The Current research work is the “Study of Governance Control and Legal function with reference to its contribution in Corporate Governance”. The information is analyzed and summarized with the intention of acquiring and formulating valid conclusion and inputs which may prove valuable, advantageous for further study.

The Findings of the research work is summarized below.

1. Out of the surveyed data of 250 employees reveals that that 71.20% male respondents provided their inputs during data collection whereas 28.80% female respondents contributed in the data collection. The data analysis also demonstrate that majority of the respondents were male employees.

2. It is clear from the data analysis that there were 15.20% respondents between the age group 21-25 years, 24.80% respondents were between the age group of 25-30 years, and there were 21.20% respondents between the age group of 30-35 years, 19.20% respondents were between the age group of between 35-40 years, 6.40% respondents were between the age group of 40-45 years, 6.80% respondents were between the age group of 45-50 years, there were 4.80% respondents between the age group of 50-55 years and 1.60% respondents were between the age group of 55-60 years.

3. The question was to understand the educational qualification of the respondents. Form the data analysis it is clear that 63.60% respondents possesses Bachelor’s Degree, 17.20% respondents possess Master’s Degree, whereas none of the resource has Ph.D. or Post-Doctoral qualification and there were 19.20% respondents posses others qualification. The data analysis proves that majority of the respondents are graduate.
4. The percentile on a question helps to understand that respondents are working in which department. It was revealed from the data collection and data analysis that 14.40% respondents are working with Legal department, 9.20% respondents are working with Risk and Compliance/Governance department, 14% respondents are working with Finance department, 26.40% respondents are working with Information Technology (IT/Infrastructure Support) department, 9.20% respondents are working with Human Resource department, 12% respondents are working with Administration department, 3.90% respondents are working with Company Secretarial department, 6.80% resources are working with Information Security/Data Privacy department and 4.40% resources are working with Other department.

5. Responses help to understand the total experience of respondents and since how long they are working in the present department. It was revealed from the data analysis that 15.20% respondents are working in the current department for Less than 1 year, 24.80% has total experience between 1-5 Years, 21.20% respondents has 5-10 years working experience, 19.20% respondents are 10-15 years experienced, 6.40% respondents has 15-20 years working experience, 6.80% respondents are having 20-25 years’ experience, 4.80% respondents have 25-30 years’ experience and 1.60% respondents are having 30-35 years working experience.

6. A question was asked to understand which department is related to respondent, data analysis shows that 50% respondents need to connect with Legal Department, whereas 30% respondents need to contact Governance Control (Risk/Compliance department) as this department is related with the respondents portfolio and 20% respondents responded stating that both Legal and Governance Control department is related to the respondent’s work. It is clear from the above data representation that most of the respondents need to work in-conjunction with both Legal and Governance Control department.
7. Data analyzed and inference drawn on the question, do you have process(es) to identify the organizational/company/departmental level (e.g. legal, financial, operational, technical etc.) issues? 47.60% respondents confirmed that their origination has process(es) to identify the organizational/company/departmental level (e.g. legal, financial, operational, technical etc.) issues, whereas 33.20% respondents confirmed that there is no process(es) to identify the organizational/company/departmental level (e.g. legal, financial, operational, technical etc.) issues in their respective origination and 19.20% respondents stated that they are not aware any such process. The clear inference can be drawn that in majority of the origination their Governance Control function has set up process(es) to identify the organizational/company/departmental level (e.g. legal, financial, operational, technical etc.) issues.

8. A question was asked to respondents to understand, whether this/these issues (mentioned under question no. 11) are collated by Governance Control function? It is cleared from the data analysis that 47.60% respondents confirmed that these issues are collated by Governance Control function, whereas 33.20% respondents said that these issues are not collated by Governance Control function and 19.20% respondents said that they are not aware whether these issues are collated by Governance Control function. Majority of the respondents confirmed that Governance Control function collate all these issues from various functions.

