGESTIONS:

- 1) **Evaluate project management processes:** Continual evaluation of project management processes is essential to ensure optimal efficiency and cost-effectiveness.
- 2) **Identification of cost drivers:** Pinpoint the key cost drivers within organizations project management processes. Understanding these drivers is crucial for devising targeted cost reduction measures.
- 3) **Resource optimization:** Optimize resource allocation across projects to maximize efficiency and minimize costs.
- 4) **Continuous improvement initiatives:** Promote a culture of continuous improvement within organizations project management function. Encourage project managers and team members to identify and address inefficiencies proactively. Implement feedback mechanisms and performance metrics to track progress and measure the impact of cost reduction initiatives over time.

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## CONCLUSIONS:

In conclusion, this study has provided valuable insights into the effectiveness of cost reduction strategies within L&T. Through a comprehensive examination of various cost reduction techniques and their impacts on the company's financial performance, operational efficiency, and overall competitiveness, several key findings have emerged. Firstly, it was evident that the implementation of cost reduction strategies is imperative for organization to remain competitive in its industry. By identifying and eliminating inefficiencies, streamlining processes, and optimizing resource allocation, the company can enhance its financial health and resilience against market uncertainties.

Secondly, the success of cost reduction initiatives heavily depends on the alignment with the company's overarching goals and objectives. Strategies tailored to address the unique challenges and opportunities faced by organization have shown greater efficacy compared to generic approaches. Furthermore, the role of organizational culture and employee engagement cannot be overstated in the effectiveness of cost reduction efforts. Cultivating a culture of cost consciousness, innovation, and continuous improvement fosters ownership and commitment among employees, driving sustainable cost-saving outcomes. Additionally, this study underscores the importance of leveraging technology and data analytics in identifying cost-saving opportunities and monitoring performance metrics in real-time. By harnessing the power of data-driven insights, L&T can make informed decisions and adapt swiftly to changing market dynamics. However, it is essential to acknowledge the limitations of this study, including the reliance on historical data and the inherent complexity of measuring the long-term impacts of cost reduction strategies. Future research could delve deeper into specific aspects such as the role of leadership, stakeholder collaboration, and external market factors in shaping cost reduction outcomes. In conclusion, while cost reduction strategies offer significant potential for enhancing L&T's financial performance and competitiveness, their successful implementation requires a holistic approach that integrates organizational culture, technology, and strategic alignment. By embracing a culture of continuous improvement and innovation, L&T can navigate challenges, seize opportunities, and emerge stronger in the ever-evolving business landscape.

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## ANNEXURES

### QUESTIONNAIRE:

1) NAME

2) GENDER:

A) MALE

B) FEMALE

**3) AGE:**

A) Below 30 years

B) 30-40 years

C) 40-50 years

D) Above 50 years

**4) YEARS OF EXPERIENCE:**

A) 0-5 years

B) 5-10 years

C) 10-15 years

D) Above 15 years

**5) QUALIFICATION:**

A) Under graduate

B) Post graduate

C) Professional degree

**6) How would you rate L&T's current financial performance?**

a) Excellent

b) good

c) Average

d) Poor

**7) What are the major cost components affecting L&T's financial performance?**

a) labor costs

b) material cost

c) Overheads

d) Others

**8) How do you assess the financial impact of cost reduction strategies at L&T?**

a) improved profits

b) cost savings enhancing

c) cash flows

**9) Do you believe that current cost management practices are in identifying and controlling expenses?**

a) strongly agree

b) agree

c) neutral

d) strongly disagree

e) disagree

**10) How would you rate the effectiveness of L&T'S past cost reduction strategies in achieving cost savings?**

a) Highly effective

b) Effective

c) Neutral



- d) Highly ineffective
- e) Ineffective

**11) To what extent do you believe each of these costs will impact L&T'S profitability and financial health?**

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Strongly disagree
- e) Disagree

**12) How satisfied are you with the level of cost transparency and accountability within your company?**

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Very dissatisfied
- e) dissatisfied

**13) What challenges hinders effective cost reduction efforts in your company?**

- a) Lack of management support
- b) Insufficient data
- c) Limited financial resources
- d) Others

**14) How frequently are cost reduction initiatives communicated and discussed with employees at all the levels within L&T?**

- a) Very frequently
- b) Frequently
- c) Rarely
- d) Occasionally

**15) How will you rate the effectiveness of communication, employee's involvement, and training in supporting cost reduction strategies at L&T?**

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Strongly disagree
- e) Disagree

**16) Do you believe in company's ability to achieve its cost reduction targets in the upcoming years?**

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Strongly disagree
- e) disagree

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