9. A question was asked to respondents that, Is there any mechanism to report these issues? (Collated from across all the functions). From the data analysis it is clear that 61.60% respondents acknowledge the fact that there is mechanism in their respective organization to report these issues whereas 31.60% respondents confirmed the fact that there is no mechanism in their respective organization to report these issues and 6.80% respondents are not aware of the fact that whether there is mechanism in their respective organization to report these issues. The data analysis shows that in majority of the organization there is
mechanism to report the issues however there are reasonable numbers of originations wherein no such reporting mechanism exists.

10. It was observed when a question was asked to understand whether there is need to keep a tap on targeted timelines for closure of an open issue. It was raveled from the data analysis that 78.40% respondents agreed the factual position that there is need to keep a tap on targeted timelines for the closure of an open issues, whereas 16.40% respondents feel there is no such need to keep tap on targeted timelines for the closure of an open issues and 5.20% respondents did not commented on the statement. However it is clear that majority of the respondents acknowledged the requirement to keep a tap on targeted timelines for closure of an open issue.

11. It was attention-grabbing when a question was asked to understand whether there is identified action owner for such identified/ open issues? Data analysis helps understanding that 77.20% respondents there is identified action owner for these open issues whereas 18% respondents confirmed that there is no such need to have identified action owner and 4.80% respondents are not aware of presence of any identified action owner for the open issues in their organization. The data interpretation helps to draw the inference that in majority of the organization there is identified action owner to address and monitor closure of open issues.

12. Analysis shows that 77.20% respondents confirmed that there is mechanism in their respective organization to follow up on the identified issues to ensure its formal closure while 18% respondents state that there is no such mechanism in their organization to follow up on the identified issues to ensure its formal closure and 4.80% respondents are not aware of existence or non-existence of any such mechanism in their organization.
13. When a question was asked to understand that whether there is any process to share updated status of issues on dashboard with all the functions to highlight cross-functional implications? Data analysis shows the implementation status of this process. 7.20% respondents reverted with the status Yes, fully implemented, 17.20% respondents reverted with the status Yes, partially implemented, 29.60% respondents reverted with the status Yes, implementation is in process whereas 38.40% respondent said no such process is implemented and 7.60% respondents are not aware of any such process in their respective organization. The inference can be drawn from the above data that in most of the originations there is no such process exists and there are many organizations wherein implementation is in process.

14. It was also revealed when a question was asked to understand, is there any process to review internal policies? Following responses received, 72.80% respondents confirmed that there process to review the internal policies in their respective organization, while 22.40% respondents stated that there is no such process exists in their organization to review internal policies and 4.80% respondents are not aware of existence or non-existence of any process to review internal policies. This helps to draw the inference that in most of the organizations there is process to review the internal policies.

15. A question was asked to respondents to understand, what is the frequency to review these policies?. Responses received from the respondents shows following results, 2.74% respondents confirmed that the policies are reviewed on monthly basis in their origination, 4.90% respondents provided inputs stating the policy review is conducted on quarterly basis, 12.63% respondents mentioned that policy review is conducted in their origination on half-yearly basis whereas 44.50% respondents confirmed that the policy review is completed on annual basis and 35.16% respondents mentioned the policy review is carried out on as and when needed basis. The clear inference can be drawn that majority of the organization conduct the policy review on annual basis where are there
are also significant number of origination wherein such review is done on as and when needed basis.

16. It is revealed from data analysis that 92% respondent believes that the Exception/dispensation to any policy shall be made by respective policy owner; whereas 8% respondents opinioned that it is not required that the exception/dispensation to any policy shall be made by respective policy owner. The data shows that most of the organizations have processes and practices wherein dispensation to any policy is obtained by respective policy owner.

17. Data analysis provides overview of the inputs on the question whether there is any centralize reporting system to keep track of list of dispensations/waivers provided in a calendar year? The data analysis says that the 77.60% respondents confirm that there is centralize reporting system in their organization to keep track of list dispensation/waiver provided in a calendar year, 16.40% respondents confirm that there is not such tracker maintain in their origination while 6% respondents were not aware of existence of any such process in their origination.

18. Data analysis provides an idea about the awareness respondent about the risk risks associated with their respective function, 94.80% respondents are aware of the risk associated with their respective function, whereas 5.20% respondents are not aware of the risk associated with their respective function. It is revealed from the data analysis that majority of the respondents are aware of risk associated with their respective function.

19. During study it was observed that how many respondents are aware of risk associated with respective function and what are those risks which are associated with their respective function? 14% respondents fell Operational risk is associated with their
function, 25.20% respondents believe that Commercial risk is associated with their function, 38.80% respondents confirmed the association of Legal/Regulatory risk, 15.20% respondents acknowledge the association of Reputational with their functional area and 6.80% respondents selected option of association of other risk. The data analysis shows that the majority of respondents believe that Legal/Regulatory risk is mostly associated with their function followed by commercial risk as second top mostly applicable risk.

20. From the data analysis it was revealed that the 61.20% respondents confirmed that there is risk management committee in their organization, 33.60% respondents acknowledge that fact that there is no risk management committee in their organization, whereas 5.20% respondents were not aware of existence of any such committee in their origination. It is clear from the above data analysis that in majority of the originations are having risk management committee.

21. When question was asked to respondents that, Whether Governance Control (Risk & Compliance) and Legal department have representation in this Risk Management Committee? 76.80% respondents communicated that GCL has representation in the risk management committee, 18% employees mentioned that GCL has no representation in the risk management committee, and there were 5.20% respondents who were not aware of representation of GCL in risk management committee. From data analysis it is clear that in majority of the organizations has representation of GCL function in the organization level risk management committee.

22. It is raveled during this study that 76.40% respondents agreed with the factual statement that Chief Risk officer or similar designated officer should be independent of all departments in the organization/Company. (Who reports to CEO/ head of organization) while 23.60% respondents’ opinioned that there is no need to have separate line of
reporting to Chief Risk officer in the organization structure. The data analysis shows that the most of the respondents believes that the Chief Risk Officer should be independent.

23. It is clear from the data analysis that 14.80% respondents confirmed that Mechanism of risk reporting to management is not implemented, 29.20% respondents said that Mechanism of risk reporting to management is implementation initiated, 25.60% respondents communicated that Mechanism of risk reporting to management is partially implemented, 16.80% told that the process is implemented but not in use and 13.60% respondents confirmed that Mechanism of risk reporting to management is implemented and in use.

24. Further also understood that the scope for Risk Management committee is not defined as per 10.00% respondents, 25.20% respondents confirmed that scope defining process for Risk Management committee is initiated, 22.40% responded communicated that scope for Risk Management committee is partially defined, 16.80% respondents reverted with the response that scope for Risk Management Committee is defined however not in use and 25.60% respondents said that scope of Risk Management committee is defined in their origination and in use. There is mixed response from respondents as in many cases either implementation is initiated or partially implemented, however with little marginal majority respondents confirmed that it is implemented and in use.

25. A question was asked to respondents to understand that, which of the following actions taken by your organization to establish Corporate Governance at your organization? Respondents reverted on the status of deciding acceptable risk levels in the respective originations. It is raveled that 17.20% respondents reverted saying this action is not implemented, 22.80% respondents said that implementation w.r.t. the actions is initiated, 30.40% respondents said that the action is partially implemented, 11.20% respondents
reverted that the action is implemented but not in use and 18.40% respondents said that the action is implemented and in use.

26. When a question was asked to respondents to understand that, which of the following actions taken by your organization to establish Corporate Governance at your organization? Respondents reverted on the status of periodical review of Risk Management Framework in the respective originations. From data analysis it is raveled that 14.80% respondents reverted saying this action is not implemented, 23.60% respondents said that implementation w.r.t. the actions is initiated, 27.60% respondents said that the action is partially implemented, 8.80% respondents reverted that the action is implemented but not in use and 25.20% respondents said that the action is implemented and in use.

27. A question was asked to respondents to understand that, which of the following actions taken by your organization to establish Corporate Governance at your organization? Respondents reverted on the status of maintaining organizational level risk dashboard and follow up to close open items in the respective originations. It is raveled that 11.60% respondents reverted saying this action is not implemented, 18.40% respondents said that implementation w.r.t. the actions is initiated, 28.80% respondents said that the action is partially implemented, 12.80% respondents reverted that the action is implemented but not in use and 28.40% respondents said that the action is implemented and in use.

28. There was a question asked to respondents to understand that, which of the following actions taken by your organization to establish Corporate Governance at your organization? Respondents reverted on the status of promotion (policy /agenda) of risk management culture by senior management of the organization in the respective originations. From data analysis it is raveled that 15.60% respondents reverted saying this action is not implemented, 16.80% respondents said that implementation w.r.t. the actions
is initiated, 27.20% respondents said that the action is partially implemented, 15.20% respondents reverted that the action is implemented but not in use and 25.20% respondents said that the action is implemented and in use.

29. A question was asked to respondents that how effectively regulatory risks are managed in your origination, it is clear from the data analysis that 14.00% respondents reverted saying it managed in highly effective manner, 52.40% respondents were with the opinion that it is managed effectively, 15.00% respondents reverted with response that it is managed in somewhat effectively, while 6.40% respondents responded with opinion that it is not managed effectively and 12.20% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their origination.

30. There was a question placed to respondents that how effectively legal risks are managed in your origination, it is clear from the data analysis that 31.20% respondents reverted saying it managed in highly effective manner, 41.20% respondents were with the opinion that it is managed effectively, 18.80% respondents reverted with response that it is managed in somewhat effectively, while 3.60% respondents responded with opinion that it is not managed effectively and 5.20% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their origination.

31. Logical question was asked to respondents that how effectively tax related risks are managed in your origination, it is clear from the data analysis that 26.40% respondents reverted saying it managed in highly effective manner, 53.20% respondents were with the opinion that it is managed effectively, 12.40% respondents reverted with response that it is managed in somewhat effectively, while 3.60% respondents responded with opinion that it is not managed effectively and 4.40% were not aware that how the risk is managed in their originations.
managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their origination.

32. A crucial question was asked to respondents that how effectively liability management related risks are managed in your origination, it is clear from the data interpretation that 16.40% respondents reverted saying it managed in highly effective manner, 29.60% respondents were with the opinion that it is managed effectively, 18.00% respondents reverted with response that it is managed in somewhat effectively, while 14.40% respondents responded with opinion that it is not managed effectively and 21.60% were not aware that how the risk is managed in their originations. The data analysis shows that there is mixed response from respondents however majority respondents believe that the risk is managed effectively in their origination.

33. When a question was asked to respondents that how effectively liability management related risks are managed in your origination, it is clear from the data analysis that 20.80% respondents reverted saying it managed in highly effective manner, 51.20% respondents were with the opinion that it is managed effectively, 18.00% respondents reverted with response that it is managed in somewhat effectively, while 6.80% respondents responded with opinion that it is not managed effectively and 3.20% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their origination.

34. There was a question put up to respondents that how effectively business continuity related risks are managed in your origination, it is clear from the data analysis that 12.80% respondents reverted saying it managed in highly effective manner, 57.60% respondents were with the opinion that it is managed effectively, 15.60% respondents reverted with response that it is managed in somewhat effectively, while 8.80% respondents responded with opinion that it is not managed effectively and 5.20% were
not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

35. A question was asked to respondents that how effectively IT Security related risks are managed in your origination, it is clear from the data analysis that 19.20% respondents reverted saying it managed in highly effective manner, 60.80% respondents were with the opinion that it is managed effectively, 12.80% respondents reverted with response that it is managed in somewhat effectively, while 4.00% respondents responded with opinion that it is not managed effectively and 3.20% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

36. When it was asked to respondents that how effectively fraud related risks are managed in your origination, it is clear from data analysis that 10.80% respondents reverted saying it managed in highly effective manner, 35.60% respondents were with the opinion that it is managed effectively, 20.40% respondents reverted with response that it is managed in somewhat effectively, while 6.00% respondents responded with opinion that it is not managed effectively and 27.20% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

37. There was a question was asked to respondents that how effectively reputational risks are managed in your origination, it is clear from data analysis that 27.60% respondents reverted saying it managed in highly effective manner, 53.20% respondents were with the opinion that it is managed effectively, 12.40% respondents reverted with response that it is managed in somewhat effectively, while 2.00% respondents responded with opinion that it is not managed effectively and 4.80% were not aware that how the risk is managed
in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

38. A question was placed to respondents that how effectively operational risks are managed in your origination, it is clear from the data analysis that 18.80% respondents reverted saying it managed in highly effective manner, 45.20% respondents were with the opinion that it is managed effectively, 17.20% respondents reverted with response that it is managed in somewhat effectively, while 11.60% respondents responded with opinion that it is not managed effectively and 7.20% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

39. A question was asked to respondents that how effectively vendor management related risks are managed in your origination, it is clear from data analysis that 11.60% respondents reverted saying it managed in highly effective manner, 58.00% responded were with the opinion that it is managed effectively, 13.60% respondents reverted with response that it is managed in somewhat effectively, while 5.60% respondents responded with opinion that it is not managed effectively and 11.20% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

40. When a question was asked to respondents that how effectively financial risks are managed in your origination, it is clear data analysis that 32.80% responded reverted saying it managed in highly effective manner, 47.20% respondents were with the opinion that it is managed effectively, 10.80% respondents reverted with response that it is managed in somewhat effectively, while 4.00% respondents responded with opinion that it is not managed effectively and 5.20% were not aware that how the risk is managed in
their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

41. Important question was asked to respondents that how effectively human resources related risks are managed in your origination, it is clear from the data analysis that 26.80% responded reverted saying it managed in highly effective manner, 58.00% respondents were with the opinion that it is managed effectively, 5.20% respondents reverted with response that it is managed in somewhat effectively, while 4.00% respondents responded with opinion that it is not managed effectively and 6.00% were not aware that how the risk is managed in their originations. The data analysis shows that majority respondents believe that the risk is managed effectively in their respective origination.

42. During the present study a question was asked to respondents that What is the frequency to review the controls against functional risks mentioned in above question, it is clear from the data analysis that 13.60% responded reverted saying it is reviewed on quarterly basis, 14.80% responded reverted with the opinion that it is reviewed on half-yearly basis, 49.20% respondents were with the opinion that it is reviewed on yearly basis, while 22.40% respondents confirm it is reviewed on as and when needed basis. The data analysis shows that majority respondents believe that the controls are reviewed on yearly basis.

43. Data analysis helps to understand that the level of support received from Governance Control (Risk / Compliance) and Legal function to make commercial decisions (new business/ contract). 22.40% respondents reverted with the opinion that level of support extended by GCL function Exceeds than expectations, 56.80% responded stated that GCL function Full meet with expectations as far as support from GCL function is
concerned, 13.20% respondents confirmed that GCL function Meet with some expectations in-terms of the support factor whereas 7.60% respondents believes that level of support extended by GCL function is below expectations. The data analysis indicates the majority that majority of respondents acknowledge the fact that GCL function full meet with their expectations.

44. It was useful to understand via data analysis that the level of support received from Governance Control (Risk / Compliance) and Legal function to addressing strategic issues. 17.20% respondents reverted with the opinion that level of support extended by GCL function Exceeds than expectations, 64.80% responded stated that GCL function Full meet with expectations as far as support from GCL function is concerned, 13.20% respondents confirmed that GCL function Meet with some expectations in-terms of the support factor whereas 4.80% respondents believes that level of support extended by GCL function is below expectations. The data analysis indicates the majority that majority of respondents acknowledge the fact that GCL function full meet with their expectations.

45. The data analysis helps to understand that the level of support received from Governance Control (Risk / Compliance) and Legal function to enhance culture of compliance in the organization. 24.40% respondents reverted with the opinion that level of support extended by GCL function Exceeds than expectations, 58.80% responded stated that GCL function Full meet with expectations as far as support from GCL function is concerned, 12.80% respondents confirmed that GCL function Meet with some expectations in-terms of the support factor whereas 4.00% respondents believes that level of support extended by GCL function is below expectations. The data analysis indicates the majority that majority of respondents acknowledge the fact that GCL function full meet with their expectations.
46. Data analysis with the help to understand that the level of support received from Governance Control (Risk / Compliance) and Legal function to scale up with changing industry trends/ dynamics. 30.80% respondents reverted with the opinion that level of support extended by GCL function Exceeds than expectations, 47.60% responded stated that GCL function Full meet with expectations as far as support from GCL function is concerned, 15.60% respondents confirmed that GCL function Meet with some expectations in-terms of the support factor whereas 6.00% respondents believes that level of support extended by GCL function is below expectations. The data analysis indicates the majority that majority of respondents acknowledge the fact that GCL function full meet with their expectations.

47. There was data analysis which helps to understand that the level of support received from Governance Control (Risk/ Compliance) and Legal function to ensure sustainable business growth. 32.80% respondents reverted with the opinion that level of support extended by GCL function Exceeds than expectations, 53.20% responded stated that GCL function Full meet with expectations as far as support from GCL function is concerned, 9.60% respondents confirmed that GCL function Meet with some expectations in-terms of the support factor whereas 4.40% respondents believes that level of support extended by GCL function is below expectations. The data analysis indicates the majority that majority of respondents acknowledge the fact that GCL function full meet with their expectations.

48. The data analysis help to understand that the level of support received from Governance Control (Risk / Compliance) and Legal function to achieve business objective/s. 35.60% respondents reverted with the opinion that level of support extended by GCL function Exceeds than expectations, 50.00% responded stated that GCL function Full meet with expectations as far as support from GCL function is concerned, 8.40% respondents confirmed that GCL function Meet with some expectations in-terms of the support factor whereas 6.00% respondents believes that level of support extended by GCL function is
below expectations. The data analysis indicates the majority that majority of respondents acknowledge the fact that GCL function full meet with their expectations.

49. A question was asked and data was analyzed to understand that the level of support received from Governance Control (Risk / Compliance) and Legal function to minimize risks (Legal, reputational, commercial, etc.). 33.20% respondents reverted with the opinion that level of support extended by GCL function Exceeds than expectations, 56.80% responded stated that GCL function Full meet with expectations as far as support from GCL function is concerned, 4.00% respondents confirmed that GCL function Meet with some expectations in-terms of the support factor whereas 6.00% respondents believes that level of support extended by GCL function is below expectations. The data analysis indicates the majority that majority of respondents acknowledge the fact that GCL function full meet with their expectations.

50. A question was asked to understand that, which method/s is/are used to evaluate the effectiveness of these controls? The data analysis revels that 25.60% respondents reverted saying that Internal audit is used in their organization to evaluate the effectiveness of the controls, 58.40% respondents provided inputs stating External audit method is used in their organization, whereas 7.60% respondents confirmed that Compliance confirmation by department head/ risk owner and 7.20% respondents communicated that there is different method is used in their respective organization to evaluate the effectiveness of the controls. From the data analysis it is clear that the standard practice followed by most of the organizations is external audit to evaluate the effectiveness of the controls.

51. An important question was asked to understand that, whether training is conducted in various origination to enhance awareness about Legal Compliances for employees (including contractual compliances)? Data analysis revels that 66.40% respondents reverted saying yes training is conducted in their companies to enhance awareness about
Legal Compliances, whereas 27.60% opinioned that no such awareness training is conducted in their company and 6.00% employees responded to the question stating that they are not aware whether any such awareness training is conducted or not in their respective companies.

52. Data analysis helps to provides view on the frequency of awareness training in Legal Compliances in the company. When a question was put up to respondents to get more understanding it was revealed that 2.40% responses indicates frequency of the training is monthly, 12.80% respondents reverted with their response saying that the frequency of the training is quarterly, whereas 32.80% respondents acknowledged that the training is conducted on half-yearly basis and 52.00% respondents confirmed that the awareness training is conducted on annual basis.

53. A question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. Most of the organizations does not have matured attitude towards Corporate Governance. Data analysis provides views of respondents on the barriers stating 87.60% respondents accepted the fact and confirmed it via selecting true options, whereas 12.40% respondents reverted with their opinion that the factual statement if false.

54. There was a question asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. Complexity of the Corporate Governance program. Data analysis provides views of respondents on the barriers stating 82.80% respondents accepted the fact and confirmed it via selecting true options, whereas 17.20% respondents reverted with their opinion that the factual statement if false.
55. An important question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. existing technologies/governance framework is not adequate to support Corporate Governance objective. Data analysis provides views of respondents on the barriers stating 78.80% respondents accepted the fact and confirmed it via selecting true options, whereas 21.20% respondents reverted with their opinion that the factual statement if false.

56. While a question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. There are internal inabilities which disallow to get started (inertia). Data analysis provides views of respondents on the barriers stating 86.40% respondents accepted the fact and confirmed it via selecting true options, whereas 13.60% respondents reverted with their opinion that the factual statement if false.

57. A question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. Practical strain to hire skilled people in GC&L function. Data analysis provides views of respondents on the barriers stating 90.80% respondents accepted the fact and confirmed it via selecting true options, whereas 9.20% respondents reverted with their opinion that the factual statement if false.

58. During research a question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. Lack of C-level support, i.e. lack of support from Company, Colleagues, Cost and Company Culture. Data analysis provides views of respondents on the barriers stating 89.20% respondents accepted the fact and confirmed it via selecting
true options, whereas 10.80% respondents reverted with their opinion that the factual statement if false.

59. While a question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. Lack of C-level support, i.e. Organizations has their own priority list and Corporate Governance is not top priority for such Organization, sometime Corporate Governance is not even part of priority list. Data analysis provides views of respondents on the barriers stating 85.20% respondents accepted the fact and confirmed it via selecting true options, whereas 14.80% respondents reverted with their opinion that the factual statement if false.

60. A question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. Merger-Acquisition, Change in market trends, Economical changes lead to organizational changes, which also result in negligence towards Corporate Governance objective. Data analysis provides views of respondents on the barriers stating 76.80% respondents accepted the fact and confirmed it via selecting true options, whereas 23.20% respondents reverted with their opinion that the factual statement if false.

61. There was a question asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the i.e. Incase leadership has no roadmap for the organization, then such leadership will always focus on immediate gain however they miss to attend long term goal of Corporate Governance. Data analysis provides views of respondents on the barriers stating 74.80% respondents accepted the fact and confirmed it via selecting true options, whereas 25.20% respondents reverted with their opinion that the factual statement if false.
62. During the study a question was asked to understand that which of the following are barriers to establish Corporate Governance? Respondents reverted with their inputs on the one of the barrier i.e. Incase process are completely governed by automated tool (purely technology driven), wherein required awareness/ training is not provided to users then it could be a reason of failure to meet Corporate Governance objective. Lack of cooperation and collaboration. Data analysis provides views of respondents on the barriers stating 76.80% respondents accepted the fact and confirmed it via selecting true options, whereas 23.20% respondents reverted with their opinion that the factual statement if false.

63. There was a question asked to understand whether legal function has adequate resources (e.g. in-house lawyers, law books, panel of law firms, source to receive legal updates, etc.) to provide legal support? Data analysis indicates that 90.80% respondents are agreed with the fact that adequate resources are provided to legal function to discharge the duties whereas 9.20% respondents disagreed the factual position that adequate resources are provided to legal function.

64. A question was asked to understand, whether legal department conducts internal audit to evaluate compliance status? Data analysis depicts that 78.00% respondents are agreed with the fact that legal department conducts internal audit to evaluate compliance status whereas 22.00% respondents disagreed the factual position legal department conducts internal audit to evaluate compliance status.
65. To understand whether there is any documented process to conduct such audit, a question was asked, it was indicated during data analysis that 71.28% respondents are agreed with the fact that there is any documented process to conduct such audit whereas 28.72% respondents disagreed the factual position that there is any documented process to conduct such audit.

66. A question was asked to understand, whether there is any documented process to conduct such audit? Data analysis helps to indicate that 71.28% respondents are agreed with the fact that there is any documented process to conduct such audit whereas 28.72% respondents disagreed the factual position that there is any documented process to conduct such audit.

67. It was asked to understand, whether respondents adhere to the timelines (i.e. targeted dates/frequency) mentioned under the statutory compliance checklist? Data analysis indicates that 55.60% respondents are agreed with the fact that respondents adhere to the timelines mentioned under the statutory compliance checklist whereas 44.40% respondents are not able to adhere to the timelines mentioned under the statutory compliance checklist.